

13 April, 1994

Thank you for your willingness to assist the conference in the inventory process. You have been chosen for the role of recorder because we believe your personal skills lend themselves to helping the group to record all relevant discussions. The names of the members of your small group are contained in the attached material. In addition, your group will be facilitated by Ted Logue, who will be responsible for maintaining an open and balanced conversational flow during the meeting. Your group will meet at Wednesday, 4 May from 9:00 am to 12:30 pm, and again between 2:00 pm and 5:30 pm.

There will be a brief meeting following the panel presentations on Tuesday evening. This will provide an opportunity for any questions or assistance that you may need to accomplish your task. We are looking forward to seeing you all.

World Service Inventory Composite
Group

Encl: List of suggestions for recorders
List of small group members
Outline of conference inventory activity

OUTLINE FOR INVENTORY PANEL PRESENTATIONS AND SMALL GROUP DISCUSSIONS AT WSC'94

Tuesday 3 May - Panel presentations - four members for each panel. The panel members will be given approximately ten minutes each to present their topic. The main topics are:

- a. WSC history & purpose
- b. WSC relationship to fellowship
- c. WSC relationship to committees/boards/WSO
- d. WSC annual meeting and procedures

Each panel is 40 minutes long, followed by a one-hour Q&A session followed by a 15 minute break. At the end of panel D, material regarding the panels will be handed out.

Two panels in morning and early afternoon, followed by lunch then final panels ending in early evening.

Wednesday 4 May - Small groups

- a. Sixteen small groups composed of conference participants, committee members, and WSO coordinators and managers (10-25 participants each)
- b. Small groups will have two sessions, one in the morning and one in the afternoon. They will be asked to discuss different topics during each session.
- c. The small groups will have a recorder assigned to keep notes of the proceedings.
- d. Each small group session will have a facilitator (not moderator) who will be requested to facilitate both sessions.
- e. Each group will have to choose a representative at the beginning of each session to present the substance of his/her group's discussions regarding a particular topic.

Wednesday 4 May/Thursday 5 May - representative meetings

- a. Each of the main topics will be discussed by the representatives of the small groups which addressed that issue. This representative group will have two tasks: first, develop a list of points they wish the conference as a whole discuss and, second, develop presentations to the conference to engender lively discussion.
- b. The representative groups will choose a body of four to sit on a panel and present to the conference the results of the small-group discussions.

Thursday 5 May - Inventory meeting of the conference as a whole

- a. The representatives present their findings and the conference as a whole enters into a discussion mode.
- b. The conference will, hopefully by the end of this session, be able to identify those areas that it finds to be problematic and wants to address at a later date.

WORKING GROUP NUMBER 4

1) Is the history of the conference relevant to our current practices?

- 1) history is important because it lets us know what we have evolved from
- 2) we have too many chefs and not enough cooks, questions are "do we provide services and do we provide basic services"? and what are basic services?
- 3) We see a growth similar today as regards to international participants as we did domestically in the 70's when we first started the WSC. We wanted anyone.
- 4) Feeling of us versus them.
- 5) Risk vs. Trust
- 6) Funding is more and more complex with an increase of more and more projects.....the history of funding is important.
- 7) Is the history of the WSC relevant? Current practices effected by our history including the suspicions and mistrust. On a positive note Jimmy K. envisioned a global fellowship and we are there today, we are healthy today, we are healthy enough to take the time to plan for the future. More checks and balances.
- 8) Recognition of the international community is important. Example is that translation has emerged as very important maybe dominant force.
- 9) Does the US have too much control? We the US fellowship are trying to dictate to the non US community. The word Colonialism was used as a description. The word power was used in conjunction with control.
- 10) Is the US representative of the world fellowship?
- 11) Our current practices are convoluted due to our history.

12) We also have the impact of our social history as a culture which influences our relationships

13) We have gone from inviting attendance to expecting attendance and even paying for attendance. Our history showed us that invitation alone did not bring enough participation. A member said his region is contemplating not attending in the future. Past showed us the way we need to do it today not how to do it today. It shows us what worked and what didn't.

14) Funding is an issue. Members may aspire to positions based on funding potential. Inequity created by selective funding leads to a scrambling for funded positions and takes away from the spirit of anonymity and selfless service.

3. Does the purpose of the WSC contribute to our primary purpose?

15) The WSC purpose is not always reflected in our actions as regards our 5th Tradition.

16) Pros and Cons

PROS	CONS
*Development of Literature	/ *Lit Develop diverts resources
*Translation	/ *Locked into process at expense
*Resource of Information	/ of results
*Coordination	/ *Loose focus
*Provide guidance	/ *Conference is self-serving
*Committees provide fellowship	/ *Self-perpetuating agendas and
needed assistance to complete	/ projects
their primary purpose	/ *Nepotism in leadership

17) Does the Development forum contribute to fulfillment of our "primary purpose"? It is a significant use of our resources. It is a long lasting commitment. Will we know when to back off materially and spiritually in keeping with the spirit of the 7th Tradition?

4) Does the current structure of the conference contribute to our groups' efforts to carry the message?

- 18) WSC assumes too much. WSC needs to find out what groups need or do not need.
- 19) We need good effective communication laterally as well as vertically, i.e. between committees as well as between the WSC and the fellowship
- 20) Groups need to understand how to access information
- 21) We need to provide the why along with the how.
- 22) The WSC offers administration for projects that groups need.
- 23) Does the three headed structure of our conference lend to productivity or to gridlock? You have the WSB and it's committees, you have the Admin and it's committees, and you have the BOD. There is definite overlap, duplication, and bureaucracy.
- 24) One view is that project or task oriented committees are the most productive relative to the needs of the fellowship at the area and group level.

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*Development of literature
*Transition
*Resource of information
*Coordination
*Provide guidance
*Committee provide fellowship
needed assistance to complete
their primary purpose

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[REDACTED]: A lot of the work seems to be in the hall. We can't agree on what different committees do. Outreach, instead of defining themselves, just started work. Would like to be more informed.

[REDACTED]: I think that the most unclear relationship would be the interim committee. Even though everyone has criticism, nobody seems to have any solutions to offer. Interim is damned if they do and damned if they don't. In the end we need one board. I really think That it is a lack of trust, we need to be vulnerable.

[REDACTED]: Having a dual member has been good and bad, good because the additional perspective helped, but bad because we lost a member some of the time. Without quorum we could not vote, and had to discuss. Why not a WSC committee learning day.

[REDACTED]: One solution was the International Ad-Hoc. since we did not have many contacts, we sat in on the PI Ad-Hoc international. They had a big book of contacts, and so we did not have to do that all over again. We need some way to have the committees interact.

[REDACTED]: The answer to a lot of these questions is Yes and No. Some role are very clear (H&I, P.I.) the conference has learned to trust these two committees. The BOD seem to be focused. WSB and Admin however, what are the roles, are they really needed, and who defines them. I wonder if the amount of time that we demand of our volunteers is too high. At one time these decisions were made by Bob Stone. He was dedicated and strong. Now we do by committee, and it is not as successful. The one point of decision, seemed to help.

[REDACTED]: Translations is non-voting, it is composed of people coming from all of these other boards. I think that one of the reasons for the success of the translations committee is the fact that it is apolitical, and we have a very precise and clear-cut responsibility. There is sanity in the committee, and in it's relationship to the WSC.

[REDACTED]: One of the differences between translation and the others, is that there is no counterpart to them in the WSB. No competition, so automatically there is a difference. I do not think that the WSC as a whole benefits from the feeling of competition. As soon as the open gun sounds, and the race for microphone starts, we can't break out of old habits.

[REDACTED]: As much as we try to deny it, we are very much the product of our environment, in so many ways. We have this ability to really look like Washington D.C., and one of the ways is the way in which we try to decide how to deal, and where to deal with problems of a philosophical nature. The roles of WSC committees are fairly clear, I've never been in a situation where committee have tripped over each other. I have also not personally experienced a lot of problems between the BOD and the WSC.

[REDACTED]: From the literature perspective, the committee roles are pretty clear. WSB is where the complications come in. Trustees did as much make work as subcommittees. WSB subcommittees activated as why of having something to do, an identity. Need to pass on more written material to help plan our roles. Instead of re-inventing the wheel.

█████: Guardians of Traditions was just early 80's. Before that it was The Tree, the trustees were the yearlong body. Then the WSC developed new Trustee guidelines, and starting in '85 WSC started to assign projects. They were not even comfortable. There was an overlap in most areas except literature review, and that was just for tradition violations. Other than that we really tried to keep them out of the Lit process. We still elect the beard-combers and hair-pullers, guardians of the traditions. There is not a clear consensus in the WSB on role. Policy is the guardian of the TWGS, and they do not even like it! It is a mess, and could not be otherwise. The make work notwithstanding, the committees know their work real well, and do it real well.

Seems like the trustees are body snatchers. I've heard that we have to change. P.I. comes up with ideas, and then the ideas just get "disappeared" into the "trustee zone." Just when we get things like NA, a Resource in Your Community all done, and then it gets snatched away from us.

█████: H&I sit around review a handbook. We know what the people want: workshops and learning days. We keep asking, and they keep saying the same thing. How come we cant ever get the funding to do this then.

