

## DRAFT MINUTES; NOT FOR DISTRIBUTION, Page 2

### BOARD OF TRUSTEES MEETING DRAFT MINUTES (revised 3/7, 1990)

February 2-4, 1990

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Friday, February 2, 1990

9:23 A.M.--Meeting opened by Jack Bernstein with a moment of silence.

Attendance

Jack Bernstein, Chair  
Becky Meyer, V-Chair  
Mario Tesoriero  
Chuck Lehman  
Greg Pierce  
Garth Popple  
Stretch Gars  
Tom McCall  
Danette Banyai  
Donna Markus  
Kim Johnson

WSC

Ed Duquette, WSC V-Chair  
Carrie Rossip, P.I. V-Chair

WSO

Stu Tooredman  
Bob McDonough

Visitor

Carrie Rossip

WSO Staff: Steve L., Steve S., Bob S., Mary V., Hollie A., Vandy A., Anthony E.

The board reviewed the agenda for the weekend. A short discussion of the proposed Trustee budget for 1990/91 ensued. A request was made that the budget be discussed prior to committee meetings, as there is no money in the proposed budget for committee work during the upcoming year. Jack commented that he sees it as more fruitful to make plans, then approve budget. He explained that the proposed budget has been approved by the JAC as far as the amount goes, but that line items can be moved around. Kim questioned the possibility of having WSC Committee chairs and/or v-chairs involved in BOT meetings as there is no money budgeted for this. Chuck related that he sees the BOT as needing to shoulder costs for this involvement and not to rely on WSO consultation funds from committee budgets. Kim sees that the budget reflects the intentions of the Board in working with the committees, and if the Board doesn't have it budgeted, then it won't happen. Jack agreed that there is a need to have all the members of the Board see the budget prior to the January JAC so that they can input during the development process. The general feeling was to make sure that clearer directions are given to the WSO Staff to make sure that the budget reflects the intentions of the Board. Bob S. doesn't think of the Trustees as being constrained by the budget. Rather, this is an issue of planning by setting a calendar of meetings with whoever needs to be in attendance. If there is no money then the Board needs to request funds from the Conference. He sees this as the Trustees assuming a leadership role in the fellowship. He feels that if the Board wants to be assertive in their role, then they

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will need to take this plan of action. An agreement was reached the the budget will be discussed at the Trustee meeting next November to better plan for next year.

M/S/C (Stretch/Danette) "To accept the minutes of the October '89 meeting." There was a short discussion about the concern voiced by Greg about removing the Trustee guidelines during the October meeting. Jack advised the Board that this was discussed during the JAC.

The Board then discussed the expanded form for the minutes. The general consensus was that the expanded minutes, including more of the discussion with indicators of who made the statements, were an improvement over the briefer version. The only concern, from Greg, was that care needs to be taken to correctly represent what actually occurs, as this is more important with the expanded minutes. Kim related that she would like to see a summary developed after each meeting which would describe the actual decisions made and major topics discussed during each meeting. Discussion then focused on the minutes approval process. A decision was made that the draft version of the minutes will be sent to each member of the Board within 14 days of the meeting with 7 days to respond with revisions or concerns. Each member will be contacted by phone if they don't first contact the WSO. This will be attempted this month and if it doesn't work, the process will be reviewed at the combined meeting with the Traditions Ad Hoc in March.

The next item on the agenda was International Growth and Development. Several Trustees commented on the letter from Russia and questioned whether it will be responded to by WSO Staff or whether the full Board will input. A request was made by Jack to have all members respond to the questions in the letter and send their input to WSO staff to assist him in drafting a response, with staff assistance. Danette commented on the Brazil Trip Report from Chuck and Becky, which she feels assisted her in culminating her feelings. She is very concerned about how we respond to international contacts, requests for assistance and determining who is involved in international travel. She feels that it is necessary to have at least two people travel, to provide support, assistance and balance. Chuck agreed that international travel needs more pre-planning rather than responding to crisis situations, and that a commitment needs to be made to spend the money it takes. He feels that experienced people (BOT) should be involved which will necessitate expanding the base of individuals who can travel. Jack suggested that a written procedure be drafted utilizing some of the information from the Brazil report. He agreed that there needs to be a better process for planning and gathering information prior to international travel. There was general agreement that more "homework" needs to be done prior to travel, so that whoever goes is more aware of the issues, previous correspondence, and possible questions from local fellowship. Tom stated that he doesn't want travel planning to become too rigid, as there are always exceptions which will not allow time for adequate planning but that will require a response. Stretch reminded the members that sometimes the issues only become apparent when you get there, and all the information in the world may not prepare you. Bob S. related to the Trustees that there is more to do in the international fellowship than either the Trustees or the WSO staff can do. He related that there is not an opportunity to arrange precise schedules for what to do

