

Narcotics Anonymous World Services, Inc.

Approved Minutes of the World Board

4-7 March 2015

Wednesday 4 March

9am-5:30pm

KRA: Trusted Servant Development

WB Operating Values Group

An internal workgroup of the WB led the group through an exercise about its own operating values as called out in the Internal Guidelines. The goal is to improve functionality and effectiveness.

The board moved to a small group exercise. Each table had one of the five WB operating values of

- Commitment
- Mutual respect
- Integrity
- Consensus
- Service

Small group exercise

We continued in the small group format and identified comfortable and uncomfortable issues during a WSC. We identified consensus behavior, WB Forum atmosphere, and proposals/attitude during New Business and perceptions/attitudes toward World Board members and related to board operating values.

In closing this session, we recapped the aim of this exercise was to identify and explore our issues and relate to the board's mindset of how we exercise behaviors in meetings, at the WSC and interactions with the fellowship.

KRA: Member and Group Support

Traditions Book

Report on the progress to date, results of the 1st R&I, and upcoming plans

Update: We received useful input on Chapter 1 and minimal negative input on the introduction and chapter one. Constructive criticism aimed at too many words and layout was choppy, didn't flow. We received a lot of support for traditions to steps connection; there was minimal support for traditions to concepts along with some push back on tradition to concept. Tradition 2-6 was released with input factored into set-up of chapters. These chapters are online and paper copies are being considered for release with *NAWS News*. Even with our tight timeline coupled with health challenges of workgroup members, we remain committed to meeting our deadlines.

New chapters have improved content, flow, better roadmap. We want to add another chapter about how to use the book instead of having it in all chapters. We moved meditation to beginning because it seems to help set the tone. We aim to include instructions for group/service bodies about how to use questions to create a workshop.

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Specific Tradition Discussion

One of the challenges the workgroup had when reading the chapters was they did not hear the positive. This afternoon we will do an exercise that focuses toward each tradition with a positive note which is freedoms offered to members, groups and service body. Conversely, we will consider what tempts members, groups, services bodies to disregard guidance offered. We will use these parameters for traditions 7-12 in this exercise. The board offered many freedoms associated with traditions 7-12 for members, groups and service bodies; and, the board offered some issues that may tempt members, groups and service bodies to disregard guidance offered.

GWSNA release and Seating Policy discussion

The purpose of this board session is to establish whether or not to establish a Seating Workgroup this cycle.

We reviewed a brief history of the seating workgroup section of the GWSNA and identified that we have not had a seating workgroup since before the moratorium. The last seating workgroup to date was 2004. Board is aware that seating tends to be an emotional issue. There were no plans or funding for a workgroup at the WSC 2014. If we believe that *GWSNA* is authority then we need to consider a thorough rewrite and remove items that are no longer practiced. WSC 2014 we did straw polls on which workgroups would be funded and the seating workgroup was not mentioned and no project plan were offered at WSC2014. We did not plan for a seating workgroup and we recommend removing it from the *GWSNA*.

Our initial straws poll to determine whether to create a seating workgroup or not showed a divided board -opposed 9 and favor 8. We decided to identify support rationale and no support rationale for a seating workgroup to determine whether that may help move us to consensus. In this process some board members thought we left WSC2014 without clarity, others had thought that the Planning our Future Virtual workgroup was taking on this issue, still others voiced concern with lack of a project plan and adding another virtual workgroup with thin resources. We decided to consider viewpoints expressed and at a future time in this board meeting re-visit seating workgroup for a decision. Actions that we will undertake are having consistency in GWSNA and clarity with communication.

Thursday 5 March

9am-5:30pm

KRA: Service System

Decision Making at the WSC

Report was given to board from Decision Making at WSC Virtual Workgroup – they have had 5 web and one face to face meeting to date. It takes an inordinate amount of time on the front end and the back end of a virtual meeting. Relatively easy to brainstorm but decision making is challenging using web platform and hard to come to agreement. In our face to face meeting, everything clicked. We suggest using virtual meetings to set stage for face to face where we come to agreement and make decisions to further work.