█████: Lack of communication, lack of trust. Duplication of work. Got to stop living in denial, and let go of the positions.

█████: Problem trying to mix provision of service with philosophy. Collectively we tend to do the same things, and we have got to be aware of doing those things.

█████: 3 main boards, how much \$ spent. Do we need all 3?

█████: Not really full participant. Second class citizen. When Australia ask for H&I they don't want Garth. They asked for H&I.

█████: So often when I hear a solution, I wonder where I have heard it before. Concepts seem to hold answers to all of the solutions we discussed today. I haven't been all that responsible for reading *and absorbing* them. All of this has come from NAS, something that is sitting on a shelf. How did we get existing structure? If you are cynic like me, you might say it was because the trustees selected amongst themselves, and with the conference structure, anyone has a shot at serving and getting work done.

█████: First off, there is a reason why we have been all separated. It was though that with all of the discussions, we form perspectives. If we go to unified board there will still be competition for resources. There will still be subcommittees, with chairs. The clearly defined things that subcommittees do need only one single point. Some stuff is so simple, that we don't need a complicated solution.

█████: Note on duplicating of services. We have a trustee assigned to our committee. One has the spokes, one has the wheels. We should put the pieces together. We don't know what we want so how can we tell the board what to do. WSC is like a black hole.

█████: The one board thing was a source of complete paranoia when I first hear of it. One of the reasons why I have been afraid of one board, I that I would not be on it. We want a

(3)

title. Always have chairs, but no members. No leaders. One board would provide the exchange of viewpoint that would help us to have a broader perspective. I now respond to H&I letters from people desperate for anything with NA on it. Answering this type of letter would be a spiritual awakening for anyone, but a P.I. member wouldn't have a chance to do this. I have had a lot of jealousy, and it came from the fear that I would never get to do be on one of those boards. Now one board is no longer a threat. I can accept that we all are the best at something, and that we should do what we are best at. We would all have some kind of place.

■ We need to be organized. Traditions talk about groups, not service structure. Have had the whole gamut of feelings about 1 board, 2 boards, 3 boards. The only way a single board would work is if it was so large that it was almost as if there were still 2. Single board servants would be 24 hr a day NA servants. An inherent part of the democratic process is that it is slow. This is ok, that way we can check. Most of the things that we do not affect whether or not we have a meeting tonight, and so I have no problem putting it on the slow track. We are reluctant to change.

■ Are we afraid to be like AA? They have already experienced most of the problems we have or will have. We should learn from both the good and the bad of their structure. we shouldn't let any BS about the "mother" fellowship stop us from looking at what is good.

■: Agrees that we have a lack of maturity as regards single board. Real differences between the way our services developed and AA's. They came from real centralized, and we came from total anarchy. In the past we had direct contact with AA. They extended lots of invitations. One of the big differences, is that AA has always counted on direct contributions from groups. They have a lot more \$. They have a unified budget. They have full participation from the folk with most experience. Not as dinosaur trustees, or chairs. The folks that provide the continuity is the staff.

■ I am extremely grateful for this meeting. Mostly because of being able to talk about things that I thought were taboo, only for the hallways. I am ready to learn from AA, even if I do not care to be an AA member. What we have is the dictatorship of the RSRs. With more trust, and less control, things could happen more naturally. I do not see democracy being worked on the floor.

■. I hope that one of the messages that we can get across is that we need the people to keep coming back at the service level, and that the ones with experience should not pack up and go home when they are done.

■: As a newcomer I could not understand beyond my wildest dreams, but now I do. I think that this applies to the conference as well. We could have the faith to believe that this too will shape up to beyond our wildest dreams.

■: Earlier I had a lot of gripes about the composite group. I was hoping that earlier in summer that they would just come with a whole new plan. But now, even though it is far from perfect, the process that we have embarked upon has made this one of the most valuable conferences I have ever intended.

Group Number 13

Afternoon Session

Questions chosen for discussion #2 & #8

#2: Are the roles of the WSC and the WSB as they relate to each other sufficiently clear? **NO!!** **NO!!** **NO!!**

?? Are the roles as they relate to each other the Interim Committee??

The roles we see in the TWGSS is sufficiently clear for the WSC and WSB as they relate to each other. But the action we see from conference year to conference year is not consistence with what is written. i.e. the motion to suspend the World Service Travel Guidelines which was made by a trustee

We want to quote Donna, "When we are not directly involved in the process, we don't trust the process or the results" We do have hope and we feel we are going in the right direction.

Lack of mutual respect between the WSC and WSB leads to a break down in trust.

#8: What is the criteria for establishing priorities at the WSC

Theoretical: money, time, trust, 12 Traditions, Concepts, fellowship need (real needs), specifics needs of emerging NA communities

Actual: Turf wars, lobbying, lack of trust, lack of money and fund flow, lack of time, lack of accompanying budgets with motion proposals, lack of human resources, RSR's with personal committee agenda's, fellowship need (hidden agenda), lack of utilization of willing & qualified trusted servants

We found ourselves in the Us and Them syndrome. Not feeling as though we were a part of the WSC. Talking about the WSC as them.

GROUP ONE --- TOPIC A

Decided to focus on two of the questions (there were too many) chose Questions 2 & 4.

Question 2 :

Used the purpose as written in TWGGS and discussed during the panel presentation:

">>> To be supportive to the F. as a whole, and to define and implement the policies of N.A." and "To define and take action according to the group according to THE group consciousness of N.A.

Brainstormed what we all feel the WSC currently does and then rated those things by 1) whether or not it is a strength or weakness to be doing it and 2) is it reflected in TWGGS

BRAINSTORM RESULTS: S=Strength -- W=Weakness : Y or N= Yes or No reflected in TWGGS

Unify Fellowship	S	Y	
Provide for Common Welfare	S	N	
Encourage/support growth(development)	S	Y	
Project oriented tasks	W	N	
✓ Coordination of regional counterparts	W=split	N	
✓ Not just an event; a moving, living organism	W	N	
✓ Forum for objection and complaining and political ambition	W	N	
Long term planning	S	N	
Direct response to Fellowship requests	S	Y	
Forum for emotion-based decision-making	W	N	
Conduit for decision-making for F.as whole	S	Y	
Accomplish tasks as directed by F.	S	N	
Provide formats for education-goes both ways	S	N	
Provide direction to WSO (at the event)	S	N	
Provide direction to all WS elements	S	N	
Problem solving and creation forum	S	N	
Conflict resolution	S	N	
Worldwide communication	S	Ysplit	
Inter-regional/zonal forums	S	N	
Establish/vote on policy for N.A.	S	Y	
Implement policy	S	Y	
Administer World Convention		W	N
Meeting place for networking	S	N	

The topic of Carrying the Message was put on the list, then scratched because it needs much more discussion in a larger forum. There was a definite feeling on the part of some that the WSC needs to be part of carrying the message, directly indirectly and that it does, in fact, do so. Others interpret carrying the message in a pure form, meaning that ONLY a group and members can carry the message and the WSC does not and is not meant to do so. THIS PROBABLY NEEDS MORE DISCUSSION IN RELATION TO CHANGING THE STRUCTURE AND MAKING ALL PARTICIPANTS COMFORTABLE WITH A DIFFERENT DECISION MAKING PROCESS

★ — ADDITIONAL PROBLEM IDENTIFICATION!
WSC AS AN ENTITY OR EVENT and WHAT

IT SHOULD BE:

As an event ---

- Can be the beginning or end of the entity's work
- Could be separated from any task/work
- Would transform from task-oriented
- Would shorten # of days
- Would allow for broad based discussion that would guide the work in a general way
- Could discuss issues that affect F. as a whole
- Could assign work based on discussion to body best suited to handle it
- Consensus building
- Forum for WORLD F to build consensus NOT to come with answers

The WSC as an event is a strength, when it becomes an entity it turns into a weakness

Majority believe it is an entity AND THAT IT MUST CHANGE FORM Cannot simply *★* be fixed, needs to change instead.

CURRENTLY:

Many of the individual points of our brainstorming above fall under the general purpose of Unifying and Carrying Message. Purpose must be simple with the other things as goals and objectives as how the purpose is carried out.

Prob It currently is too vague and general, lacking explanation. However, if there was more explanation, discussion of WSC purpose it would suffice. As it stand now, almost noone knows what the purpose is.

Prob There is no group conscience reflected

Prob Procedure and motion making as an attempt to discuss is a weakness
Must stop and look and plan - We are currently so far behind we can't even get to the present much less the future - Conference every two years would provide for better planning.

✓ Prob Current structure is governmental in nature not service oriented

Prob RSRs have been provided with no other way to do their perceived job.

✓ Prob CAR works against purpose - Need to have a year without it
Current leadership MUST propose and model a structural change AND lead RSRs in a different plant

Prob U.S. F. needs to accept the idea of fewer reps - perhaps one per zone.

Prob RSRs need to deal with more regional problems through zones , need to have more security in knowing where to go with their issues - right now WSC is the only place they know to go

ALL OF WORLD SERVICE MUST BE INVOLVED IN LENGTHY DISCUSSIONS REGARDING MAKING THE STRUCTURAL CHANGE OR IT WON'T FLY.