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while on trips and that travelers have to "play it by ear." He feels that we can only base our knowledge on prior trips and communications. He suggested that the BOT may want to recruit past members of the Board or use certain Board members for specific parts of the world. Chuck agreed with Bob, and shared that he feels that travelers are placed more in a sponsorship role through the sharing of spiritual principles. His strongest suggestion is "don't make promises you can't keep." Jack encouraged those members who have been involved in previous travel to share their experiences through written reports done in a timely manner. He also suggested that it would be helpful to solicit information from fellowships that have been visited as to whether our visits were helpful? did the visit create confusion? and what else could we do? He acknowledged that even with the best of planning, things will still occur spontaneously. Danette feels the most important aspect of international travel is cooperation between the BOT, Board of Directors, WSC Administration and the WSO. She also acknowledged that the WSO has the most information and feels it is important for this information to be shared. Garth read the paragraph about the proposed international committee from the P&S/T&E BOT Policy draft. Formation of an International Committee within the Board would track the Trustees involvement with all aspects of growth and development of our fellowships outside of the U.S. Greg reminded the members that they need to utilize already existing resources, such as members who have contacts in foreign countries.

Translations were the next item discussed. Stretch related that he attended the meeting in Miami where the Spanish Basic Text was reviewed. He did not feel that a member of the Board would have contributed much to the discussion. Jack indicated that although he feels that translations are important, he isn't sure that there is a lot of experience and learning from the review/input process, so he did not feel assigning a member of the Board to attend the Miami meeting was a high priority. Danette questioned where the letter from Russia was to be discussed and this letter was assigned to the Literature Review Committee. Tom informed everyone that the Translations Advisory Committee has never been activated as it was formed to be a buffer or referee between the WSO and WSC. Bob S. further explained that when the Translations Advisory Committee was formed in 1988, the circumstances were such that translations were being done by members in other countries and a need was seen for a referee so that WSO staff wouldn't be seen as the bad guy. He indicated that there may now be a need to implement the Committee as the issues now being discussed, in regards to translations, have a wider range of philosophical implications, such as the name in Hebrew and the issue of God and Higher Power in the Scandinavian countries. He would like to see these issues assigned to one of the Trustee committees. Jack decided that for this meeting he will assign these issues to the Literature Review Committee. Danette indicated that she wants to see the Literature Review Committee deal with this issue only for this meeting or the focus of the committee needs to be changed. A short synopsis of the plans for the upcoming trip by Mario T. and Anthony E. to India was given, as was a synopsis of the planned trip to Europe to discuss licensing the N.A. trademark in Spain and Sweden, and to visit the Germans to finalize the licensing agreement.

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On returning from the lunch break, the new *N.A. Way* editor, Andy Mann, was introduced to the Board.

The schedule for BOT meetings for the remainder of the calendar was finalized.

March 9-11, 1990--Combined meeting with the Traditions Ad Hoc.

April 22--Pre-WSC Meeting

April 23-27--WSC Meeting

April 27--Post-WSC Meeting continuing through 4/28 if necessary.

June 8-10--BOT Meeting

August 10-12--BOT Meeting

October 5-7--BOT Meeting (tentative)

Jack feels that having four meetings during the year (including the Feb. 1991 meeting) is very important so he will keep all four meetings on the schedule, to be decreased as necessary due to the budget. Two of the meetings are tentatively scheduled in conjunction with the Board of Directors, with provisions to be made for both Boards to meet together for a short period of time during the weekend. The frequent schedule of meetings will require regular communication with the WSC Committees so that the Board gets any material for review at least 2-3 weeks prior to the meetings.

Bob Stone gave a synopsis of his telephone conversation with George H. who had called from Cairo, Egypt during the meeting. The meeting with the members in Egypt went well. None of them has much clean time and the meetings are less than 6 months old. He discussed forming a service committee with the members. He related that they are far behind in treatment modalities and the members are very poor. He feels that they may need to be charged less than the production costs for the Arabic Basic Text. He will have a meeting with the typesetters and printers on Sunday.