Charge for this group – The primary focus for this work was captured in Proposal BC from WSC 2014. Ideas to be developed for the future include: A process and mechanism for forwarding, considering,

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and evolving ideas for discussion. To continue to develop ideas about utilizing CBDM at the WSC is a workgroup focus.

A discussion of the ideas generated to date occurred. The Workgroup requested a second face to face meeting. The board approved the additional meeting- substantial majority. 3 – Oppositions were stated.

WSC Seating Issues

The assignment to an internal WB workgroup to frame discussions for the WB were: What do we want to do with seating coming into WSC 2016 and what do we want to recommend for the immediate future?

A lengthy board discussion ensued as we considered sustainability of the WSC and having discussions with an even larger number of conference participants. We had several straw polls to gauge common ground. We believe that size of the conference is an important issue when we consider aim of the WSC, sustainability, effectiveness, and resources. If an aim is to have a discussion based conference, a continual expansion doesn't seem to make that feasible. We thought that delegates might be willing to consider self-funding and foregoing their alternate at the WSC but these ideas were defeated at WSC 2014. Any real change seems to require 'giving up something' to achieve something new. At this point, we have no real idea what delegates are willing to change.

Moving to a larger venue to 'include' all may not be practical; this may deter us from discussion and considerably increase costs. Practically, there is no simple fix to seating at the WSC. In this portion of the discussion, we had unanimous consensus that the board will not consider any US seating applications; and, may or may not consider seating applications from outside the US.

We continued our WSC Seating exchange focused toward seating criteria. We reviewed the current criteria and recognize that there is one objective question pertaining to service provision for 3 years and thought that we may want to come up with additional questions that may measure service delivery for the seating applicant. In essence, what helps someone decide what constitutes a region ready to be seated at the WSC?

Internal Workgroup will report to the board at its next meeting and offer suggestions for moving forward.

Criteria need to be considered as we move forward for change to GWSNA.

EC will create a questionnaire to delegates; a point that the survey will address is: what are you willing to give up to seat more delegates. Include ideas of what conference has rejected. Use collaborative language. Our sustainability and our effectiveness as a discussion body are points to be included in questionnaire.

EC Meeting Recommendations: survey to board and return quickly to be put out to CPs, regional seating questionnaire short turn around, & seating workgroup to be formed.

Seating Workgroup: Ron M from the WB and members from the POF workgroup will create a virtual WSC Seating Workgroup for this cycle.

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KRA: Service System

Planning Our Future

This is a great group and all are contributors. The workgroup lost Andrew from UK so will be adding two new people. All work is done on adobe connect. This group is a think tank for the board not a decision making group. Sent zonal workshops surveys out-what folks find important and also what zones may not do well.

Initial workgroup meetings about communication determined a sense this work should be out to the fellowship right away. Single theme: Can we say things in smaller, easier pieces to digest. Communication strategies: to members not necessarily through delegation stream. Tradition mini booklet was an effective communication – for everyone.

This workgroup would love to see a discussion based conference and do away with motion based conference.

Idea for a transition: field testing at WSC. Could we have zones and regions at the same time? Maybe invite a zone to send delegate as a trial. If WSC decides it wants to pursue zonal seating, invite a zone to send zonal delegates and RD's. If a zone feels it is ready to move to zonal seating, weighted responses. Form follows function: zones very different. Problem with virtual workgroup was voiced.

Questions/comments from report:

- Vision: zonal seating can bring communities together. Drive decisions that are not global down to the zones for decision. Part of the vision is to see zonal representation
- Some on workgroup think WB members should be elected by zones.
- Have simultaneous WSC at the zones with the same agenda.
- What has been the discussion on the reformation of the number of zones? Not much. Great discussion about all zones will have the same representation. Discuss within workgroup about redistricting US zones.
- Send us questions you might think the workgroup would want to talk about.
- What did zones do before the whole seating issue?
- Was there any energy about adding new layers of service? Folks expressed concern with adding another layer of service.
- What are you willing to give up could be something maybe this group could talk about?
- Reviewing charge: role of zones material will help build with Planning our Future. Some ideas for next round of role of zones may come from workgroup.
- Relationship with the conference. With zones and regions- future focus on relations with the NAWS
- Would like to ask all of us if we can think of anything other than zonal seating
- Zonal boundaries would need to be reevaluated.