GO BACK TO THE TREE TO FIND THE BASICS - DON'T RE-INVENT THE WHEEL

"WE CAN'T SEE THE TREE FOR THE TWIGGS"

main "A"

WSC: History & Purpose

Wed. am

(2)

Strength

CAR - (ideal) to encourage discussion focusing on issues.

- coincides w/ conference (ideal)
- (currently) sense of belonging
-

Weakness

TWGES - inaccurate description

- (^{2 stated} Purposes)
- lack of additional info.
 - policy vs. group conscience
 - vague, unclear, not well defined

Consensus Reached - Purpose in TWGES is weakness

CAR - motion sickness

- decision-making oriented rather than ^{provoking} issue discussion

- Coordinates Regional counterparts

WSC - (ideal) to promote growth of N.R. on a global scale

- Coordinates Regional counterparts

WSC - too governmental, too bureaucratic

- structure doesn't allow for issue discussion
- No safe forum for issue discussion
- Has become an "entity" rather than servant

(Perceived) U.S. Dominance - too many U.S. RSR.

- power imbalance - money & num.
- literature cost disparity
- structure doesn't allow

(not considering cultural differences)

- structure works against ~~non-US~~ ^{non-US} English speaking RSRs.

- "colonialism"
- are we asking what they need, giving what we think they need.

WSC: History & Purpose

2

Strengths

Weakness

- ~~lack of~~
Long-Term focus - for WSC, no long-term planning
(~~ref~~ RE: WSC)
- year-to-year planning contributes to self-perpetuation.
 - inability to practice Concept 3 (delegation/authority)
 - Micro-management - doing things on conference floor.

Leadership - Nepotism

- influential
- lack of singleness of purpose.

Structure - project & task oriented

- committee (short-term) system
- leadership (↑)
- oriented to ^{communicate} ~~convey message~~ to Trusted Servant rather than member
- RE: Motions/CAR - No other perceived way for RSRs to do job
- RSRs expectations - change job description. (Mind set)
- (group conscience vs. group talk)

StrengthsWeaknesses

WSC participants have no orientation / training

Agenda not explained - DF's

order of motions

working group

Zonal forums

Elitist structure - jargon, slang

- closed

- ~~divisive~~ divisive

Translations bogged down in bureaucracy
(conceptual integrity)

- Non-english speakers denied quick access to literature.

Points to take to Conference

Decision-making vs. issue resolution

1. Entity (WSD) perpetuates committee/board system, lack of a clear, simple purpose. (Task oriented structure, mixed issue on value of \$)
2. Decision-making process - CAR, issue discussion, No. notes, lack of trust.
3. RSR "job description" - group conscience/group tally, US dominance = #1's
4. Communication - member vs. trusted servant.
trust
5. TWGGS

Self-perpetuating
Self-generating
circuitous.

Single symptom

The Single symptom of all our discussion is that we are confused over whether ^{with the conference resolving} we are ~~discussing~~ issues or making decisions. ~~There~~. We appear to be task in
Ex #1: TWGGS has 2 ~~conflict~~ stated purposes

Ex #2: Reps. seek gp. cons. but find gp. allies.

Ex #3: blue. motions in the CAR

Wash.
Confession

Primary Purpose -

* els. WSC supposed to carry the message or
do business??

Moment of Silence

John - what is the most important thing you want to present?

What is purpose of WSC?

① Is the history of the conference relevant to our current practices?

- yes

- learn from mistakes

- How we got here

- History Book

- not of NA But of WSC

- NO

- will do recovery of new comers

- changing of the guard ...

② What do we believe is the purpose of the WSC & is it reflected in TWGSS?

- more than is reflected. (Edhe)

- "to make recovery available to adducts worldwide"

- somewhere to take care of business ^{the} ~~that~~ (Covidey) & allows

- to give information (visionaries)

- to provide services within WA

- to exchange information

- generally reflected, not specifically

to aid Regions

④

①

- yes -

Question # 5

Does the WSC HELP FURTHER THE COMMON WELFARE OF ADDICTS WORLDWIDE?

STRENGTHS

- THROUGH LITERATURE & TRANSLATIONS
- THROUGH FOSTERING UNITY
- THROUGH OUTREACH
- BY PROVIDING PERSONAL CONTACTS i.e. WORLD TRUSTED SERVANT VISITS
- BY FOSTERING A SENSE OF BELONGING TO A WORLDWIDE FELLOWSHIP
 - WORLD CONVENTION
 - UNITY DAY
 - DEVELOPMENTAL FORUM
- NETWORKING
 - ZONAL FORUMS
 - CONFERENCE AGENDAS
 - TRUSTEE BULLETINS
 - SERVICE MANUALS
 - MEETING LISTS

WEAKNESSES

- DOMINATION OF AMERICAN POLITICS
- LIMITED PARTICIPATION
- INACCURATE PRESUMPTIONS AND ASSUMPTIONS OF WORLDWIDE NEEDS INCLUDING THE U.S.
- LACK & SLOW DEVELOPMENT OF TRANSLATIONS
- THE FORMAT OF THE C.A.R. CAN LEAD TO DIS-UNITY
- THE ALLOCATION OF FUNDS
- THE TIMING OF COMMUNICATIONS

Question #3

Does the Purpose of the WSC contribute to our Primary Purpose?

STRENGTHS

- THROUGH UNITY & THE AWARENESS OF THE NEEDS OF THE WORLDWIDE FELLOWSHIP
- THROUGH LITERATURE & TRANSLATIONS
- DIRECTLY & INDIRECTLY THROUGH SUBCOMMITTEES
- THROUGH GOOD INTENTIONS
- THROUGH THE YEARLY OPPORTUNITY TO REDIRECT & CHANGE

WEAKNESSES

- MORE TO THE TRUSTED SERVANT THAN THE INDIVIDUAL MEMBER
- LOST THROUGH POOR COMMUNICATION, BUREAUCRACY, POLITICS, EGOS AND PERCEIVED POWER & CONTROL
- SHORT CHANGED BY BEING RESTRICTIVE, PRESUMPTUOUS AND A DISTRACTION TO GROUPS
- LESSENED BECAUSE OF A POOR REPUTATION (THE PAST)
- LACK AND SLOW DEVELOPMENT OF TRANSLATED ESPECIALLY SERVICE MATERIALS

Group 8 - Topic A [Craig & Linda Cascade]

Question #5 - some committees (lit.)

build service structure

yes, but... Don't know (due to lack of contact - pirahna session)
not necessarily world wide - ie: now us has different
concerns (language) (similar to sending only those ^{off} can be

* World wide participation is strength - ie: growth
last few years.

"Bitter off" because of WSC - being here is most
important, body that cares

* expecting loving understanding of meeting - actual
much different - left bad taste in mouth - process
was bad

* Outside of business mts - just coming together makes
it worthwhile - sharing of experience ^{but not much} time for it

Definitely attempting to foster world-wide - ~~the~~ trying
to incorporate non-English - lengthy process
should be - missing is: asking for needs rather
than telling what we'll give

* Lit & translation directly affect addicts - committee
experience (H&I, etc) helps

Tangible representation of unity

* Need to create equity & balance by correcting
imbalance of US/English speaking regional
representation - zonal forums would help.

Lot of motions don't affect addicts

* * * Future focus - international needs people resources
if not travel then what?

5(cont.)

Language is biggest barrier - takes time

Sensitive to needs of international but support representation by population

Representation by majority can skew attitudes - equalization

* Resources (people being there) is extremely important

Section #6 Indirect through Literature

Possibly

No - only send GSR to keep on directory - won't have anything to do w/ service structure - stay out of politics - some are better off that way

Service structure has helped pull groups back on track & in keeping w/ traditions - help pull into structure. makes it possible to get info to groups WSC able to provide information from other conference participants

Poor job in this area - but not sure this is a function of WSC

Groups that don't follow basic philosophy & traditions die a natural death - should die if not viable

Allows groups to express their opinions if they wish to - helps with unity

Q #16 (cont.)

Provides communalities & access when outside home area
this promotes unity (indirectly access comes from bus)
Yes - helps further, not primary focus but does help

Question #2 Purpose - ultimately to further primary purpose
make resources available to fellowship

* Confused about purpose

Dual - further message (underlying), support
service structure (top level)

Part of service structure

Should not be involved in defining N.A. message -
natural evolution of groups carries the message
should be separate - only a vehicle for passing
on info

* Primary purpose is to help groups carry out their
primary purpose

Is only next step from RSC

"Court of last appeal" for issues

Mechanism for conducting business - forum for
passing on experience, strength & logic.

How does service structure further message.

- committee structure - provides experience

Foster development of N.A. community i.e. interaction

Imperfect - tradeoff between efficiency & equity per
equity
is what fellowship values

Is the purpose to give direction or take direction?

Purpose must be fluid - to be able to change over
time

Q#2 (cont)

May not be one purpose - change over time

Ability to assess & change priorities over time

re: question of direction = It is both

look at big picture not micro-management

★ "To act & respond to ever changing needs of the
fellowship" by: providing mechanism for business
forum for discussion/sharing
of issues

Does TWGGS say: better defines how business is done - this
group better defines issues discussion

Not entirely

Group said same thing as TWGGS just differently -
both are only partial

Question #3 - yes

Primary purpose is for groups. WSC helps indirectly.