Bob S. then discussed the issue of taxes within the fellowship. The WSO has had an attorney working on this issue since last summer. The attorney has been investigating the tax code provisions for non-profit organizations dealing with service organizations which are most appropriate to N.A. A lengthy report will be given to the Trustees about 30 days before the Conference. One alternative may be to apply for a special determination ruling from the IRS that would excuse the fellowship from taxation. The WSO feels it can only do this at the direction of the WSC. The most probable course of action will be to present all of the information at the WSC, allow for 8-9 months for fellowship-wide discussion, then make a recommendation at WSC 1991. He also informed the Board that the United Kingdom Service Office has been rejected for charity status as they applied as a sales office, not including the fellowship and their donations. Spain, Sweden and Portugal require the registration of non-profit organizations which is being investigated. Discussions are continuing with several insurance companies about acquiring some sort of broad coverage for the fellowship but there is no positive action at present. Much discussion followed this report. The main thrust was that it may not be feasible to wait another year before taking some sort of action. The general consensus was to investigate getting a special ruling, as this may also assist

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us internationally in registering with foreign governments. Strong feelings were expressed that this is a decision which needs to be made by the world level Boards, with assistance from the WSO as it is not responsible to ask the RSR's to make this decision. It was strongly suggested that a recommendation be developed by the WSO Board and the WSO to present during WSC.

The meeting recessed at 3:45 P.M. with the committees to meet this afternoon. The full Board will meet at 8:30 A.M. tomorrow to determine how much more time will be required for committee business.

### **Saturday, February 3, 1990**

The members in attendance were the same as on 2/2/90. The meeting reconvened at 10:55 A.M.

Stu Tooredman presented the **WSO report**.

1. A decision has been made not to pursue bookstore sales as the office would have to initiate a dual pricing system, one price for bookstores and one price for members. Rather, they will try a direct mailing to treatment centers to try and get direct sales.
2. A new chip design has been approved, with raised letters instead of the gold leaf lettering.
3. The Board has discussed the existing translation policy and feels that the other service branches need more involvement.
4. Legal counsel has been retained by the local service committee regarding the 209 lawsuit.
5. Legal action has been taken against Creative Arts for trademark infringement. They have requested an extension which has been granted.
6. A motion has been adopted to increase the clean time requirements for Board of Director members (see the Conference Agenda Report).
7. The yearly budget was approved. The financial forecasts are lower with a projected increase in both funding and expenditures that will be about equal. They will continue to fund the European Service Office and will open a shipping office in Canada. The jewelry budget was adopted. The budget for the shipping office in Ohio was not approved but was tabled.
8. The French Basic Text is now widely distributed and will be going into 2nd printing.

9. They are continuing to have the chair and RSR from two separate regions in attendance at the Board of Directors meetings. They feel this venture has paid off in the good response from the fellowship.

Kim questioned the allocation of staff time to BOT projects and feels that decisions are not made taking these priorities into consideration. She requested that if projects are requested but can't be met, then the Board needs to be informed of this so different plans can be made. Stu indicated that the chain of command needs to be followed. Jack stated that some of the problem is not knowing who is the boss; Trustees or WSO Administration. Bob S. encouraged the Board members to make sure that clear decisions and assignments are put in reports, then look to the BOD, BOT or WSC chair for direction regarding priorities of work and staff assignments. Jack reminded the individual members that they need to know how much the staff has to do and also to make sure that staff knows what the individual trustees want done. He related that he does not see the staff as employees of the Board. The main point of the discussion was to make the communication between the Board members and the staff more clear regarding decisions made in committee.

**Literature Review Committee:** See report attached.

During the discussions on international development, several specific countries were targeted as needing to be visited by members of the World Service Community. These include:

1. West Berlin (June 10-15)--There is an International Addictions Conference at which N.A. has been invited to make a presentation, as well as to exhibit a variety of literature. This received much discussion concerning the need to increase communication during the pre-planning stages for international P.I. events. Danette requested that more consideration of such events be taken during the approval of the WSO budget and how this budget impact on the other Boards and Committees, especially as regards travel needs. Stu indicated that these issues are one of the reasons why both he and Bob Mc. are in attendance at this weekends meeting. Donna agreed that there needs to be collaborative planning between the BOD, BOT and WSC Committees in setting priorities and making plans. Greg related that the pursuit of these events parallels the direction that the Internal/External committee is taking and feels that the WSO needs to continue to pursue participation at these events.
2. European Service Conference (July 27-29)--Lisbon, Portugal. During this same trip, there will also be visits arranged to Italy, Israel, Spain and Sweden.
3. Australia/New Zealand (date uncertain)--World Convention Corporation meeting.