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Delegate sharing workgroup – sent report and does not need action. Any questions?

- No outcome just a sharing session for RDs and possibly meetings on Saturday prior to WSC.
- It was noted that the workgroup was formed to just talk about the session at conference.
- Staff will pass on the ideas and responses to the workgroup and let them know NAWS is willing to administer a survey.

Friday 6 March

9am-5:30pm

NAWS 16-18 Strategic Plan

Jim gave an overview of what a strategic plan is. Vision and environment are the most important. Where are we trying to get and what around us can help. Environment is what we will work on most today.

2 year cycle – let's look at a couple conference cycles down the road – 2020. What we want to be communicating to the fellowship then:

2 headlines that we would like to see in *NAWS News* in 2020 are:

- United Nations asks NA to help train countries in unity and collaboration
- NA provides \$3 million dollars of free or subsidized literature globally as a result of massive member contributions.
- China NA is flourishing - millions of addicts get recovery opportunity
- 7th tradition contributions increased by 1000 % over 2015
- Contributions from the fellowship exceed 30% of NAWS income. No Literature price increases for another year
- NA meetings in every country in the world.
- Basic Text is now printed in over 75 languages
- Last baby blue is in a museum
- Zonal seating approved unanimously
- No motions at the WSC

What has to shift to make this happen?

- Fellowship wide unity and cooperation.
- Partnership trust and resonating message.
- Find a way to get the message across.
- Still resistance to the message of need. Need for spiritual shift.
- We have to have a global perspective.
- Massive communication strategy.
- Shift from isolation to a united fellowship.

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- Need to have evolution of our processes. The ones we have now are from 70 and 80s.
- Strategic Planning process this cycle –rebuilding a revised outline. Need to take a fresh look at the planning process. We have restricted resources and a huge plan.

Reviewed day's agenda - evolution of NAWS Strategic Planning Process. Anything missing?

- What is the front end work that needs to happen to help the RDs?
 - Change process in front end, involving RDs in the beginning may help as they know their needs better than NAWS.
 - Provide delegates with something that feeds to local and global. Most groups do not think globally. Need to be inclusive.
- Need to build a culture for the new members coming into NA.
- Build on base of goodwill.

Three steps of strategic planning process

- Assessment
- Goal setting
- Cycle priorities/implementation

External Trends and PR- External Environment – we reviewed information about our external environment and its possible effect on NA. Following our group exercise of considering what pushes we have and what supports NA has, we identified opportunities for NAWS with external trends.

Opportunities as identified in this session:

- Polarity in treatment modalities – 12 step total abstinence vs medication assisted
- Increased use of drug replacement medication. Pressure certain areas – move to NA because DRT doesn't work
- UN push for countries in SE Asia to treat addicts and addiction
- Proliferation of drug courts and treatment centers
- Increase in licensing of general practitioners/internists to treat addicts with drug replacement medication. Shift – GPS – NP role
- Increased requests for interface with governments
- WHO drug policy and possible effects in Africa
- Emerging addiction treatment in China by Chinese professionals
- Increased communication from fellowship regarding drug court cards and meeting attendance cards
- Meetings started simply to sign cards
- Increase in institutional participation/requests
- US – continued uncertainty in healthcare finance

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Summary of NA Needs as identified in this session

- Spiritually based processes
- Collaboration
- Inclusivity/resources
- Translations
- Communication
- Leadership//mentorship/training
- Shared global perspective
- Increase in online meetings
- Challenge to needs
- Challenge to unity (e.g. Illicit literature)

