



# World Service Conference Report

VOLUME 12, NUMBER 4

MARCH 1993

## WSC CHAIRPERSON

The activities and discussions of the WSC Administrative Committee have all been reported previously, and the business items for the WSC annual meeting have been presented in the *Conference Agenda Report*. I want to use this issue of the *Conference Report* to advise you all of some odds and ends related to the upcoming annual meeting and then simply share some of my thoughts.

An orientation packet will be mailed to conference participants at the end of March. One of the enclosures will be an election procedures document. This document will be discussed on the first Saturday morning of the April meeting prior to adoption in some form by conference participants. I want to reiterate my intention to conduct elections according to the agreed-upon procedures and strongly discourage any modifications later in the week. I discussed this in my January 1993 report and have received strong support from many of you.

Registration tables will be open in the hotel on Friday evening, April 23, and Saturday morning, April 24. An orientation session will be held for new conference participants on Friday at 8:00 PM. We hope to make this a relatively small and informal meeting for the purpose of talking about what can be expected during the week. Our orientation sessions in the past few years have not always been helpful to members attending the conference for the first time. Some new participants have even felt left out or felt intimidated because a large group of previous conference participants are trying to introduce themselves and share valuable advice. I would like for us all to allow this orientation meeting to be an opportunity for new participants to ask questions and get comfortable. So, while "old hands" at all of this are certainly welcome, it isn't necessary to attend.

Even though we have eight full days to meet together, we will surely not have enough time for all of us to say what we want to say. I don't know why, it just always works out that way. We've set an

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ambitious schedule for this year's conference. In order to follow the agenda and be fair to everyone, we all will need to be selective and sensitive about approaching the microphone during business sessions. Any participant who needs to talk will have the opportunity to do so. We only ask that everyone use care and respect in the time they use to speak.

The scheduled board and committee panel sessions are specifically intended for discussion of motions, possible amendments, new information, etc. All debate, discussion, and brainstorming related to conference business will take place in these panel sessions so that the business sessions won't be bogged down or contain any surprises. Hopefully, we will refuse to entertain unrelated discussion in the panel sessions. Likewise, I hope we discourage presentation of amendments if they haven't been discussed in the panel sessions. All motions in the *Conference Agenda Report* and related amendments, any amendments coming out of the panel sessions, and any substitute motions turned in by the end of the first day can be presented during the old business sessions scheduled for Tuesday, April 27, and Wednesday, April 28. All other motions and amendments will be ruled out of order until the new business session on Saturday, May 1.

Local members of the Southern California Region have offered to provide some hospitality services for all visitors. There may be rides available for non-English-speaking visitors and conference attendees with special requirements. There will probably be a volunteer hospitality table where arrangements for rides to meetings and information about restaurants and other local services can be obtained. Arrangements have not been completely finalized at this writing. Please call the World Service Office at (818) 780-3951 if you have any questions about this volunteer service.

By the time you read this report, you will have received a report from the February 1993 planning meeting that contains a proposal related to Motion #1 in the *Conference Agenda Report*. Whether the motion passes or not, and whether the proposal is accepted, modified, or rejected, I am personally very excited about the prospect of discussing the idea. Our fellowship seems to be at a new stage of growth where we can at least talk about examining our effectiveness in providing service. I remember the times when I had to accept my own reservations, first about being an addict, then about a higher power, then about recovery, then about service. Today, I no longer have reservations about these things. The opportunity to be involved in recovery and service has removed them all. I know that I'm an addict, I know my higher power, and I know that recovery in this wonderful fellowship is a God-given reality that the addict who still suffers can have! Something special happens when we come together in service, and it's exhilarating to even think about discussing how to make it better!

I look forward to seeing you in April. Thanks for the privilege of serving as your chairperson this year.

*Dave Tynes, WSC Chairperson*

**WSC TREASURER**

Thank you for your positive response to our December 1992 letter requesting funds for the conference. Since that time you have forwarded nearly \$75,000. That leaves the conference only \$60,000 to raise to pay for the WSC meeting and ongoing administrative expenses through the end of the conference year. Your continued help in meeting our financial obligations is crucial.

Many have asked me for my assessment of why our contributions are down this year when for so many years donations have grown annually. I have spoken and worked with many regions who have historically donated far more than they were able to contribute this year. In those regions whose donations are down, the problem seems to have been twofold: less being collected in Seventh Tradition baskets at NA meetings and a significant decline in convention income. At the same time, regions which have historically donated far less have increased their donations quite a lot this year, some by thousands of percentage points. They tell me they credit their new ability to make contributions to the World Service Conference to more successful fundraising activities and conventions and a restructuring of their prudent reserves. These issues are at the heart of the funding discussions we will be having at the conference.

RSRs have by now received the Funding Issues Survey which was mailed at the beginning of March. If our discussions are to be as realistic as possible, the information requested on the survey needs to be returned to the office by April 15, 1993 so that data can be compiled and analyzed, allowing us to look at fundamental financial attitudes, trends, and practices throughout the fellowship. Hopefully, by getting a clearer picture of the realities of service funding fellowshipwide, we will be able to set a more stable direction for funding services throughout the service structure. Many suggestions about how to stabilize funding have been made, some very creative and practical.

The conference budget process will be much simpler next month than it has been in previous years. In the report on the World Services Planning Meeting mailed earlier this month by the Interim Committee, you were provided with a proposed budget. Should any changes in that budget need to be made, they will be made by the conference.

Should there be any questions, or if I can be of assistance in any way, feel free to contact me at your convenience through the World Service Office.

*Ron Sheppeard, WSC Treasurer*

**WSC OUTREACH AD HOC COMMITTEE**

This will serve as our annual report to the 1993 World Service Conference. Since last year's conference, we have encouraged local outreach subcommittees to register with the WSO. Most of our energies have been focussed on the development of bulletins on various topics related to outreach services. Once this task is complete, the committee intends to focus on creating an outreach handbook, our primary project. The bulletins, as they are evaluated and revised, should provide some of the material for the handbook.

I served as committee chairperson this year. Others on the committee were Scott A. (San Diego-Imperial Region), Lucie G. (Al-Sask Region), and Pat M. (Mid-America Region). Ron W. (Michigan Region) joined the committee recently. The committee held one meeting at the October 1992 WSC workshop. Most correspondence was handled by mail or telephone.