Question #1 - Yes, if we don't know it we are doomed to repeat it.
History teaches us that ~~we learn nothing from history~~
Shows where we've been.

Shows NA is going to grow.

Isn't it the same as parent & teenager? Need our
own experiences.

Q #1 cont)

Relevancy speaks to issue of trust, - we made it this far
points out how much change has occurred - can look
back to help look forward

Historic reason for ^{current} ~~establishing~~ practices (relevant) -
sometimes - relates to groups definition of purpose
don't know

★ Yes, contains reasons why current practices are
in place.

Question #4

★ Yes, needs major revisions - unwieldy
- outside input
-

Like idea of checks & balances

Like super board with Traditions guarding

overall structure (No, ^{overall} structure works)

Not spiritual

Not trusting is problem, decisions out of fear of
reaction. If mistake made, we should help straighten
out without beating up.

"D" - WSC - Annual Meeting & Procedures

Question #4 - "Does the WSC consider the long-range outcomes of its deliberations in its decisions?"

- Can't consider long-range outcomes w/out long-range plans
- Don't look @ "big picture" Different parts, piece by piece.
- BoT task-oriented vs. long range
- Consider finances w/ respect to long-range outcomes
- Trust / fear

Question #7 "Do the practices of the WSC ...

- Politics distort motions - North American
- like small group discussions
- Need for more discussion "Not on same page"
- Taking care of business takes priority above ^{Motion Madness} why we're really here
- Panels by Composite Group & DF's very helpful
- CAR reinforces a decision-making mind-set
- 1 year time frame not enough for issue discussion
- Single quarterly meeting this year not enough.
- ~~Motion~~ Motions committed to BoD, BoT committees talk strengths & weakness.

Question #8 "When is consensus of NA groups not essential to decision-making processes used by conference?"

- Elections, amendments & substitutions, procedural, budget & internal problems, New Business.
- Group consensus not always reflected in each decision but should be.
- Majority rule is not spiritual, building consensus is.

- Group conscience essential when ^{issues are} ~~discussion~~ is philosophical recovery - literature oriented, primary purpose, changes in Steps & Traditions
- ~~Development of recovery literature~~
- = Group conscience needed for conceptual guidance & but not for "micro-managing."
- ☐ Not necessary for guidelines, translations.

CONSENSUS - Majority rule detracts from consensus

- ☐ Are the questions referred to the groups essential to the groups themselves.
- * ☐ Detract from 5th Tradition
- ☐ WSC seems to send message that voting is how to do it (Push vehicle of voting @ every level, it often set the agenda - Do we want to send this message?)

Q#1: ~~The idea of equity~~ - the idea of equity - Regions w/ more groups than others.

Principles vs. personalities

What if none of conf. part. were funded? All?

Funding differences breach principle of anonymity

Parliamentary procedure - procedural vs. practical

☐ World bank trusted servants don't reflect general population of PA as a whole.

- maybe don't necessarily
- Badges colors @ Conference intimidating
 - "Star-making" (BCT, etc.) CNA gurus "Walk of Stars"
 - CSR histories & reputations -
 - Regions w/ "stupid" motions

Global Problems

~~1. Communication~~

- * Do we want affirmative action employed w/ respect to NA leadership?
 - * Rotate quarterlies? (Out of US?)
 - * How do we increase diversity among NA leadership (on all efforts) w/out compromising requirements?
- * Do we want to become more issue-discussion oriented rather than decision oriented? How? (1 yr. discussion, 1 yr. decision-making)

- Do we want to go to issue discussions versus motion-decision-making? If so, how?
 - = WSC - 1 year discussion, 2nd year decision making

- How do we increase diversity on all levels within NA leadership without compromising requirements/experience?

- No long-range planning or view of big picture -

- How do we achieve this?

- Are ~~boards~~ / committees too task-oriented?

- Are Boards too task-oriented & lose site of "big picture"?

SEE
your notes
on big sheet

- 12 Tradition issue - does our funding create a class system?

- Badge color @ WSCs

- Do we create "stars"? (at all levels)

- How is this fostered @ ASC's, RSC's, WSC's?

- How does trust/fear issues prevent or inhibit us from building conscience?

- What is "conscience"?

- What do we do that creates the separations that contribute to the "us & them" attitude?

S) = strength
W) = weakness

pg 1
7PM RM 101

Group 12

HSB Annual Mtg + Procedures - Topic B

- ① 2²⁷ - 2⁴³ read the 12th Edition - Principles before Personalities
- | <u>Strengths</u> | <u>Weaknesses</u> |
|----------------------------------|----------------------|
| - yes @ times | - participants via |
| - Conference | numore milk |
| - protects individuals in groups | - US/Asian mentalit. |
| - trust | |

w) - length of clean time, expectations - unfair to World Trusted Servants

w) - NA way quotes world trusted servants by name - lending weight (imply predictability) to their remarks ^{decision making}

S) - trustees have a responsibility - expect more from our leaders

w) - remove ^{unuse} rules and identify experience will improve avoid fostering/perpetuating distinctions of individuals based on service - all NA periodicals i.e. CAR

Concentrated on anonymity - omitted honesty, integrity, non-U.S. participants identified, singled out - Regional "histories" i.e. reputations - Regional Names, badges; voting "blocks", prejudices - factions are created

Group 12
Topic D

2⁵⁵

(#2) ... Criteria for decision-making ...

- w) - ability to move quickly (physically & mentally) - English speaking
- w) - presentation of point, utilizing parliamentary or
- S+W) - money; funds are spent based on projections of income & expenses; perceptions & fears of what can actually be funded or done
- w) - time constraints (based on C' year)
- w) - who makes motions / personality; salesmanship & politicking; motions are lost when made by bd/cm/individual whom are not prominently perceived (i.e. personal reputation)
- s) - respect recommendations of leaderships

3²¹

(#3) Does WSC make decision based on informed group conscience?

- s) communicate prior to CAC
 - w) add'l info; last minute info, amendments ^{change} motion
- Conscience defined - group conscience of members & WSC general assembly
- Most controversial matter - Guide to SUC perpetuates WSC body - other material doesn't

RSR have an intent (goal) ^{to} bring group consensus;

s) Methodology of acquiring consensus of groups and associating it with conference procedures revelations assists RSR ^{in conjunction} providing consensus of groups w/ other conf participants

w) Anonymity compromises our collection ability i.e. groups register directly w/ world

e) Lack of definition of grp consensus -
e.g. = representatives together is assembly
working towards a common solution
is a consensus

s(w) time to develop common way of thinking

s) Representatives have members trust - with limitation
to make decisions on behalf of the people they
represent

w) Votes inconclusive through passing/failing
No clear majority should not be accepted.
i.e. cannot be close to really be reflective

w) Conf does not necessarily reflect grps (members)
consensus

Group 12
Topic B

pg 4

w) adversarial relationships are fostered by procedure & methods

s) time to understand i.e. #39

4 ... long range planning ...

s) "#39" example of change to long term plan

s) translation forces slower pace

w) Historic lack of translations holds back from where we would be if it had been addressed earlier

w) # no plan

s) committing to coms/bds assists in informed plans

w) literature needs being held back as we debate how to address other issues around it - distract / translation productivity/development

w) source for posterity - of participants involved

s) consideration of fellowship needs in long term planning proactive

w) crisis reactive long term planning

w) no projection - long term planning based on general overall growth and development of fellowship needs

⑤ - it's getting better as attendance is not required for nomination & election

key words being well-qualified

- unequivocally yes

w) - trust issue when only seeing a resume and can't ask questions

s) - awareness via the resumes of qualified helps

s) - wsc in conjunction w/ ^{RSR} ~~Reps~~, Committees, and establishing requirements does its best

w) - favoritism is perceived by presentation of individual (putting name with a face) conflicts with the 12 tradition - nominees not present denied same presentation

Overall process is acceptable & works + is the least of wsc worries

⑥ s) ~~is~~ getting better

w) no way

Overall NO

w) entities/^{aspects} not present then no reason to think about it

s) try to be sensitive to it

Group 12
Topic B

428

6 continued

- w) # barrier for both U.S. & non U.S.
- w) need to avoid ~~also~~ compromising requirements of positions to provide diversity

7

- s) to the best of its ability
- w) not enough time spent on significant questions to the fellowship as a whole
- w) too much time on procedure / form, debate
- w/ 3 pros / 3 cons format discourage / prevent discussion

Discussion of questions pertinent to some conf participants and not all - opportunity to learn what is significant to ~~the~~ fellowship as a whole, i.e. Translations, #39

Conference "does its best" under the circumstances - "what we can with what we have"

Conference has ^{begun to} address some significant? by these small working groups

~~###~~
###

#8 ^{then convenience} ~~not~~ essential
(NE) - Guideline changes i.e. internal guidelines
procedures, trivial matters pertaining
Overall ~~no~~ directly, affecting/affecting
(E) ~~Language groups should see their~~
own translations before finalized
conference participants in facilitating
matters relevant to carrying forth group
matters

#9 ^{no} - individual (one person)
discretion of chair
need better orientation

yes - was responsibly planned

no - length of time to conduct business,
long hours, too much, overwhelming

? no - The authority is delegated to the
chair - conf ~~are~~ responsible

no - time/order of business

WORKING GROUP NUMBER 4

1) Do the current practices of the WSC reflect the principles contained in the Twelfth Tradition?