Summary of Service System trends as identified in this session

- Challenges regarding communication with the fellowship through the delegation chain
- Stimulating change through peer-to-peer exchange of ideas and experience with the service system – increase sense of ownership-increase willing to innovate in some service bodies
- Tension between the drive toward collaboration and fierce independence
- Increased efforts at fellowship development in untapped areas, even in the US
- Illicit Literature “virus” in the system. How to not ‘divide’ the fellowship – hard
- Reliance on the RDs to reach the fellowship

State of NAWS – we discussed in areas of opportunities and financial strengths and weaknesses

- Opportunities
 - Support development of local relationship between NA and the drug courts
 - Continued visibility/interface with government and addiction organization
 - Opportunity for increased presence for NA via technology when people are searching for help
 - Consistent presence for NA so that when DRT doesn’t work, NA is there as a viable option
 - Increased sense that DRT is not a long-term solution
 - Continued focus on Africa (due to commitments made)
 - In-depth discussion regarding medical treatment of addiction from the point of view of NA as well as the addict being medicated
 - Need to do a better job at member welcome/orientation (tools, messages)

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- Focused education/orientation for general practitioners and nurse practitioners

Financial resources review – strengths

- Staff quality/performance
- Knowledge, passion, talent and commitment of staff and diversity
- NAWS and maybe elsewhere Sound resource utilization
- 7th tradition is strength/fully self-supporting
- Built in pool of experience for literature development & service development and training
- Our reputation in the community and with professionals
- We are addicts! We know intimately what we want to resolve
- Public Reputation in community has paid off over the years.
- WCNA great PR & fellowship development resource
- Having global offices
- Global, diverse leadership (board)
- Global branches
- Sound resource
- Dedicated and hardworking membership- stakeholder membership
- Leadership – global diversity
- Strong global vision within a parochialism paradigm
- Grassroots nature, means the foundation is sound, recovery can be offered without world service
- Belief/commitment to primary purpose

Financial resources review – weaknesses

- No shared vision of short or long term sustainability of NAWS
- Funds (leaky) donations – education, global perspective, Anti – NAWS sentiment
- WCNA resource drain
- Insufficient human and financial resources (and all related consequences)
- Lack of control over use of resources-diversion (Iran)
- Non tangible outcomes – difficult to assess (IDTs, FD)
- Member driven services-can't be sub contracted
- Member based organization – turnover (people mature in recovery and move on), levels of recovery, untreated addiction
- No contemporary assessment of physical presence in US

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- How do we hold onto our members – between 5 and 8 years clean are missing
- Lack of objective independent survey for professionals
- Limited sources for money revenue
- Not enough, money, staff, base is only source-we cannot outsource easily
- Funding comes from lit sales, we can raise money in very important ways, we are not good at self/care, we are not mindful of NA need for support, lack
- We are addicts (our “responsibility statement”.) our difficulty and strength
- WSC financial drain
- Have the strengths and weaknesses changed over the years?
 - Planning Basics is a strength
 - We have made adjustments in cycle of WCNA - strength
 - Financial resources are tightening and tightening and we are spending more – weakness
 - The difference between what we can do and what we want to do has gotten wider and wider
 - Need for a real shift in the conference financially
 - Lack of control over how we use our resources – is a complicated situation
 - Common vision of the sustainability – board has to have a shared vision

Saturday 7 March

9am-5:30pm

KRA: Sustainability of NAWS and Corporate Responsibility

Copyright and FIPT Issues

Financial Update

- January financials: Monthly fluctuations in income stream – doesn’t indicate trouble because of ebb and flow. We have shown an increase in smaller orders; challenge is processing. This is a direct effect of a shopping cart; increase with number of invoices with smaller orders. In our literature evaluation, we will need to see average number of invoices and efficiency of our literature system. Is increase in small orders tied to closing of two RSOs? Working on geographic breakdown now.
- LC may have reached sales apex. No book other than BT stays elevated. JFT demonstrating a measure of plateau. May be byproduct of availability of JFT through other means.
- Contributions breakdown: indicator of whether messages working or not. A year ago we had member contribution push yet it didn’t have watershed. We need to rethink how we reach our members for contributions. Regions will spike with their contributions yet it is contingent upon

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when they fund flow and outcome of regional events. Zonal forum money down. Snapshot doesn't mean cause for alarm; trends will tell us.