Recently, I attended a *Conference Agenda Report* workshop in Harrisburg, Pennsylvania, USA. During this workshop, I had the opportunity to hear the WSC Outreach Ad Hoc Committee's CAR'93 Motion #12 reviewed. Excellent questions were generated and useful discussion was sparked. I left the podium that evening feeling that all was well in the world of outreach. Some questions were, how much of the fellowship's funds were spent on outreach? And what will happen with outreach if Motion #1 passes?

WSC expenditures for the WSC Outreach Ad Hoc Committee from May 1, 1992 through February 18, 1993 totaled \$2,130.72. Our greatest expense was the one meeting, costing \$1,885.42. The remainder were administrative expenses totalling \$245.30. We would like to thank the fellowship for this support.

At this point, I cannot answer the question of what will happen with outreach if CAR'93 Motion #1 passes. I do know that the Interim Committee met with the WSC standing committee chairs, the WSB Steering Committee, and the WSO Executive Committee over the weekend of February 19-20, 1993. At that meeting, a proposal for conducting a world service inventory was developed; by now, I'm sure the proposal has been mailed to conference participants. My understanding is that the proposal calls for all NA members involved in world services to participate in the inventory process. It also suggests that all current work on projects be set aside, thus allowing basic services to continue while the inventory process proceeds. This proposal is one possibility and is now being reviewed and discussed. More will be revealed at the conference.

Our committee is nearing the end of the second stage of its current bulletin projects. As we reported earlier, these bulletins will be similar to the PI and trustee bulletins. Each bulletin is focused on a specific topic. "Creating an Outreach Subcommittee" describes an open and inclusive process that can be used to explore the possibility of this type of area service subcommittee. "What Is Outreach?" talks about the types of outreach that have been identified in our fellowship. "Intro to Outreach Workshop Guide" presents

material that can be used to organize an educational workshop on this topic. "Identifying Needs for Outreach" is a discussion of how to focus on specific services that outreach can provide in different circumstances and who benefits from outreach efforts.

We are actively networking both with newly formed and existing local outreach subcommittees. All information gathered will be useful to the committee and to WSO staff.

Our February consultation meeting with the WSO staff was cancelled due to lack of funds, but we are hoping to work something out along this line in the near future.

In closing, we still are encouraging all local outreach subcommittees to register with the WSO and mail us any minutes, agenda, and especially reports of outreach experiences and efforts. We hope that your service efforts bring you the joy that reaching out through outreach brings us.

*David Jones, Chairperson*

#### **WORLD SERVICES TRANSLATION COMMITTEE**

Hello again! As usual in translations more is revealed on a daily--sometimes hourly--basis. This is the situation at the time that I am writing this report. Please don't be surprised when at the conference some of the information has changed, is outdated, or has been updated. It is the nature of translation efforts and our interaction with local translation subcommittees. There is great enthusiasm for translations of recovery literature across the board internationally. Local translation subcommittees dedicate tremendous amounts of time, often working under difficult circumstances and significant personal sacrifice to accomplish their task. Without them, little or nothing would be accomplished.

We became aware that the 1993-94 conference year may become one of processing and self-inventory. Hearing the term "slow-down," many local translation subcommittees may be curious--if not worried--as to how this would effect their work and commitment to carry the message to addicts who still suffer. I'm sure that we can rely upon the conference to keep our needs in mind when decisions about this matter are made.

I'd rather move on to less speculative matters at this time. The World Services Translation Committee is currently concerned with eighteen high priority language groups and their various projects. To date, most of those high priority groups do not have any recovery literature in their language. Three of these are the Malay-, Maori-, and Tagalog-speaking members, Tagalog being a major language of the Philippines and Maori of the indigenous peoples of Aotearoa New Zealand. We believe that their translation efforts have been greatly encouraged by the work of the Asia-Pacific Forum held this past year.



Currently, on behalf of H&I and PI, we are forwarding several items to local translation subcommittees for their consideration and translation. The H&I handbook summary had already been made available to non-English-speaking delegates at last year's conference. We are now sending a PI handbook summary as well as selected H&I "sunshine" letters to all local subcommittees listed with us. In November 1992, we met with two members of the WSB Additional Needs Panel to discuss their work-in-progress, an American Sign Language video interpretation of the White Booklet. They and other hearing-impaired NA members graciously raised our awareness of the need for ASL recovery materials.

The WSO Board of Directors, at its January 1993 meeting, responded positively to our project funding requests. These projects include Hindi, Finnish, French, Italian, Danish, Norwegian, and Russian translation development. For several years we have had sporadic contact with NA members in Russia and Ukraine. The communications that we have received indicate great urgency, which only increases our mutual frustration at not being able to understand one another. As soon as we can find or arrange a consistent and reliable way to communicate with each other, we believe that regular contact will become a reality. We can probably expect then to face the immense language needs of a vast new community of addicts seeking recovery that we won't be able to ignore or postpone. Our experience shows that requests for translations follow soon after Narcotics Anonymous takes hold someplace, and it will be essential for us all to stay well-informed about the beginnings of NA recovery throughout the world.

I'd like to mention that we have mailed two sets of "anticipatory" questionnaires to local translation subcommittees. One went to the Spanish-speaking NA communities, asking for feedback on several procedural options for draft development and approval. We also let them know that we want to consider their priority preferences for Spanish translation projects over the next several years. The second mailing went to all local translation subcommittees and contacts we have listed. We asked for their ideas and topics of concern for discussion during the open participation sessions of our committee meetings at the WSC so that we can better address their needs and issues. This letter also noted that we are soliciting their recommendations for members to be considered when appointments are made to the World Services Translation Committee.

I have heard that there is some concern or confusion about the proposed World Services Translation Policy and Committee Internal Guidelines appearing in this year's *Conference Agenda Report* as well as our committee name itself. The easiest to address is our name. The composition of the World Services Translation Committee differs from the standing conference committee in that it is comprised specifically of members from each of the three arms of service, with some members appointed by the World Service Conference chairperson, some from the World Service Board of Trustees, and some from the WSO Board of Directors. In that regard, it has more of a general "world services" flavor. We felt it best to simply label ourselves a world services committee until we had finished developing our policy and guidelines. Certainly, if how we've addressed ourselves is confusing or misleading, we will revisit our discussions about it should the conference so direct us.