- 1) The idea of all of us being equal doesn't seem to be in effect because of the many requirements for positions. There are different requirements both real and perceived. Equity should be required within a committee. Due to the fact that the 12 Tradition is the spiritual foundation of all the Traditions then we question whether the 3rd, 6th, and 7th are followed.
- 2) Voting process is not perfectly reflective of a consensus.
- 3) Does selective funding reflect the 12th Tradition?
- 4) The group felt that there should be representatives from the WSB, Interim, and WSO on the small working groups and not have such homogenous groups.
- 5) A way to limit the differences is to form small diverse working groups to deal with the issues at the front end of the conference, for example workshop the conference agenda then vote on it or some process that allows interaction not possible on the floor and which will allow us to break down the perceived differences based on our respective positions and personalities.
- 6) Elections often based on personalities rather than qualifications. The changes in the procedures are not necessarily reflective of the 12th Tradition.

8) When is the conscience of the NA groups not essential to the decision-making processes used by the conference?

- 7) Elections, Amendments and Substitutions, Procedures, Budgets, Internal Problems, Additional Motions (such as new business)
- 8) Group conscience, as it is understood by each conference participant, should always be reflected in each decision.

9) It is essential that the group conscience be consulted any time that the decision can effect NA as a whole, e.g. changes to the steps and traditions, fundamental and philosophical changes to our literature (as defined by the Intellectual Property Trust)

10) In our decision making processes we need to strive for consensus.

11) Our process of majority rules is not inclusive of the concept of spirituality by its very essence. If we reach consensus we have reached group conscience to the best of our ability

⑤ NOT GOOD

→ POPULARITY CONTEST - RESUME TOO SHORT - HALL TALK
WORLD WIDE PARTICIPATION

SOLUTION - TIME LIMIT Q'S - NOMINATION COMMITTEE

③ DECISIONS NEEDED QUICKLY TIME LINE SHORT

INFO. COMES LATE

INNERENT VERBAL COMMUNICATION PROBLEM - Level to Level
diluted INFO

How do RSR PREPARE FOR AMEND. ISSUES DISCUSSION

2 yr CONF. - CREATE VACUUM. ROTATING SLATE
18 MO. CONF. CONSENSUS

⑧ - GROUPS DECIDE
ALWAYS ESSENTIAL

ASSIGNMENT NOT MANAGEMENT

⑦ POTENTIAL TO GET BETTER
DF

ISSUES DISCUSSION

SMALL GROUPS

① ELECTION PREJUDICES
CAMPS MOTION MAKERS
ROLL CALL - FULL PARTICIP.



② SM. GR. DISCUSSIONS BEFORE BUSINESS
NO VOTING - ZONAL DISCUSSIONS
QUARTERLY DISCUSSIONS

④ NO
THEY NOT US
BOD BOT - MISTRUST
COMPELLED TO DO SH. TERM
BOT- TASK ORIENTED
DISC. LIST TRANSL.
COMMUNICATION. WORLD WIDE
NEED LR BUS FIN PLAN
OUTSIDE U.S. SERVICE OFFICES

⑨ GOING RIGHT WAY
CAR - NO
2YR - 18 MO. CONF
QUARTERLY DISCUSSIONS
LONGER W'SHOPS

D. WSC Annual Meeting & Procedures.

Picard, representative

#7 Do the practices of WSC, as we know it, reflect the following etc. group as a whole felt:

- the DF and the Composite group were a place where ^(philosophy) everyone could participate as a whole. Everyone sounded interested.
 - Business sessions were of less interest.
 - Discussion of principals ^{is} would be of much interest, whereas political isn't.
 - Interchange of experience interest
 - The ^{experience} ~~influence~~ of invited speakers. (KSRs, WSC Chair, WSC staff etc.) interest
 - Workshops small groups (very important)
 - Need more organization in order to attend all.
- (over)

- In order for business sessions to be of more interest, ~~it would~~^{it would} be better to have another way of ^{doing} business and another focus.

D. #6)

- ^{at this moment} The actual trusted servants do not reflect the diversity of the fellowship. We feel ~~however~~ that Eric is beginning to change, we feel the willingness ^{to} ~~to~~ ^{include} ~~all~~ ^{all} ~~part of the business~~. Hopefully, that soon the diversity ~~will~~ of our fellowship will be reflected in our leadership.

- lack of purpose shouldn't be a reason to not have diversity

•-

Small Discussion Group #6

May 4, 1994

2:15 p.m.

We version of Serenity Prayer.

After much discussion, we decided to discuss #8 and #4 .

#8
When is the conscience of the NA groups not essential to the decision-making processes used by the conference?

Fred: As I understand "group conscience", voting should be unnecessary. If we truly listen to each other (at any service level, from group to world), truly listen, and then empathize, unanimity would always be reached. From this standpoint, group conscience should always be invoked in any NA decision-making process. This question isn't completely clear to me--if it means, "Should everything go back to the groups?", the answer is, obviously, no. Certain things are irrelevant to them. But, in any NA decision-making process, a true group conscience must be reached, or an incorrect decision may have been made.

Joe: Everything obviously shouldn't go back to the groups, for we'd bog down. Our elected trusted servants should be able to represent a true group conscience. Major decisions (changing the steps, the service structure, etc.) should go back to the groups with alternatives, etc.

Mary: Sometimes it doesn't matter who you elect, for they can't really screw things up too badly. Gathering of conscience by trusted servants (not just votes) is beginning to evolve. Fear of reprisal (roll call votes) keeps the trusted servants ~~honest~~ ^{paranoid}. When trusted servants fear they're not being heard, they push for everything to go back to the groups. Group conscience is always appropriate.

Willie: Need to distinguish housekeeping from important issues. Any group's conscience should be heard at WJC. Many groups don't show up for CAR workshops--they don't really care about these issues; they're more concerned with carrying the message at meetings, etc. Certain issues are simply not group problems, and the RSRs should be able to make these decisions by themselves.

Lori: Members of her home group, some of which work at the WSO, don't even care about the CAR. They trust their GSR will make appropriate decisions. Decision of one region to send literature to a foreign country offended its neighbors. However, we can't inform every single group about everything; many groups won't register. Groups don't want all the information we have to give them, and it's impossible to give it all to them anyway. Some people feel that it's only group conscience when it's unanimous. We here at the Conference have a responsibility to pass the spiritual attitudes we're evolving here (like at yesterday's discussion) back to the groups in our areas and regions.

Craig: What is group conscience when, out of ten people in a group, only two show up to vote? We use what we've got.

Wendy: In our Region we're going to separate out policy and procedure. This stuff is not of true importance to the groups. Crossing Ts and dotting Is not essential to the group conscience of the NA fellowship.

Carl: The wording of this statement is unfortunate. (1) Despite everything that goes on here, there is a loving God expressing Himself in our group conscience--I must believe that or I wouldn't be here. (2) If world services ceased to exist, my home group would still meet and I'd still stay clean. The group exists from the commitment of its members. It would be a terrible thing for the group to dedicate its time to study all the issues involved in world services. It needs to work at the grass roots level. (3) If world services gets off track, how would the groups exercise their authority anyway? (4) What about people who are informed sitting in a business meeting and not saying anything? Should we be resources for a group's conscience? (5) How can one have differences in the way a group responds (it cares, it doesn't care) to world service question? (6) What about slanted presentations in a business meeting? (7) Does tradition 2 only apply to the NA group; what about the service structure? Other than the issue of literature, what has the WSC actually done that effects my home group?

Teresa: nothing to add.

Ten minute break

So, WHEN is group conscience essential, when is it not essential?

Essential:

Recovery literature (conceptual framework)

Significant structural changes

Whenever they want it.

Conceptual guidance in service decisions

Non-essential:

Inner-committee guidelines

Procedure

Translations/Recovery literature (by non-English speaking groups)

Elections

Question #4:

Does the WSC consider the long-range outcomes of its decisions in its deliberations?

Carl: Boards try to predict the outcome before we commit ourselves. Elections, however, are often based on personalities. When it's on the floor, no, when it's in committee, yes.

Wendy: Sometimes yes, sometimes no. Often more information is needed. We need more discussion before the motion is voted upon. Financial impact is only one element. Long range impact isn't often considered.

Willie: We do, but we don't spend a lot of time on it. A group conscience should be able to handle this. Our Higher Power should help us. With limited information, we can't make good decisions. The result is a mess.

Mary: It's a piecemeal process--some we do, some we don't. Sometimes it gets too hard, and we just say f*** it, and make ^{an} the decision. It scares us. Even if there are 99 positives, one negative frequently causes us to vote no. It's a mixed bag.

Joe: Yes and no.

Fred: When in doubt, do as little as possible. If a decision is difficult to make, don't make it. It probably isn't ready to be made.