- 124 operating days with 26K/day. This will change as we will need to dedicate money toward new staff, public relations and fellowship development.
- Quick ratio and operating days – some members think it is a bad thing to have any reserves. Financial sustainability communication needs to reach heart versus logic. It is a challenge for members to conceptualize needs of multi-million global enterprise.
- Cash in Iran: based on cash on hand. Trying to build up reserves for operating days. Ensures survivability of organization.
- We spend 7K less/day than 4 years ago. Accumulation is due to stability of revenue stream. Africa will mean a financial investment in FD. We add staff daily expense number will go up. Always about cost benefit of spending \$. Now, we need to get to things that help further vision.
- Fellowship exists in 100 countries in 76 languages. Message needs to be developed in addict language to convey why we need the money we have and why we still need contributions. We need to give members something to understand why they are putting money in a basket.
- Could we leverage the \$14 campaign? Delighted someone tried something different. Trying to find a way to get member contributions that it isn't tied to NAWS. Illicit literature group changed posting of this campaign.
- Unity Day created as fund raiser; proceeds from local events are designed to come to NAWS. Existing policy. A 1984 motion passed stating July is the month to raise money for the WSC.
- Audit Report: opinion letter is published. June 30 2014 Iranian auditors are not able to assess their inventory. We offered to pay auditors to go to Iran; offered to have Iranian auditor come here; NAWS offered solutions and auditor didn't find acceptable. Will go in AR. Audit Report accepted without objection. Canadian resolution accepted without objection.

Minutes: discussion needed about report and what is published. Initiate discussion via email and culminate on WB webinar.

October 2014 Minutes adopted without objection as revised.

Next WB webinar April 24 12:30PST

Audit accepted without objection

WCNA 36

General overview – from the time we signed the original contracts 7 years ago one significant thing has changed – Brazil has changed their attitudes toward international currency and the degree that they control their currency. The result is that many of the things that the world does are impossible to

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do in Brazil. We found a destination management company that we thought would help (our third for this event) and now that company has become a challenge so most likely we will terminate the contract and go to hotels directly. Members using the internet to book are getting rooms at a cheaper rate and members are asking why they are cheaper than what we offer? The inability of the vendor being able to deal with people trying to pay with international credit cards and the language barrier has been a nightmare. We are talking to hotels directly and asking if we can book directly with a code. We will have to resolve pre and post events now (excursions).

The exchange rate was \$1=2.03 in December now its \$1=3. We have new energy because tickets are cheaper down to 8 and 9 hundred dollars. Event is becoming more affordable.

PR success – Brazil zone established credible national relationships. Will hopefully be as great as it was in Barcelona. Media lunch is scheduled on March trip. Largest unity day call is very possible here. Uniform approach – minimize expense.

Adopt Canadian Corporate Resolution- yes without objection

NAWS Code of Business Conduct, Whistleblower, and Code of Ethics – moving this to August annual meeting

Current status and discussion of talking points for FIPT issues

Members are asking for a follow up or second communication to fellowship regarding illicit literature.

- Simple- to the members that are out there fighting this issue
- Smaller than first one
- Delegates that are willing to send in their experience- might contact them
- Zonal forum PowerPoint and a video-audio narrative explanation and bulleted written report calling out the issues
- What is NAWS – in the future
- Message to emerging communities that is easily translated and geared to new members who do not know what illicit literature is all about
- Must say why it is illicit
- Take key points out of the first communication
- Pirates, piracy and bully's in NA
- Concise, tugs at heart strings, how affects our common welfare.