The other concerns require a little more information. Throughout our reports and attendance at the WSC, we have endeavored to explain the nature of our work and how that work influences the nature of our committee. Our direction has been to develop a mechanism by which the conference can be assured that translations are developed in a manner that is fair and equitable to the many different language groups. Our past experience with an advisory board to the WSO Board of Directors proved less than suitable for our fellowship, and we have strived to create a body that is truly responsible and responsive to those it serves--in particular, the NA communities where translations occur and are used. Therefore, it seemed quite natural that the committee would be composed of members from those communities along with the world-level trusted servants most responsible for international development and finances. There has never been any attempt to create a free-standing autonomous committee without any accountability. Unfortunately, in our efforts to create a simple set of guidelines and policy, we sacrificed clarity for brevity. Our intention all along has been that the chairperson of the translation committee would be chosen from the four appointed members. We will be amenable to an amendment if this point needs to be clearly stated.

Additionally, we discussed at length the appropriateness of having the committee choose its own chairperson. We concluded that, due to the nature of the committee and the qualifications needed to serve, the members of the committee itself might be better suited to make that decision. In this same context, we debated the various concerns that have been voiced at previous conferences regarding voting privileges. Unlike other committees, we don't actually produce any work that would need forums such as conference workshops or conference approval, with the exception of committee guidelines and policy. Our primary concern is to ensure the committee's integrity when called upon to make difficult decisions about priorities and finances. Therefore, we believe the chairperson can best represent the committee's desire to remain neutral and unbiased by being a nonvoting conference participant. Further, let me say that reporting to the fellowship via the various conference communications, committee meetings, and attendance at the annual WSC, and meeting with language groups can provide as much accountability as voting on the conference floor. We also feel that if any language group believes they have been overlooked or treated with gross unfairness, they should make their case directly to the conference, which is currently the resting point of accountability. However, in all these matters, we will take whatever direction the conference gives us.

I appreciate whatever information is communicated to us from the conference agenda workshops that are taking place throughout the fellowship. It gives our committee the opportunity to hear additional perspectives about our work and to review our decisions regarding it. At our Sunday meeting at the upcoming April conference, we will be giving serious consideration to issues about which we have been informed. I encourage you to let us know about any questions, concerns, or suggestions you may have regarding our work and decisions.

We recognize that the conference has been flexible and open-minded in allowing us to pursue and develop what we believed to be the best venue for translations and we thank you for your latitude. A brief status sheet with an update about translations will be

available at the conference. With best regards to all and in gratitude for allowing me to serve worldwide NA this past year,

*Vivianne Ronneman, Chairperson*

### WSC HOSPITALS AND INSTITUTIONS COMMITTEE

The WSC H&I Committee has been hard at work completing assignments and projects while revamping its priorities. We continue to provide NA literature as well as copies of the H&I quarterly publication, *Reaching Out*, to incarcerated addicts in need. By the way, just in case you haven't heard, *Reaching Out* is available by subscription from the World Service Office. Clip the form at the bottom of this page to order yours.

We continue to provide our experience at multiregional learning days when WSC H&I participation is requested and funding is available.

At the WSC quarterly we trimmed down the number of working groups and now have three ad hoc subcommittees working on several projects. The H&I Service Materials Ad Hoc Subcommittee is working in conjunction with the WSC Literature Committee in completing a rewrite of the informational pamphlet, *Hospitals, Institutions, and the NA Member*.

The same group will also be reviewing input received over the past four years on the *Hospitals & Institutions Handbook* and will have all revisions and additions ready for fellowship approval at WSC'94. The primary additions will be on international concerns, forensic units, possibly coma units, and new sections differentiating orientation programs, learning days, and workshops. Last but not least, the group completed the audio tape to be included with the handbook. A motion for approval of the tape is contained in this year's *Conference Agenda Report*.

*Reaching Out* is a recovery-oriented newsletter produced by the WSC H&I Committee. It contains material written by NA members incarcerated in hospitals and institutions and items from people involved in H&I service. It is available by subscription @ \$28.00 a year for 20 copies mailed quarterly.

Send me \_\_\_\_\_ subs @ \$28 ea. \$\_\_\_\_\_. California residents add 8.25% sales tax. No additional shipping and handling charges. Payable by check or money order in USA funds only. Order from **WORLD SERVICE OFFICE, PO Box 9999, Van Nuys, CA 91409 USA.**

Name \_\_\_\_\_

Address \_\_\_\_\_

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The International Ad Hoc Subcommittee will be assisting the service materials group in the review of information in the handbook related to international concerns. At the annual meeting of the conference, they put together a four-page excerpt from the *Hospitals & Institutions Handbook* of information believed necessary to assist emerging H&I subcommittees outside of the USA. Members and subcommittees outside of the USA have been translating the excerpts to assist them in their H&I efforts. During the October 1992 WSC "quarterly" workshop, the working group selected three "sunshine letters" believed to be most effective while easily translatable for use in H&I efforts outside of the US. "Sunshine letters" are communications received from professionals within treatment or corrections regarding how effective they feel H&I meetings and presentations are within their particular facility. The group is using a global map and has pinpointed where H&I meetings are being conducted and where established H&I subcommittees are located worldwide. The map will be continuously updated. This working group has eight pool members from regions outside of North America who have been paired up with committee members within North America for the purpose of direct contact and correspondence to create a consistent flow of information.

The third working group is the Outreach Ad Hoc Subcommittee. The group is compiling information to be turned over to the WSC Outreach Ad Hoc Committee and will continue to assist in establishing and meeting the need for this type of service in NA. They are working on two sections which may eventually become part of a handbook the WSC Outreach Ad Hoc Committee is gathering information for. These sections will assist incarcerated addicts in having all aspects of NA recovery available to them, including being a part of our service structure, having sponsorship, and doing service work. It is necessary to educate our incarcerated members, as well as professionals to allow these services to become available. Therefore, one section is geared toward the "pros" while one is for the "cons."

The need for outreach stems from a request made several years ago that WSC H&I address the issue of NA meetings in prisons. The chairperson of WSC H&I at the time stated to the conference, "We have clearly stated that meetings with no H&I committee involvement are not H&I meetings. H&I committees cannot be responsible for such meetings, cannot accept the potential risk to H&I meetings and occasionally, due to distance, clearance requirements or other difficulties, cannot gain access to the facility." These meetings were then grouped with other isolated groups/meetings, including those that are geographically isolated, isolated by language, or isolated by choice, to mention a few. Isolated groups/meetings and their needs now fall under outreach.