Teresa: Yes, let's take our time. Thirty motions in the CAR, and then sixty more which fall from the sky, and we have no time to decide upon them. We should have better planning on how to decide upon and discuss things.

ten minute break

Answer to the question: Yes and No!

Let's be more specific:

Mary: In elections, what are we electing someone to do? NA positions change over the years.

Translations: Yes.

Carl: When you start a project, you're focused. Over time, it's easy to lose focus. (Next year, there's a whole new agenda...) So the question is, how do you keep on focus?

Willie: Committees tend to look long range.

Mary: But my committee doesn't always get the long range impact data from other committees.

Craig: As committee membership changes, the thrust of the original discussions (when things were focused) is lost. We're constantly changing; our ideas are changing.

Mary: For elections, we don't know the long term direction of the committees (like the BOT), so we have trouble choosing trusted servants.

Budget: Short Term with a capital ST

Site plan for the WSC. Long range. Yes.

Public Relations Five "Year" Plan. Yes.

Motions not in the CAR - NO.

Inventory process: did we consider its long range implications?

Stop the insanity, right now. If the process is intended to gain a vision of world services' future, then it WAS considered, by definition. We did consider the long term implication of NOT doing the inventory. But we didn't consider the long term implications of the ramifications of doing the inventory.

WSO: yes, in principle. Fuzzy. Not until this year.

We'll finish up with 1'30" on the question of our choice.

#6. Diversity? Craig: No.

#7 Questions of significance to NA as a whole. Wendy: No, a lot of the time.

#5 Election process-well qualified trusted servants? Carl: It makes such a difference when we have good leaders. In tomorrow's elections, I don't feel we're going to be electing the best people for the jobs. Personalities, etc. Our current process inhibits careful consideration.

#1 12 Traditions? Willie: No.

#9 Planning for annual meeting. Joe: No.

#6 Diversity. Teresa: No.

#5 Election process. Fred: We need a written "vision statement" from Trustee candidates.

WSC -

~~Wendy~~



CROWNE PLAZA

NUMBER
1 NOTES

ZONAL FORUMS -

✓ STEVE: WSC NO STEPS TAKEN (EXCEPT FOR RESOLUTION) NEED FORMAL WAY OF REPORTING INFO FROM FORUMS IMPOWER THEM AS ANOTHER LEVEL OF STRUCTURE COMES FROM ZONAL NOT WSC LEVEL.

? JAMIE - PUT ON AGENDA - WSC COULDN'T SUPPORT US ANY MORE.

✓ BOB - WSC NOT CLEAR OF ROLE - BEING SUPPORTIVE BUT NOT DEFINATE.

MIKE - SUBTLE SUPPORT - NO PUSHING SHOWING CONTROL - NO DIRECT SUPPORT

✓ LORA - DF IS ASTER THAT'S TAKEN 1ST ZONAL FORUM IN S. AMERICA.

✓ JATA - ASIA PACIFIC FORUM - SENT 2 TRUSTEES TO NZ.

✓ LARRY - HI VERY INVOLVED - ZONES ARE DIVIDED BY LARGE DISTANCES. ZONE LACKS DIRECTION. WOULD LIKE TO GET DIRECTION FROM WSC. DF FORUM FUNDING HELPS PARTICIPANTS TO BE HERE.

RAVINIA

4355 ASHFORD-DUNWOODY □ ATLANTA, GA 30346
(404) 395-7700 □ (404) 392-9503 FAX

MONEY SUPPORT - WOULD HELP.
UMBRINA - EUROPEANS ~~HAVE~~ DIDN'T
HAVE OUR SYSTEM, BUT HAD A
VIABLE SYSTEM. MULTI CULTURAL,
MULTI-LINGUAL REALITY.

MIKEY - 2 DIFF. ZONES - HE MISPORE
TO "SHOULD THEY" THEIR PROBLEMS
NEEDED TO BE DEALT WITH IN ZONES.
WEG - ZONAL FORUMS REPRESENTED
ON COMMITTEES. ANOTHER LEVEL
WOULD DILUTE WORLD WIDE FELLOWSHIP.

GEORGE - NORTHEAST ZONE. SHARING ISSUES
AT ZONAL FORUM. WEC. DOESN'T NEED
TO. ZONES ARE SELF SUPPORTING.

JEFF - YES. (QUALIFIED) "SUPPORT" IS
CRUCAL / "PROMOTE". DIRECT-CONTROL
NOT. THEY WOULD BE COUNTER-
PRODUCTIVE. EVOLUTION NOT
REVOLUTIONS.

VANDI - WSC HAS BEEN SUPPORTIVE
IN WEST COAST. RESOLUTION THE
MOST HELP.

NOTES

- 1) DIST. INFO BETWEEN. ZONES.
- 2) MAKE TIME AT CONF TO MEET.
- 3) MORE DIRECTION, MORE FUNDING
- 4) ZONAL REPS ON COMMITTEES.

WHICH ISSUES AFFECT NA AS A
WHOLE.

MIKE- REP/NOT PARTICIPATION. SLOW
DOWN- NOT BRING PEOPLE UP TO
SPEED- LOCAL GROUPS ISSUES AREN'T
DEALT WITH / 15% RETURN ON

INVENTORY
DORA- ALSO REP. UNDERSTAND GAME.
SAME QUALITIES / FEARLESS- ~~OR~~
ONLY MOTIONS IN OLD BUSINESS-
INCAR. NO NEW MOTIONS- WE DON'T
REPRESENT. (MOTION 39 NOT RELEVANT
ISSUE)

TATA- REP/NOT PART- TOO FAST
DISFUNCTIONAL / ARE WE HEARD
NO WAY. INSECURITY.

LARRY- MIKE COUPONS (CHRIS)
SYSTEM EXCLUDES GROUPS OF
PEOPLE (GENDER, PERSONALITY,
CULTURE, MIND SET) GOAL IS
~~DIS~~ CONSENSUS NOT ACTION.
GET PRE-SET NOTIONS DONE NO
MATTER WHAT. EXCLUDE GOOD
IDEAS BY THIS LIMITED PROCESS
UMBRIA- "TRY" IS TO TAKE STEPS-
ASK QUESTIONS UNTIL YOU GET AN
ANSWER. BALANCE IN SERVICE
RESPECT SELF / AND OTHERS

SIZE OF CONFERENCE UNMANAGEABLE.
COME TO CONSENSUS BEFORE
VOTING -

- TRANSLATION -

5

WORLDWIDE
PARTICIPATION



KEY-EASY TO DOMINATE -
WORLDWIDE REPRESENTATION -
LIMITATIONS. (FINANCIAL, PERSONAL)
BUSINESS SESSIONS MISS THE QUIET
OPINION - SMALLER GROUPS - OPEN
DISCUSSION.

JEFF - NO - LIABILITY - SYPTOMATIC.
TRY TO DO TO MUCH.

VANI - YES. SHE'S IN SUPPORT
OF THE EFFORTS MADE 2222.

MIKE - IMPRESSED W/DF - HOW VALUABLE
ARE THOSE STEPS.

STUE - FELLOWSHIP AT HOME - REP.
BUT NOT PARTICIPATION. ADJUST
PROCESS TO ACOMODATE INDIVIDUALS

JAMIE - IS THIS DISCUSSION ONLY A
RESULT OF THE FELLOWSHIP.
PIFFICULT TO TRANSLATE ISSUES.

DENNIS - ISSUES FIX IT AS WE FIND
CAR NOT IN ENGLISH. 97 MOTIONS OUR
GROUP HASN'T SEEN.

DOB - CONF CAN'T CONTROL OUTCOME
CAN ONLY PROVIDE OPPORTUNITY
FOR PARTICIPATION. - MORE
COMMUNICATION YEAR LONG

RAVINIA

4355 ASHFORD-DUNWOODY □ ATLANTA, GA 30346
(404) 395-7700 □ (404) 392-9503 FAX

Group 5 Wed AM

B) WSC relationship to fellowship

3) Does the WSC take steps to meet the needs of the groups in its provision of services

- self-perpetuating (dreaming up thing we think would be good for FS)
 - revise H Books, create Ad Hoc, create Guidelines
- create activity to keep us busy during WSC (i.e. procedures, log. groups) and then file it at WSC
- = enjoyed panels f. inventory (best part of WSC) get that kind of message out to FS (for Learning Days)

NEEDS of the groups

what do groups in the world really need?

- Not new lit at this time
- Not motion, after motion, after motion

at WSC

want more discussion, less politics, less being caught up in our own needs

change in groups at WSC in last 4 yrs
but to get to balance you need the extremes first
(who get's his motion passed...)

Trust! Without trust you can't serve!

Stop this WSC completely & look at what we're doing, where we're going, why we're there....

Doing insanity at WSC does not serve any group

Getting away from the basics

(the more if you stayed with the basics you won't have to go back to them all the time)

5+7) Steps to ensure worldwide participation ...

How are "all" of us, regardless of means able to participate ...

US Conf. ——— ~~new~~ WSC only learning/sharing w US zone Rep. + worldwide rep

also: Streamlining (= proliferation of service bodies)

new WSC would still have representation of PC, H+H, TR concerns.