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4. Egypt (May)--To discuss the printing and proofreading of the Arabic Basic Text. Chuck voiced concern about the speed at which this process is taking place. Bob S. indicated that the WSO is also concerned as they see this as reactive, instead of planned.

On returning from lunch, the WSC report was given by Ed Duquette, WSC Vice-Chair.

1. JAC motion in the Conference Agenda Report--A motion has been made to continue the Ad Hoc Committee on N.A. Service until their work is completed. The JAC was in agreement with this as this would allow the committee to stay intact and not lose continuity.
2. Joint Administrative Committee motions in the Conference Agenda Report--The RSR Travel Plan provoked lots of questions and concern at the JAC. The JAC feels this is the only workable plan but it is contingent on a variety of issues. If there is not good participation from the RSC's, then there will be a big problem. There is a possibility that other conference items will have to be cut from the budget if there is not adequate RSC participation.
3. Translations at the Conference--A plan has been put together outlining the concerns and flaws. It is extremely expensive as it would also entail translations of written material in addition to spoken translations. At this point, they don't see that there is a viable plan for implementation due to funding constraints.
4. *Behind the Walls*--There was concern from the Board of Directors, with concurrence from the JAC, that approving the booklet, with a restriction on its distribution would not be feasible. Therefore, the JAC is recommending waiving the restrictions on the use and distribution.
5. The JAC is presenting a substitute motion specifically dealing with special workers as they felt the motion presented by the WSC Literature Committee is too restrictive.
6. The budget discussions were both enlightening and frustrating. Cuts were made to the optimal budget to come up with a realistic budget of \$288,000.00. The JAC has not devised a method to prioritize projects, instead of leaving prioritization to the committees/boards. There may need to be a conference finance committee to take care of budget development.

Mario was concerned about *Behind the Walls* and the motion that was approved at the WSC last year regarding approval of material for use by service committees. Jack explained that by leaving the wording on the front (Not For Use At N.A. Meetings) detracts from its use by addicts. There was also some discussion during the JAC that there is no way to determine who will use the literature or how it will be distributed after purchasing, so the distribution restriction is unworkable.

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Danette questioned the footnote on the bottom of pg. 14 of the Conference Agenda Report regarding the Board and Committee Guidelines in the TWGSS and wanted to know who was going to take care of this? There was no response to her question.

**Guide to Service Report** also given by Ed Duquette.

1. There are plans to have two separate meetings with two lawyers to factor in information on international copyrights and corporation structure both nationally and internationally. A decision will then be made in committee about world service structure using the input from Albuquerque and all other input that has been received. They are unsure if they will be able to finalize the drafts prior to the WSC. They have come to a consensus to develop two books; one for the fellowship inside the U.S. and one for fellowship outside the U.S., which will be in outline form. The members will have assignments, various mailings, conference calls etc. in an attempt to complete the project prior to WSC. The Committee feels it obtained substantial input from the Albuquerque meeting, especially on world services. They see the largest problem is the Guide being geared toward U.S. experience and feel responsible to continue sharing this as well as to develop a manual for the fellowship outside the U.S.

Mario stressed the need for an international forum which would not necessarily be a decision making body. He feels the Guide should be written from our present experience, including the fellowships outside the U.S., as the worldwide experience is not there yet.

**Internal/External Report:** See minutes attached.

Kim made a specific request that \$7,600.00 be allocated to the I/E committee to allow for involvement by the WSC P.I. and H&I chairs and v-chairs during this next year. There was no firm decision on this matter, but the general consensus was that the funds would be available through the Trustee budget.

**Policy and Structure/Training and Education Report:** See minutes attached.

Kim stressed that the BOT Policy committee needs to focus on priorities and what the Board can realistically accomplish in 1-2 years. Jack feels that the Board has never really figured out what it needs to do. He sees that there is a need to develop a plan, figure the budget and then proceed instead of approving the budget then planning for the workload. Ed stated that he is not sure that the WSC can ever fund both the BOT committees and WSC committees, and feels that the fellowship needs to be challenged to fund the BOT Committees. Jack feels that a plan can still be put together and then decisions will have to be made during the year as to the feasibility of the plans.