The WSC H&I Committee has continuously been given the responsibility of assisting meetings in correctional/treatment settings, about only half of which have H&I meetings. We can no longer ignore the need to establish these meetings as a part of our service structure. By assisting these meetings, isolated by the walls around them, and linking them up with their area and regional service committees, the responsibility to acquire needed services becomes their own. We believe that because of our experience with H&I service, the WSC H&I Committee is best suited to address the needs and place the responsibility where it belongs. Our hopes go as far as seeing the possibility of a prison

with registered NA meetings on each one of its ten cell blocks becoming its own area and part of a region. More will be revealed.

All in all it has been an eventful year. Even though we were only able to meet once as a committee, a great deal of work has been accomplished. I have a great deal of confidence in our vice chairperson and the entire WSC H&I Committee, both voting and pool members, to carry on the H&I tradition.

It has been an honor and a pleasure to serve the Fellowship of Narcotics Anonymous in this capacity. I have truly received far more than I have been given, and I feel that I have given to the best of my ability. Thank you for the gift; I will cherish it always. In loving H&I service,

*Ivan Faske, Chairperson*

### WSC H&I COMMITTEE LITERATURE DISBURSEMENT REPORT JUNE 1, 1992 THROUGH JANUARY 31, 1993

MONTH	BASIC TEXTS	WHITE BOOKS	IPs	BEHIND THE WALLS	INTRO GUIDES
June 1992.....	6.....	216.....	1,512.....	176.....	0
July 1992.....	18.....	272.....	1,939.....	265.....	0
August 1992.....	6.....	321.....	2,100.....	338.....	83
September 1992.....	3.....	148.....	777.....	162.....	86
October 1992.....	2.....	157.....	1,092.....	208.....	62
November 1992.....	1.....	78.....	497.....	126.....	67
December 1992.....	4.....	225.....	1,365.....	229.....	68
January 1993.....	3.....	175.....	940.....	183.....	50
<b>Totals .....</b>	<b>43.....</b>	<b>1,592.....</b>	<b>10,222.....</b>	<b>1,687.....</b>	<b>415</b>
June 1991-May 1992.....	242.....	741.....	5,591.....	1,087.....	689

### WSC H&I COMMITTEE LITERATURE FUND JUNE 1, 1992 THROUGH JANUARY 31, 1993

MONTH	OPEN BAL	COST	SHIP	END.BAL.
June 1992.....	\$9,000.00 .....	\$463.21 .....	\$132.54 .....	\$8,404.25
July 1992.....	\$8,404.25 .....	\$699.88.....	\$97.60 .....	\$7,606.77
August 1992.....	\$7,606.77 .....	\$867.65.....	\$213.88 .....	\$6,525.24
September 1992.....	\$6,525.24 .....	\$281.12.....	\$56.10 .....	\$6,188.02
October 1992.....	\$6,188.02 .....	\$342.06.....	\$191.72 .....	\$5,654.24
November 1992.....	\$5,654.24 .....	\$172.97.....	\$104.43 .....	\$5,376.84
December 1992.....	\$5,376.84 .....	\$632.58.....	\$86.14 .....	\$4,658.12
January 1993.....	\$4,658.12 .....	\$453.72.....	\$108.24 .....	\$4,066.16 <sup>1</sup>

<sup>1</sup> Neither the literature nor the freight costs for January 1993 reflect a \$30.00 charge for two subscriptions to The NA Way Magazine sent on a trial basis. That charge has, however, been factored into the ending balance figure for January.

**WSC PUBLIC INFORMATION COMMITTEE**

Greetings to you all. I hope that the winter hasn't been too harsh in your neck of the woods, although the cold weather does seem to bring in the newcomers. Hopefully you are taking the good with the bad and have the influence of a loving Higher Power in your life.

Well, the conference is upon us, and this is my last *Conference Report* entry as WSC PI Committee chairperson. Being such, I want to take a moment to gratefully thank all the members of the WSC PI Committee for their support and commitment during this last conference year. It's been a frustrating time for all of world services, and the WSC PI Committee has experienced the burden of conference problems as much as anyone else. Nevertheless, the committee has continued to serve our fellowship with great passion. I would like to give special thanks to Susan B., WSC PI Vice Chairperson. Her guidance and encouragement during the past two years have been boundless. She has given me strength, acting as my conscience throughout my entire tenure. I have no doubt that she will serve to be an excellent chairperson. Thank you all.

Next, I want to comment on the proposed world services inventory/slowdown. There's no question that we (world services) are having communication problems, funding problems, priority problems, authority problems, and, in general, dysfunctional problems with our service efforts. Mary Kay Berger (WSO Board of Directors Chairperson) said it best in the Interim Committee portion of the *Conference Agenda Report*, saying that, "We have become so focussed on our own internal bureaucracy in world services that we focus almost none of our attention on the fellowship-at-large anymore." I tend to agree with that statement and am in support of the Interim Committee motion. Please understand, each of us has a sackful of solutions and wants, to the last person, to help the addict who still suffers. The problem is, we all have a different vision of how to accomplish our primary purpose, and spend much of our time trying to convince each other of the correctness of our views. This is in total contrast to having a world services plan and then working together to carry it out. It is my sincere hope that an inventory such as is being proposed will provide us with a unified direction for our world service efforts and be the crux of the next phase of growth for our fellowship.

Having just attended the world services inventory planning meeting, I foresee a very different year for our public information committee. The conference leadership has proposed a year-long inventory process for all boards and committees in an attempt to get in touch with our fellowship's needs and our primary purpose. It is suggested that world services suspend any new projects and I, assuming the WSC approves this plan, envision a year of very hard work.

The WSC PI Committee will be responsible for taking its own inventory during the coming year and reporting those findings to the 1994 WSC. We will look at our communication efforts, committee focus, responsibilities, accountability, and our

financial impact to see if we are truly being prudent and effective. I see this process as a positive function of our service efforts, just as a Fourth Step can be in our personal recovery. I believe if we step back, refocus, and recommit to doing our very best in service, we will indeed discover some new and better ways to carry our message.

The past five years have been incredibly productive. Our public relations work has increased, and our fellowship has become more recognizable because of these efforts. It is now time to assess where our growth has brought us and identify future goals for where we are to go in the next several years. I have confidence that the public information committee could very well become most important in leading the way for Narcotics Anonymous.