Hope inventory leads to rethinking of needs/purpose/structure

current WSC

2: Worldw. partic → most signific. step so far is DF then inventory

problem re to of pre WSC materials (CAR etc.)

re travel funding (it seems that getting funding to go visit is more difficult than for bringing people in!!?)

attendance (class system)

re: funded DF people we need more accountability re what we're sending them back home with

"all"

White, M. Class, male

(having either economic resources

many others have to depend on funding or not attend

seems DF is somewhat "tokenism"

1
Rogan opened with a brief overview of the questions, and the group selected a few of the most important ones.

Uschi will represent.

Questions will be chosen:

Mike 5,7,8,9

Shanon 2

Uschi 3

Carol would like to make sure that our rep has something useful in hand this afternoon

Shanon says that it might be that we are not looking for expertise as much as an experience of the conference. since this is a group of spectators, the detachment of being in "the peanut gallery" might give us a special perspective.

Rogan would like to be sure that our exploration of each question is thorough.

Question 3/5/7

[REDACTED]: A couple of things that come to mind are: the tendency to become self perpetuating. We dream up things that would be "good for the fellowship." Handbooks, international committee, etc. There is some communication that way, but these might not be generated by requests from the fellowship. As though we are telling them, not them telling us. I wonder if some of our projects are to keep us busy, then gets filed for posterity. Spending an inordinate amount of time on guidelines, our other under-utilization of talents. yesterday was one of the bet things I've ever seen hapen at the WSC. I would like to see us getting the information out to the service committees that need it. Too bad we couldn't have filmed yesterday, and just sent it out.

[REDACTED]: Although so far big changes, and minds opening. We have to stop and determine just what it *really* is the fellowship needs at this point. It won't be the same thing in different places. All of the business interferes with real learning. More discussion, the only way I have learned in recovery is from listening to experience strength and hope, not motion. We tend become too focused, and our vision narrows, it becomes easy to forget, or lose touch with *group* needs. In business we forget why we are there.

[REDACTED]: I know that a lot of what happens on the floor I stay out of. We call ourselves worldwide, so why can't we include them more in our presentations. How come it is us *telling* them, when it should be *them* telling us. We need to *learn* about others in order to do what's right. With all of the mail that we sent out, there doesn't seem to be any response, we don't even know why!

[REDACTED]: Last night in all of the confusion one thing leapt out at me as being what is wrong. One person, after submitting an amendment for a second time, said at the mike, I lost again. This should not be "win or lose." What does a group needs: Space, Coffee; the WSC can't do anything. They need lit and exp. This we can provide, but then we have to focus on that. We should try and focus our discussion on what group members would actually be interested in. People need to be taking experience back to regions, areas, and groups. The US fellowship as so much to give, yet the WSC is not oriented around giving out to newer fellowship.

[REDACTED]: Concepts say that the service structure is to take care of one set of business, so that the groups can focus on *another*. Maybe we should *not* be trying to be a group, or area. Things have to get done, and group or areas will not be able to do them. The primary purpose of this level of service is to ensure that other levels of service can function. Sure there is more that we can do, but we have started doing them, it is long and hard, and above all we need to learn new

situations before it can go at full speed. A tendency to stay in comfort zone of passing motions to be able to say that we did work. Some participants have different views of service.

[REDACTED]: When I am here, I have yet to leave with something that is primary to my personal recovery. I feel to often that we are getting direction and government rather than service. Things move too fast or in unexpected directions for the participants who do not yet have their feet beneath them. We *think* that it working because we keep producing, but we are prisoners of our structure. I felt as though by making a committee into an ad-hoc, more work would get done. I don't care where the experience comes from, we need to hear it. If we stick to basics, we won't have to get back to them. Groups are not aware enough of the existence of other groups in the world. Too much focus on the leadership, not enough on the full fellowship. I feel better being able to bring back information new to my region than I do about making my regions point.

[REDACTED]: I believe that the groups needs are being met as per lit in English, and meeting place etc. The WSO says we have to slow down, Translations needs to keep going they need time. Committee system perpetuates narrow view, and makes it hard to function in the best interests of the whole. In fact it's human nature. Why can't we just stop everything and do our inventory. When I was literature, I did not like a motion to stop work for three year, but know I can see a point to it. I do not know why, If it is because I am not on literature anymore, or if I have grown. We can't do it all at once, and it takes time to get up to speed.

[REDACTED]: I really don't think that my participation absolutely necessary, because so much of what I feel is shared. However I did make decision to try and contribute to the best of my ability. I haven't spent very much time *off* the floor. It is beneficial to just be able to listen instead of *working*. I was resistant to discussion instead of business, but this is changing. Only discussion is hard with so many people, many of whom will only repeat. We can't be everything to everybody. We can't keep minorities, in my local fellowship. The fact that there is no racial or linguistic controversy is a bad sign because it means that we are just too homogenous. I feel that sometimes that the lack of translations is being used as some sort of excuse, and the conference is being drawn into emotionalism over the fact that there are addicts without literature. I know that there is a need for a step working guide, just as there is a need for a Russian White Book. But I do know what to do to help get a step guide going, but not the slightest on how to take care of the Russian stuff. So I can only do what I can. When the needs are different I don't know what to do. There is something that happen here that *is* positive. Tunnel vision is a problem, but what can I do.

[REDACTED]: Conference is very confusing from the days of motion sickness, to the internationals walking out. But I am able to see definite signs, Once after giving a totally confused, and isolated H&I inmate a Spanish Basic Text, he became part of. We in Asia Pacific really feel the need to start working in a forum where the number of issue is more manageable. It s wonderful to be able to meet members from around the world, but I am not sure that this is the best forum. I really value my service time, and I feel that the time can be best put to use in an Asia-Pacific forum. The Conference is not helping us maintain contact wit other service bodies, other H&I committees, or other committees entirely, such as translation. Feel that WSC bureaucracy is taking to much WSC time. It could and should be done by a smaller group. Would like to see 30 delegates representing whole world. way to much time on policy issues, an internal business.

[REDACTED]: In the hall, I started to focus on two aspects, one is myself, my territorialism, and the huge gaps of communication that I live with, that we are getting only the sketchiest information on what each other is doing. There is so much that needs to happen, that I feel that I do not spend enough time to it and consider. Again, a lot of direction and lecturing, and I can see it in myself. The second thing is that there is a clash between the format of the way the conference works, and

the way we say we would like it work. In the end we are left with assumptions, because we can't really know for sure. am very affected by Rich's ideas on zonal forums. Definite request for tools, not sure on how to deliver, but suspect that reducing the size of working groups is the direction.

[Redacted]: Sometime we are trying to do things the way we would in an ASC, because it is more boring here. The ASC is so fantastic because we really do hear directly from the Groups! If what we say about World Services is true, what do we do about the fact that most of the addicts on the planet do not have what we have, and are different from us in a lot of ways. In the old days it was more straightforward, and easier to do things. There are some things that ONLY world services can do, Translation, legal, some P.R. There is a whole lot of P.I. experience, but some of it, in an international context, is just plain wrong if you take it out of US. The same for other subcommittees. Even though US have access to everything, but how many addicts are informed? Can't dismiss the parts I don't like, because it must be important to somebody. Don't know how to reconcile need for smaller world services with the possible loss of experience that the larger WSC provides.

[Redacted]: Very happy for the forums. To me this is what it is all about. As much as business has to happen, this is the real stuff. We accept that with the vast majority of groups being US English, the agenda is centered in some way, but my dream is that we manage to separate out the US only issues into an American conference. Need to re-evaluate our structure, need to be able to question that which we take for granted, so that it can be changed if necessary.

[Redacted]: Conceptually fully agree that there has to be some place other than WSC for Americans to do business, but there is the fear of the financial impact. Most people seem to agree that there is a need, but I believe that perhaps the biggest impediment is the \$\$\$. As far as how to insure that the conference encourages intl. part. The development forum is the most important, at first symbolically, but then more concretely when we allocated DF budget as our second most important line item after the inventory. Unfortunately there are some other things that continue to negatively impact what we are doing. Normally the CAR is so large that it represents a two year process to translate the whole CAR. The other thing is the issue of travel and funding. We continue to get too worked up about the idea of traveling outside of the US. Even though the 3 visits of WCC are essential, it is negotiable the minute it represents a larger travel cost. Through funding, we limit access to service. The servant must do a lot of personal funding. This only gets worse when we are talking non-north american fellowship.

[Redacted]: All of this for me comes down to personal responsibility. The \$ spent on funding travel is wasted unless we are able to provide something of value to the people we bring here, and we are not in tune enough with what *they* consider of value.

[Redacted]: What came out of all of this for me is Mark's Law. There is enough \$ to supply all of the needs. It all depends on how we spend it. When we talk about funding participants, I strongly believe that there is enough \$ if spent wisely. Fellowship, means sharing with others. Mark's Law. Swing of the pendulum. But we never stop to find the need. We need to stop and uncover our needs. Now we are swinging back to the other extreme. Now we are ignoring the inventory. Question 5 is answered by what we are doing now. We are going in the right direction, we just need to be patient. Too much time on \$.

[Redacted]: Maybe the 105 people in the conference are not expert in budgets et al. But some do. If we spent the time to do these kinds of discussions, we could leave the details to trusted servants. The many levels of service provide a way to get distracted by the how of doing instead of the why or even if. There can be no competition for world resources because by definition they belong to the world.