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The next issue discussed was the BOT and BOD interaction. Jack informed the Board that there was a meeting 2 weeks ago between representatives from the WSO, BOD and BOT as some friction had been felt due to misinterpretations and misunderstandings, some of which were resolved at the meeting. There were strong feelings expressed by some of the Trustees about not being informed about that meeting, or involved in the discussion which went on at that meeting until now. Greg indicated that he feels there is also a schism in the Board of Trustees that was not present two years ago, as there seems to be first and second class Trustees. Jack related that he did not inform the entire Board of the meeting two weeks ago, as he planned to discuss it at this meeting. He stated that he doesn't view any BOT members as first or second class and that there was no intention to offend anyone. Chuck suggested that information of this sort needs to be communicated to the coordinator to put in the communications register rather than waiting to inform. Kim indicated that if there are any issues regarding problems with staff and BOT/WSO staff inter-relations she would like to be involved.

The main issue of concern was the existence of two Boards and the perception by some portions of the fellowship who assume that the Board of Trustees is more involved in BOD decisions that actually occurs. One possibility discussed at that meeting was to have shared membership on both Boards. This could move both Boards towards an awareness of each others actions and would assist in changing the perception within both Boards as to how the other functions. Greg reminded all the members that there is a precedent as the original Board of Trustees served as the Board of Directors for the WSO. He questioned whether there might be a possibility of rotating BOT attendance at BOD meetings. Mario sees this a mainly an issue of improving communication between the Boards. He feels that expecting shared members to attend all of the meetings would virtually necessitate them being unemployed, and that we would be placing unreasonable expectations on these members. He recommended having a shared meeting for 2-3 hours on the same weekend as the best way to avoid burn-out. Stu related that he feels communication is only part of the problem. He sees the main issue as being more one of authority regarding issues such as translations and budget. He recommended the formation of a steering committee to oversee these issues as these decisions are made only after long term planning and discussion (1-2 years). A long discussion followed regarding how the Board of Trustee and Board of Directors became two separate entities. The primary reasons that were discussed were the division of the business and philosophical sides of the fellowship. There was concern expressed that shared membership would not be an efficient use of the human resources available. Concern was again expressed that the BOD budget for the WSO impacts the work that is able to be done by the WSC, which in turn impacts the entire fellowship. Bob S. indicated that he sees that the main issue is one of three-headed management, which provides for an increase in the feelings of stress between the Trustees and the staff. He stated that there is an illusion within the fellowship that the Trustees have more responsibility and management than the actually have. He has seen a vast improvement through the institution of the Trustee committee system, but still sees that the Trustees are trapped by the TWGSS of their Board. He suggested that a look be taken at what is best for N.A., regardless of what is in TWGSS. Jack agreed that there is that illusion about the Trustees which continues to persist in the fellowship. He has recently been thinking that perhaps the Trustees need to accept

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the role the fellowship sees them in, even it it is illusory and to try to function in that role. Donna related that she feels shared membership on both boards would remove the need for the BOT to input as a whole and increase the joint collaboration in decision making. The main drawback would be the emotional and physical drain on the shared members. Mario feels that someone needs to take a leadership role, as the WSC is more dysfunctional than either the BOT or BOD. He doesn't feel the *Guide to Service* will solve all the problems, but does like the one board concept with divisions of labor and a small priority list. He sees that the Board needs to cut back on projects rather than creating more work.

There continued much more discussion on identification of the problem. Ed D. related his perception that the Boards and Committees are too wrapped up in their own projects to really see the broad pictures, with a suggestion to develop a unified approach. Kim related that her perception is that when the Board is seen as mainly philosophical, it is removed from the business and there is not a unified front. Several members agreed that there are problems with both the one board and three board systems. Both Becky and Stu agreed that dual membership between the BOT and BOD would be the best alternative at present. Garth feels that dual membership will not assist in reaching a single point of decision. Stu advised the Board that sometimes it is misinterpreted that the staff makes decisions for the fellowship, but this is not true; rather the decisions are made by the Board of Directors after they are advised by staff of existing situations.

Bob S. indicated that the main issue seems to be who's managing who? He sees that the BOT now seems to feel they should have a management role over the staff with their intention being to direct the planning and priorities of the staff. This was denied by the members of the Board but it was stressed that the allocation of staff and resources needs to be done with WSC priorities in mind. Jack related that he sees a need to develop policies and procedures, i.e.; international travel, P.I. events, etc.

Tom indicated that he sees a real need to communicate what is happening on a feeling level within the Board. He indicated that even though he will not be standing for re-election at the WSC, he is available to continue serving the fellowship. Jack recommended that time be set aside at least once yearly to share feelings within the Board.