In the 1993 *Conference Agenda Report* you will see a trustee motion on a public relations policy, Motion #7. This motion was made, in part, as a result of Susan's and my participation as members of the WSB External Affairs Committee. This is an important motion because it lays out a direction for our committee's inventory process as well as the future of public relations work in Narcotics Anonymous.

I must honestly say that the prospect of our committee sitting down face-to-face and honestly taking stock of our strengths and weaknesses is exciting, though not without some fear. An inventory is a healthy process for us as addicts, and can be the same for us as a committee.

This inventory process doesn't mean we will cease doing public information work; on the contrary, I see us having more time and resources to more effectively respond to the enormous number of inquiries we receive about NA and to provide the follow-up necessary for ongoing awareness. We will have more time to devote to assisting area PI subcommittees with the grass-roots PI work that is at the heart of our service to NA. We have a tremendous amount of experience to share with our NA communities, and I see a stronger relationship developing between world level and area/regional subcommittees.

The committee itself will continue to work on some projects. We hope to have the *PI News* and *NA Update* published twice each during the coming year. We will continue to develop a strategy for addressing the international issues of Narcotics Anonymous. Finally, we hope to complete work on the revision of *A Guide to Public Information*. A current 1993-94 WSC PI Committee workplan is available upon request.

The survey motion in this year's *Conference Agenda Report* is a more complex situation. While the WSC PI Committee unanimously agreed that a survey is necessary if we intend to gain any real credibility with the professional community, support for the world services inventory motion possibly conflicts with initiating development of the survey. It is my hope that the conference will consider this motion in several ways. Pending conference deliberation, we will report on its status soon after the conference.

The conference is always an intense time of the year. We will consider many things, and I pray that a loving Higher Power will guide us in our decisions. Keep the faith, and I hope to see you all very soon. Yours in recovery,

*Rogan Allen, Chairperson*

**WSC LITERATURE COMMITTEE**

This has been another exciting year for the WSC Literature Committee, and we're looking forward to being together with you in Van Nuys in just a few weeks. In this report I'll summarize our work this year. For each project we have received input from many of you, and we deeply appreciate it. Without your support, input, and responses to our surveys we would be severely limited in our ability to develop recovery literature.

**1992-93 "A" LIST PROJECTS****It Works: How and Why**

We finished the approval form of *It Works* this year. The process used to develop this book began during the 1989-90 conference year. Previous attempts to bring this book to completion had not been successful. It seemed wise to approach such an undertaking in a more organized way, taking all of our resources into consideration. During that year, the literature committee developed a proposal for the use of the staff-team approach as a literature development option. While awaiting conference action on this proposal, a Steps Ad Hoc Committee was formed. This committee recommended style, audience, readability, and content parameters for the work to the WSC Literature Committee and developed an outline for each step.

The WSCLC brought a motion to the 1990 World Service Conference asking that the portion of the literature guidelines relating to resources available for literature development be amended to include special workers. The conference passed this motion, and the committee was allowed to use the staff-team approach to develop this book.

During the 1990-91 conference year work toward developing a review form commenced. The Steps Ad Hoc Committee met with the staff team, which consisted of a coordinator and a writer from the WSO Special Projects Department. Source material, including the blue review form, white approval form, and Chicago draft, as well as the experience of the ad hoc members, was used to provide narrative material to the writer. The resulting draft was reviewed and revised by the ad hoc committee, the WSC Literature Committee, and individually by some members of the World Service Board of Trustees. Three steps were completed during that year, and they were submitted to the fellowship with a prereview survey before the 1991 conference.

Following the 1991 World Service Conference, the staff-team writer for this project resigned from the World Service Office. A new writer began working with us. We revised the first three steps based on input received at the conference and fellowship input received from the pre-review stage. We submitted the first six steps to the fellowship for review on December 17, 1991, with input due on June 30, 1992. Steps Seven through Twelve were submitted for fellowship review on April 1, 1992, and input was due on August 30, 1992.



Our task this year was to factor fellowship input into the drafts and develop an approval form of *It Works*. We formed four working groups--one to factor input for Steps One through Three, one for Steps Four through Six, one for Steps Seven through Nine, and one for Steps Ten through Twelve. The two groups assigned to Steps One through Six met together in Van Nuys in August 1992 to review drafts resulting from their factored input. The same scenario occurred in October for those working on Steps Seven through Twelve. In August, the World Service Board of Trustees reviewed all twelve steps. The WSC Literature Committee met in late August and at the quarterly workshop to make final revisions to the steps. The first half of the book was sent to the fellowship in September 1992; the last half was sent with the entire approval form of *It Works* in November 1992.

A summary of the review input for both the steps and traditions projects follows:

NUMBER OF RESPONDENTS				
	Steps 1-6	Steps 7-12	Trads 1-6	Trads 7-12
Regions	30	12	34	27
Areas	98	54	52	80
Individuals	79	37	24	37
International	6	4	5	3
TOTAL	213	107	115	147
Note: These are totals for all input, including pre-review input for Steps 1-3 and Traditions 1-2.				

NATURE OF RESPONSES: STEPS												
Question #1: Did you identify with the material in this step?												
STEP	1	2	3	4	5	6	7	8	9	10	11	12
yes (%)	99	93	97	99	99	100	98	98	100	100	98	95
no (%)	1	7	3	1	1	0	2	2	0	0	2	5
Question #2: Did you find encouragement and motivation for working this step?												
STEP	1	2	3	4	5	6	7	8	9	10	11	12
yes (%)	99	92	99	96	99	99	93	98	100	100	95	95
no (%)	1	8	1	4	1	1	7	2	0	0	5	5
Question #3: Are there any concepts missing or unclear? If so, what?												
STEP	1	2	3	4	5	6	7	8	9	10	11	12
yes (%)	37	32	32	28	26	19	24	23	15	11	19	23
no (%)	63	68	68	72	74	81	76	77	85	89	81	77

NATURE OF RESPONSES: TRADITIONS												
Question #1: Does the draft reflect the concepts contained in this tradition accurately?												
TRADITION	1	2	3	4	5	6	7	8	9	10	11	12
yes (%)	90	86	86	78	80	76	81	91	82	98	93	94
no (%)	10	14	14	22	20	24	19	9	18	2	7	6
Question #2: Are there any concepts missing? If yes, what?												
TRADITION	1	2	3	4	5	6	7	8	9	10	11	12
yes (%)	22	22	10	14	18	16	32	23	20	14	27	22
no (%)	78	78	90	86	82	84	68	77	80	86	73	78
Note: Some groups and individuals did not choose to check particular response categories. This data represents "yes" and "no" responses only, not additional comments, including line-by-line input.												