There is no "outcome" here. The purpose is to discuss where we go from here.

WB External Guidelines

- Ideal size for the future (no less than 12- no more than 15) - Executive Committee discussed this and saw that there is clear majority of no more than 15. Varying comments on how small it can be. We have always had a minimum and never paid any attention to it.

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Decision - Anyone object to recommend changing the guidelines to read no more than 15?

No objections

Not smaller than 12 – or why do we even want to have a minimum. In guidelines there does not state a minimum. State law requires a minimum of 3. Straw poll – no minimum - majority

Decision - We will state no minimum as is currently the case— no objections

- Clean Time – essay crafted about raising clean time.

How many in favor of increasing – 7

Opposed to increasing – 7

Decision - This is not urgent so we should talk about electronically and decision later. –

Unanimous

- Staggered Terms – EC talked about it and realized this time it did not do anything but shorten 3 board members terms so we recommend to do away with staggered terms in the guide. WSC elects people for a 6 year term and we should not cut terms. Never thought that folks would automatically stand for a second term; written that folks would stand for one term. Guideline not implemented.

Opposition to removing the staggered terms -2

Decision - in favor of removing staggered terms from the guide – 15

- Two consecutive terms-is there something other than what the guide says that we would like to recommend? Page 18 Terms: length of term shall be 6 years. All members of the board are eligible for consecutive terms.
- Lifetime maximum 12 years.
 - Spirit of rotation is such an important part of leadership to demonstrate.
 - Twelve years or two terms maximum in a lifetime. Are there other ways to use experienced members then to elect them to the board?
 - Rotation is an important principle in service
 - Possibly make it at least 6 years between running again

Do we want it to change?

Decision – Recommend change- 12 yes – No Change – 4

Decision -Two terms in a lifetime – 15 yes 2 no

- Any other changes to consider?

None noted

Initial Discussions about other CAR or CAT items-

Currently our plans for the 2016 CAR are:

For motions:

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- Traditions Book
- WB External Guidelines

For discussion and information:

- Possible survey of tools and recovery literature desired by members
- Updates about Planning our Future, Delegate Sharing WSC Processes, etc.

Our plans for the 2016 CAT are:

- WSC Seating applications and recommendations
- Budget and project plans
- Anything from workgroups including WSC Processes
- Old process is being reinstituted for regional motions so they can be sent in anytime and do not need to wait for the 1 August deadline.

Nominations from the WB to the HRP for this cycle

- Electronic discussions of number of candidates and full discussion at June meeting

WB Operating Values WG

- Work ongoing, re-frame and hold for another WB session in August

Action item list: See updated action item list

- List reviewed by EC
- H&I Handbook Update project idea: willing and will ask fellowship for ranking

To create a virtual WSC Seating workgroup for this cycle

- 1 WB member and 3 regional delegates and that team would make recommendations. Planning our Future workgroup already has delegates who are looking forward. We will use everything in the toolbox including survey and discuss actual seating we want rather than processes. Move forward together. A workgroup takes nothing off the board's plate. Revise regional profile. EC recommendation planning to start this workgroup off virtually; however, if they need to meet they will have the time.
- **Decision on seating workgroup: 14 yes, 2 not voting**

SEND REMINDER TO BOARD ABOUT THIS

Electronic meeting – April 24th at 12:30

Email discussions between now and on April webinar

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- WB minutes/record – talk about this on webinar
- Action item list – anything off or on
- WB clean time
- Begin discussion on the number of nominations. Have until August to confirm candidates. Board nominations discussion will happen at our June meeting.
- NAWS productions items- will get a list

January 2014 was the last conference participant webinar; we might want to consider having one in August or at a time other than a WB meeting?

World Board Correspondence book – anything that you might think needs more response send to EC.

Board chairperson will send a synopsis of the meeting to the board.

Might be time for a push to the bulletin board? Less than 1/3 engage or signed up. We can do it in the next eblast.

Meeting adjourned at 4:40pm

APPROVED

AUG 9 2015