A decision was made to begin the meeting tomorrow morning at 8:30 A.M. Adjourned for the day at 7:33 P.M.

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**Sunday, February 4, 1990**

The Trustees in attendance were the same as yesterday. Present from the WSO staff were Bob S., Steve S., Anthony E., Hollie A. and Steve L.

The first item of business was a review of the Board priorities. This led to a discussion of the purpose of the Board. Chuck feels that the Board needs to define their purpose and determine what the role they should fill within the fellowship. Kim related that she wants to review the policy draft from P&S/T&E. She would also like to see the Board identify three main goals. Greg reminded the members that about 1 1/2 years ago, each member developed a purpose statement and these would be helpful for review. Garth related that the policy draft gives equal weight to the BOT initiating projects as well as reviewing WSC projects. There was discussion that the description of the Board of Trustees in the TWGSS is fairly limited. Mario indicated that there is no focus on Trustee involvement with international development in the TWGSS. Both Mario and Donna feel that the Board needs to be involved in long term planning and projections for the fellowship. She indicated that even if the Board could agree on their purpose, it might not be in agreement with what the fellowship sees as their purpose. She would like to see if the Board could get agreement and concurrence from both the WSC and the fellowship to further identify the purpose of the BOT, as well as their agreement that our role has to do with forecasting, planning and goal setting. Jack requested that the material developed on the purpose of the Board (1 1/2 years ago) be sent to all the members. Each member is then to draft a statement of purpose for the Board. He also feels it might be helpful to solicit input from the fellowship concerning the role of the Trustees. Chuck inquired whether there should be a request for input or if they should develop an evaluation form, to be sent to the fellowship. He also wondered if it is the intent of the Board to publish their purpose? Becky feels that there is no clear focus for the gathering of the information and how it would be used, then it is not an effective idea. Several members indicated that they feel they have agreement in what their purpose is but would like to have more direction. Greg feels the main problem regarding the BOT purpose is that the relationship between the service arms has been watered down until it is almost non-existent.

Jack reminded the Board that when they tried to get assertive, they were directed not to present anything to the fellowship without 2/3 agreement (WSC '87). He saw that people were amazed the Board of Trustees could not have 100% agreement. He sees that the Board seems to constantly go back and forth between passive and aggressive, and wondered if they were constantly going to do this? Mario feels that the Board needs to be more assertive as the tide of thought in the fellowship has shifted. He feels that the fellowship has lost faith in the WSC committee system and is looking to the Board for direction.

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Jack informed the Board that he will be writing two reports between now and the Conference: the Fellowship Report in March and the Conference in April. He requested that if any of the Board members have input for the reports that it needs to be sent to the Trustee Coordinator.

The assignments to the Conference Agenda Workshops were discussed. Bob H. and Bryce S. are in Michigan this weekend. Bob H., Becky M. and George H. are going to Pennsylvania in March. Tom M. tentatively agreed to go to Ohio from Feb. 23-25. Danette B. has tentatively agreed to go to the Conference in Harrisburg, PA on Feb. 17.

The next item on the agenda was Trustee elections. There were three separate procedures discussed and descriptions of these will be developed prior to the April 22 meeting. This will be the first item on the agenda for that meeting. A decision was made to refrain from electing any member as v-chair of the Board during the last year of their term in office.

The request from the Mental/Emotional Disorders Anonymous group (MEDA) to allow adaptation of N.A. literature was discussed. Chuck feels that their adaptation is not consistent with what N.A. means. Greg reminded the Board that there is a philosophical point that needs consideration, i.e.; what is the nature of our writing and adaptation of our literature. He sees three options: 1) take A.A.'s lead and maintain a stranglehold on our printed material, 2) take the middle ground and look at requests piece by piece, or 3) allow for open adaptation which may be spiritually positive. The main issue is whether our message is captive or do we give it freely. There was agreement that the idea of "who owns N.A.'s message" will be on the April agenda, for discussion in principle with the possible development of a motion for the conference. There was much discussion of whether and/or why our message should be controlled, as the spiritual principle involved is trust in our Higher Power. A letter will be drafted to the Board of Directors advising them that there is a need for more time for discussion on this issue.

Jack reminded all of the members to send in any information they want to be included in the Conference Report.

The meeting was closed at 11:25 A.M. with a moment of silence, followed by the Serenity Prayer.