Responses to the first two questions on the steps survey and the first question on the traditions survey were overwhelmingly positive. It was clear from responses to the final item in each survey, though, that there were conceptual gaps or unclarities in the drafts. Specific and general comments about concepts, principles, and language were taken to heart. When several respondents commented on the same perceived problem, we usually found that the criticism was warranted and made changes accordingly. For example, several reviewers remarked that the concept of reservations was missing from Step One. We added discussions related to this concept to the text. As you compare the review with approval forms of this book, you will find that concepts were added or more thoroughly explained than they had been. You will also find that Steps One through Three were more altered than any of the other drafts. This reflects the conceptual rating (question #3) for these chapters. We believe that the input provided by the fellowship strengthened the drafts considerably.

### Narcotics Anonymous Step Working Guides

Following WSC'92, panels consisting of registered and general world literature members were formed. These groups factored input from regions which reviewed the source material for this project three years ago. At our August 1992 meeting, the committee consolidated the work done by the panels, and the following decisions were made about the project:

- 1) That each guide will start with an introductory narrative.
- 2) That narrative will be interspersed throughout each guide to open the door to the questions which follow.
- 3) That the tone will be invitational, encouraging the reader to participate in the step working process.
- 4) That the working title would be changed from "Step Writing Guides" to *Narcotics Anonymous Step Working Guides*.

Members of the committee were assigned to develop preliminary outlines of the guides between our August 1992 meeting and the October "quarterly" workshop in Cincinnati. The Basic Text and *It Works* drafts were identified as source material from which original narrative could be developed. We reviewed the resulting outlines at the quarterly and specified concepts to be included in each guide. The working group generated new drafts, suggesting narrative material and writing specific questions. This work was to provide the basis for a February 1993 meeting of the working group and the staff team.

When it became apparent that our February meeting just wasn't going to happen, we instituted our contingency plan. The drafts generated by working group members were sent to the WSC Literature Committee for review and input. This input will be factored, and the resulting drafts will form the basis of the work which will be done by the working group at the conference.

The contingency plan took us only up to the conference. I regret that I cannot share our production plan for completing this project since the committee has not met since the quarterly to approve a plan.

If the motion regarding a world services inventory passes, work on the guides may be postponed. As our discussions at the inventory planning meeting progressed, it seemed increasingly important for us to approach the inventory in unity should the conference make it the number one priority for next year. Not knowing at this time what the future holds, we will have a production plan to submit to you during our CAR-related panel.

## **OTHER PROJECTS**

### **Hospitals & Institutions and the NA Member (revision)**

It has been wonderful working with the H&I committee on this project. Prior to our meeting together at the quarterly, the H&I portion of the working group submitted a revised draft of the IP. This draft was used as the basis of work done at the quarterly by the combined literature-H&I working group. The resulting draft was sent to the WSC Literature and H&I Committees for individual input. This input will be factored by the combined working group at the conference. The production plan for completing this project will be presented at the conference.

### **Survey results**

Prior to the quarterly, we sent a literature survey to registered regional and area literature subcommittees. The purpose of this survey was:

- 1) To gather information about the roles of regional and area literature subcommittees in the literature development process.
- 2) To determine which projects on our "C" and "D" work lists have higher priority for development.

Responses for the first item will be used to assist us in revising the literature handbook. Responses to the second question was used to assist the WSCLC Evaluations Subcommittee in making recommendations for our 1993-94 work lists.

We asked local subcommittees to rank the importance of the four items which were then on our "C" and "D" lists. Results of that ranking follow:

- 1) *Living Clean*
- 2) *Practicing the Principles of Our Traditions*
- 3) *NA Service*
- 4) History of NA project

Additionally, many local subcommittees submitted other literature development ideas and ranked them as well. We have encouraged subcommittees and individuals to submit source drafts or outlines for their original literature proposals.

We greatly appreciate the response to this survey. We were beginning to feel that the fellowship might be interested in making the history project a priority for next year. On the basis of this survey, we now believe that is not the case. Our review of the survey results bolstered our unanimous belief that the history project is not a project for this committee; we submitted it to the World Service Board of Trustees following the quarterly workshop.

### **Literature priorities survey**

This survey was sent to regional and area literature subcommittees and conference participants in January 1993. It asks respondents to rate the importance of various literature functions for the individual, group, area, region, and world. We believe that this information will not only help us revise our handbook in a way that is responsive to the needs and perceptions of the fellowship but will also give us a better idea of how many local literature subcommittees really are involved in the literature development process. Although we were not aware that a world service inventory was a possibility for next year when we decided to undertake this survey, it seems clear that the information we receive from it will assist us in inventorying our structure, processes, and communication.

If you haven't sent your survey form in yet, please do. It's due at the WSO on April 1, 1993, but don't worry if you're a few days late. We plan to begin looking at the results of this survey at the conference.

### **Literature Handbook**

We have been approached by the chairperson of the WSC Outreach Ad Hoc Committee to prepare an abbreviated literature handbook for use by isolated groups and individuals. WSC Literature Committee members are providing input as to what the contents of that piece should be. Our input will be factored, and a first draft will be presented to the committee at the conference. We should know by the end of the conference what the timeline for completing this adaptation is.

The WSC Literature Committee has also decided that a revision of our handbook is necessary. We are procuring input from the fellowship on this project through surveys. At this time, we are envisioning the handbook in four sections: literature development,

literature distribution, translations, and periodicals. We realize that any changes to our handbook may be affected by the *Guide to Service*. When we expressed our concerns about not having been invited to provide input to the *Guide*, the chairperson of the WSC Ad Hoc Committee on NA Service asked us to submit input to that committee, which some of us did. Our main concern centered on the strong interdependent relationship we have with regional and area literature subcommittees and, ultimately, the individual member. We are hopeful that these lines of communication, source material, review, and support may continue under any new system.

### **Interface with translations**

Vivianne and I are really looking forward to participating during the WSC Development Forum and the literature/translations issues panel at the conference. We have had more opportunities to communicate with each other this year, and I believe that has been very healthy for both committees.