[REDACTED]: The All in question seven really caught my eye. For the last seven or eight years, mostly what I see is White middle-income men. I am no dummy, but I don't have a clue. I have way more questions than answers. There so many people that are not even participating in recovery let alone service. We are trying to take steps, but sometime it looks like tokenism, like we are bestowing this great gift, and then when they you don't understand, we think that we understand better than they do. It seem one-way. I was one of them I wonder if I wouldn't feel like I did not need this. I don't know how to make this accessible to people that can't afford to take a week off work like I can. I feel that we are starting to trust. I feel that in some ways we finally are starting to get the to things that we should be talking about, but in other ways we are missing the mark.

[REDACTED]: I think that in some ways the opportunities are there, if I think of myself who gradually became more involved in service. I try to tell people that NA is special because it is open to anyone. In the last couple years it has started to turn around. Some of the things I read and hear, are disturbing, like the idea that we are losing touch with the grass roots, and losing touch with a largely uninterested fellowship. Changing our structure might attract more people. More people might be attracted to a consensus based conference than to what we have now. For a long time my area wondered what to do about opening up our fellowship, but then it just did. Just with time. Maybe that is how it will happen at the world level, it will just happen. I hope we do not repeat history by breaking down when we hit water, that we manage to remain a worldwide fellowship.

[REDACTED]: I hate to get into \$ too, but no matter what goes on in this conference, I own part of it. When I first came in you wouldn't want to put me in a room like this. I would have wanted to kill someone. But you slowly started to pull me in. I do not have to apologize for having what I have. But I can't make someone feel less than for having to ask for something. I cant be a shotgun, just pull the trigger, and hit everything that is out there. Can't stop growth, but you follow, or be left behind.

[REDACTED]: I also hate talking about \$. One of the things that we have looked at for a long time in AP is Budget and how much it costs to send a rep to WSC. It is almost all of the RSC budget of most of our regions just to send some one to WSC. It costs about 50,000 all told. I think that most of the AP would be perfectly happy just to have one good rep as long as he was good. We might even give up the vote, in order to have a zonal forum, and send just one rep. But that \$ could be so useful at home. A basic service would be basic literature, for non-English members, and 50,000 could go far. Level of funding provided by members in AP to serve is 400 @ month.

5-4-94

B. WSC relationship to fellowship.

5. Does the conference take steps to ensure worldwide participation regarding issues affecting NA as a whole?

(How do they do that?)

① translation

weak point

③ not being fully funded

② zonal forums

④ no way for zonal forums to have a say. having conference every 2 years for more time to review the CTR.

travel subsidization for all of the folks lot of fear of getting into this business.

"Unity: Communication - do we foster this

No translation of the CTR

No time to discuss or have group consensus Conference itself overwhelming.

Small group discussion helpful

Parliamentary procedure confusing need at least 90 days.

more zonal forums.

Take a look at our timelines. - We give committees a year but they actually only get 6-8 months.

Different ways of communication (method)

⑤ lack of thought @ translation; cultural

⑥ lack of communication in groups.

What to do with CTR once you get it.

Culture or gender base differences

Separation of International Fellowship and

(2)

There are no
emerging fellowships
We are all emerging
fellowships

our fellowship. Start using we

* Education.

Chairs who are not inclusive of
WW fellowship.

Slow pace of the conference.

* System on the floor needs to change
Condescending nature

Sd. { One yr. World Zonal Forum

~~One~~ Next yr. doing actual work

* → limit time when motions have to be in CAR
Trust or lack thereof.

the local or zonal needs being met.

Unsure

Doesn't take enough steps - weak point

Problems - weaknesses

Education

Communication

Time - not enough (longer time frame)

Translations

Funds

System Conference uses
zonal forum.

Is the message being diluted (information?)

not looking at the issues

Too large a body

antiquated rules

Awareness of past history

No follow thru - WSO is not an out reach

low cultural awareness



Lack of long term directions (not clearly
defined)
apathy at grass roots level
(member, groups)

Support for regions in understanding CAR
Scope of issues dealing with
Local VS worldwide

No direction given for trusted servant
Language barrier

Lack of clarity

Interpretation barriers

Trust

Lack of participation of WW fellowship
on WSC part.

Immigration - multi national development

Solutions

- ① Taking care of other needs at functions
other than WSC (Share with other worldwide)
- ② Fundraising through conscious raising
- ③ Define common goals (OF)
- ④ Define purpose of WSC (Clarify)
- ⑤ Panel presentation & discussion groups
- ⑥ Representatives from local forums
discussing issues these are better
connected to local fellowship.
- ⑦ Making service attractive.
- ⑧ Changing contents of CAR to issue based.
- ⑨ Re-emphasizing trust.
- ⑩ Encourage long term planning
- ⑪ Cultural awareness panels

2. We are becoming more aware of problems within systems these are filtering down.
13. Eliminate the ideas of quaterleys.
14. Use WSC for business one year one year for issue discussion
15. Cost equalization & full funding of Boards & committees.
16. Downsizing the conference
17. Meet every 2 years
- *** Can the utilize the WCC as a tool to encourage further WW participation regarding issues?
- Asking Board committees to think @ how
18. PI Committees communicating with immigrants working with them

Group 13

Morning session:

Questions chosen for discussion: # 5 & 7

#5: We are seeing a willingness to start the process, with still a long way to go with no easy solutions.

Hearing a lot of talk about being a world wide fellowship but not seeing the reality of that. The fact that English is our official language (per TWIGS) puts the international fellowship at a disadvantage. The key is "If you can't understand, than you can't participate"

One concern about waiting until someone asks for help participating: If they are not already here, how do they know that assistance is available? Is there some one in charge of that already? Making sure they understand that assistance is available before they ask.

Producing a CAR at the conference with a minimal number of unamenable motions, with 3 or 4 issues for discussions only would ensure world wide participation affecting those issues through a year long discussion process. This would give ample time for translations and discussions in non English speaking communities.

Summary:

We need to define what is "World Wide", The complex language needs to be simplified. We need to remember that our English speaking participants as well as the non English speaking participants don't always understand. Yes, the DF and Translations is taking steps but the conference as a whole is taking steps backwards. in procedures, language and communication processes

We try but we get bogged down with procedure. The process is so new that it is not as affective as it could be.

The WSC expends a great deal of resources getting participants here and fails by throwing to much at them, to fast..

Morning session cont.

#7: Defined "Means" as meaning financial , language, physical challenges, educational, personal availability

Defined "All" as being all members, and groups.

Bringing the concept of development forums through the service structure, such as Regions , Areas and Groups

If someone is intent on being involved in a discussion and they are limited in means, as a body we should be able to make that available to them

To provide more effective leadership

The inability to participate sometimes comes from a lack of service experience.

Whoever does our presentation please ask the participant for a straw pole of those who have not come to the mike because they felt intimidated for whatever reasons.

Summary:

Informal discussions/forums, less structure, in a more comfortable environment

Additional discussion:

Question to RSR's: How valuable are your RSR A's ? Absolutely!!!!

We really need to consider funding for non-U.S. RSR Alt.s

Maybe we need to consider a workshop on the relationship between the RSR and the Alt. to be included in the orientation process.

Suggest a buddy system where experienced conference participants would be available to assist and guide new conference participants.

5/4 Small Groups

⑧ WSC Relationship to Fellowship

"Does the conference take steps to ensure worldwide participation regarding issues affecting N/A as a whole"

"How are 'all' of us, regardless of means, able to participate in discussions affecting N/A as a whole"

Joan

507 Cultural issues fear keeps conference from taking adequate steps

Translation services - lacking only 2 yrs old

change is a slow process -

support of zonal forums

individual involvement when able

cost equalization for physical participation

cost factors must be considered

realistic approach separate wishes from can do

use available forums - conventions members don't go to workshops

every other year for conference -60% 50% of annual

budget for conference Portugal large region

How do you stop an ongoing process - Roberts rules

809 WSC seems accountable only to itself

must demand accountability

overexaggerate trivial matters

remember that world level servants are human
changes in WSC less business more issue discussion
reports are accounts
answers to questions not always direct
more direct accountability without formality of procedure
2 forms of accountability, ① in conference
② rest of year

Multi-regional activities

Motions originating at conference for consideration
at next conference

Responsibility goes with service commitment

Zonal concepts create another service level
communication, resources

diversity of opinion & experience

1 group votes don't reflect finalized motions where is
conscience

issue oriented-conference

informal discussions among members

openness allows higher power to develop conscience

group conscience is not always majority opinion

" " looks at IVA as a whole

" " is a developing experience by participation

Individual summary Overview

the request was for a one or two word to answer question 7 (and broadened sense the main topic)

ask the international fellowships

full scope of information

adhere to the traditions

Two way communication

clarity and accountability

open communication & consideration

- don't go till midnight.

- personal recovery depends on unity

- examine motives

- slow down and listen

CAR with issues NOT ~~notions~~ notions

- Open, ~~to~~ real communications

- active use participation

long term direction not day-to-day firefighting

- ~~to~~ honesty, openmindedness & willingness - both ways