The WSC Literature Committee has struggled for years with the question, "How can we be of service to translations efforts?" We nominated members to the committee who were bilingual to help us check the translatability of our written message and to provide a broader cultural perspective. We sent priority mailings of review-form literature to local literature subcommittees worldwide as well as to conference participants to circumvent mail transport problems and to offer extra time to accommodate the translation of material, if desired. We have made attempts to have review drafts translated, though never successfully due to financial constraints.

With the advent of the World Services Translation Committee, I believe that we are getting a truer perspective of how we can work together. We now understand that local translations subcommittees are not involved in the literature development process yet and that most of them won't be for some time. We understand that translations efforts are at full power. The number of projects being developed simultaneously is overwhelming. We believe that when that first piece of source material is submitted in French or Portuguese or Farsi, it is our responsibility to have a process in place that can accommodate multilingual literature development. We are hoping that you may help us conceptualize this at the conference.

Halfway through this report, I realized that this is my final conference report to you. I have truly enjoyed communicating with you the last two years, and I'll miss that. But most of all I'll miss the committee, the office staff, the other world service trusted servants, and seeing and talking to all of you at the quarterlies and conferences. This has been a rare and overwhelmingly positive experience.

Any year would be a hard year to leave. Next year offers a potential for a unifying and inventorying time. It will be difficult for all of us to slow down and take a look at our personal service and our world service components, communication, interaction, and resource utilization. Honestly looking at our assets and liabilities, perceiving patterns, and choosing to move toward change has always served to heal us individually; it will surely have that same effect on us collectively.



Thank you, WSC Literature Committee, for all the hard work, commitment, and friendship. Thanks, Alden, for being the best vice chair in the world. Thanks, Julie Kirkpatrick and Nancy Good of the WSO Literature Department, for keeping us afloat and in line this year. Thanks, WSO Publications Team, for helping us complete two major projects in two years. Thanks, Steps and Traditions Ad Hoc Committees, for drafting a beautiful explanation of how and why *it works!* Thanks, everyone, for allowing me to serve.

*Mary Jensen, Chairperson*

### WSC POLICY COMMITTEE

The WSC Policy Committee has no new activity to report that hasn't been addressed in the 1993 *Conference Agenda Report* or the January 1993 *Conference Report*.

The chair and vice chair of the WSC Policy Committee participated in a planning session with other members of world services to formulate a specific plan for a world services inventory process. The actual plan that came out of that meeting was presented in a report mailed to conference participants earlier this month, so I need only say that policy leadership endorses it.

Unfortunately, the plan is coming out after the release of the 1993 *Conference Agenda Report*, and that may cause some problems for folks who had to consider the inventory motion without the specific plan about what, who, and how. Whatever the case, the plan is a good one, and hopefully we will have the chance next year to provide the essential services we need, stop work on new projects, and consider where we are going and how we are going to get there. With the *Guide to Service* being completed by WSC'93, we will have the opportunity to evaluate the information coming out of a world services inventory in light of any solutions the *Guide* might offer.

Thanks for letting us serve. See you at the conference.

*Bud Kenney, Chairperson*

### WSO BOARD OF DIRECTORS

The WSO Board of Directors will provide a comprehensive annual report to conference participants prior to WSC'93. However, there is one matter we want to update you on right now: All aspects of the civil copyright infringement suit *WSO v.*

*Moorhead* have been concluded. Shortly after the death of David Moorhead last year, the presiding federal judge in the case told those representing Mr. Moorhead's estate that they would have until February 15, 1993 to file a motion requesting that another individual be substituted for Mr. Moorhead in this case. Contact with the court after February 15 confirmed that no motion for substitution had been filed; therefore, the case can be considered closed.

*Mary Kay Berger, Chairperson*

### WORLD SERVICE BOARD OF TRUSTEES

Since we decided to give up our February 1993 meeting to help pay for the Inventory Planning Meeting that took place last month, we provided most of our annual report in the January 1993 *Conference Report*. This report will serve to communicate those items we believe conference participants should be aware of prior to WSC'93.

### WSB MOTIONS IN THE CONFERENCE AGENDA REPORT

As hard as we try to present complete information, there always seems to be information from *Conference Agenda Report* workshops that we attend that indicates amendments are in order. This year is no exception.

For the Fellowship Intellectual Property Trust Document and the policy on Internal Use of NA Intellectual Property (Motions 3 and 4), we will be presenting amendments that clarify the fact that only recovery literature is covered under these documents. When the RSR working group made fundamental philosophical changes to both documents, service guides and handbooks were removed from the description of trust property. When that occurred, it was no longer clear to some people that the term "literature" was meant to apply to recovery literature only.

These documents give broad rights to groups and limited rights to service boards and committees regarding the reprinting of our recovery literature. The provisions that limit or prohibit modifications, reproduction, or distribution do not reflect our practices with service material. It was never our intent to try to protect service material in the same way we do our recovery literature. We encourage local NA communities to treat service material as guides and to adapt the material for their own use. However, we do not have the same latitude with our recovery message in written form.

We have received other input on the internal use policy that will be brought up for discussion at WSC. There are people who are uncomfortable with the latitude given to NA groups to reproduce recovery literature, even provided:

- 1) that they have a need to do so,
- 2) that they do not distribute outside of their group, and

3) that they do not sell or modify the material.

One suggested "control" was to require that all groups register with the WSO before they are given this ability. However, it was the feeling of the trustees as well as of the RSR working group that the internal use policy, as proposed, reflects the philosophical base of our traditions. Although the possibility of abuse does exist, we do not believe this policy risks our copyrights or that any legal document can actually protect us from deliberate abuse by members. The protection we have rests in our fellowship, not in the courts.

For Motion 8 concerning shared membership between the WSO Board of Directors and the World Service Board of Trustees, we plan to present a substitute motion on the floor of the conference. This motion will state simply, "We recommend the continuation of shared *participation* between the World Service Board of Trustees and the World Service Office Board of Directors for the next year as a means of facilitating communication between the two boards." Since the position of dual member requires an incredible time commitment and its continuation cannot resolve all of our communication difficulties, we are interested in pursuing a different type of shared participation in this next year. With consent from the conference, both boards will work out the details of how this can be accomplished.

With regard to the "Public Relations Statement of Purpose" contained in Motion #7, we thought it might be helpful to clarify our position. We are more interested in the conference adopting the statement of purpose than we are in any immediate action on the "Long-Term Public Relations Plan" contained in *Conference Agenda Report* Addendum M. That five-stage plan is not a part of what we are proposing in Motion 7; it is simply additional information about the kind of effective public relations plan we would like to see implemented eventually, following upon the approval of a coherent public relations statement of purpose. We didn't attach any timelines to this motion, particularly since we knew that WSC'93 would be considering action about a change in focus in conference work. Regardless of when action could actually begin on a public relations plan, we would hope that the conference would accept Motion 7 as a statement of belief about how we can increase awareness about Narcotics Anonymous and become proactive in our relationships with other organizations.

During our November 1992 meeting we met with a UCLA professor who has studied and written about nonprofit organizations and their interactions with other organizations and with professionals, including fellowships like NA. His main point was that a fellowship like ours needs to become proactive in getting our message out instead of simply responding to crises or requests. It was a very informative discussion and we hope to examine how we might utilize his suggestions to further our public relation goals.

### THE DEVELOPMENT FORUM AT WSC '93

At this writing, the plans for the WSC'93 Development Forum are being finalized. Complete information will be sent out to all conference participants as soon as possible. The first draft of the agenda was mailed out in the January 1993 *Conference Report*, and

more detailed agenda on each topic will be included in a preconference packet to be mailed early next month.

This year we will have as many discussion groups as available meeting space will allow. We plan to ask RSRs to act as facilitators for each of these groups. We will also be asking certain RSRs to give short presentations on specific topics to begin each group discussion. We believe the inclusion of RSRs in these roles, and the fact that two of our topics will also be full conference discussions later in the week, will help to make the WSC Development Forum more of a full conference function.

Our conference translation needs this year are more complex than in the past. We will have seven Spanish-speaking participants and one Italian-speaking participant. The costs and feasibility of providing simultaneous translations for seven participants in one language are still being investigated. This is the first year in which we have had funding allocated for this purpose. One of the options we are investigating is having a translation booth and headsets. For this to be a realistic option, we will be required to use translators who are familiar with the issues and with conference procedures due to the complexity of the information likely to be discussed.

### **ADDITIONAL NEEDS**

Work on an American Sign Language videotape of the White Booklet is in progress, and we expect to have a completed "first draft" by the April conference. At our September 1992 meeting we began discussions about the use of a glossary of ASL terms to aid in consistent, accurate interpretation, finally adopting a plan to develop such a glossary. The interpreter for the White Booklet will be adding a glossary introduction explaining the terms used in the tape. Proofreading was begun on a large-print Basic Text, but work on that project has been temporarily put aside for the time being pending completion of work on other publications and preconference work. We have also received an ASL-interpreted speaker videotape from the Southern Idaho Regional Convention that was recently sent to our prospective tape evaluators. Even though our projects take some time to accomplish, one of our primary objectives is to increase the awareness of the needs of those of our members who are physically challenged.

We were very fortunate to have some members visit us at our November 1992 meeting who were hearing impaired. Their eloquence at expressing the difficulties they encountered on a daily basis in seeking recovery touched our hearts. It became obvious that we take for granted one of the basic premises of our program: one addict sharing with another. Imagine what it would be like if you had no one to share with because you couldn't hear and no one else could speak in the only language (ASL) available to you. Imagine being told that an interpreter was available for only one or two meetings a month--telling you, in effect, that you could only have two meetings a month for your recovery. It's a chilling thought; worse still, it is a chilling reality for a portion of our fellowship. We ask conference participants, committees and boards to keep additional needs in mind when considering an inventory process. We strongly

encourage dialogue between areas, regions, and WSB Additional Needs Panel so that we may assist one another in furthering our primary purpose.

Darwyn L. and Betsy M. as additional needs advisory members to the World Service Board will again be present at the conference this year. We invite you to take some time to meet with them to discuss and exchange information about additional needs and any upcoming workshops.

### CONTINUING ISSUES

The traditions portion of *It Works: How and Why* is being presented in the *Conference Agenda Report* this year by the WSC Literature Committee. Before the conference last year, we released a comprehensive report that recorded the process used to develop this project. Since that report's release, we completed our work in September 1992 and turned the completed project over to the literature committee. This report is available upon request from the World Service Office.

We have also been working on two articles this year, one concerning prejudice in our fellowship and one on HIV, AIDS, and recovery. Both articles have undergone several revisions as a result of input received. We are hopeful that we will be able to have both articles completed and ready for distribution at the conference.

The WSB Steering Committee attended the inventory planning meeting held February 19-21, 1993 at the World Service Office. When the World Service Board recommended that this meeting be prioritized ahead of the February trustee meeting, we were trying to indicate how important we believe this project is. The full board has not yet discussed the proposal that came out of the planning meeting, but the WSB Steering Committee has given its unanimous support. A detailed timeline of this project is being developed in cooperation with the WSC Administrative Committee. If Motion 1 is adopted, this would allow all of us to leave the conference knowing exactly what will happen during the next conference year. We would like to encourage everyone to consider the long-range benefits of this inventory and to come to the WSC prepared to offer your ideas on how to make this as productive as possible. We will see you in a few short weeks!

*Becky Meyer, Chairperson*

### INTERIM COMMITTEE

This year-end report provides background, an overview of our decision-making process for each quarter, and a summary of the year's financial decisions, relating them directly to the WSC'92 priority lists. There is also information about some unfortunate oversights in the CAR'93 travel policy proposal (Motion 2) along with amendments to be presented in April. The report concludes with some general thoughts and observations



about the 1992-93 Interim Committee. Following the report, we have listed the financial impact information for the 1993 *Conference Agenda Report* motions.

Our hope is that this report will provide some further insight into our process and the circumstances under which WSC funding decisions have been made this year. In this way, our discussions at the WSC annual meeting can be more fruitful. A complete list of all our funding decisions will be available at the conference next month.

## BACKGROUND

The Interim Committee was formed at WSC'91 to manage the fiscal responsibilities of the World Service Conference and make necessary decisions for the WSC in conference year 1991-92. The committee was also asked to bring a recommendation back to the 1992 conference meeting for establishing a permanent decision-making process to be used when the conference was not in session. A motion passed at WSC'92 made the committee permanent and increased the number of its members to seven. In both years, the motion creating the committee directed it to be "mindful of priorities previously established by the World Service Conference". Fixed and discretionary priority lists were developed by conference participants and given to the Interim Committee for implementation.

The intent of the non-restrictive language of the WSC motion creating the Interim Committee reflects the practical aspects of administering conference finances from year to year. There are no established patterns or levels of income upon which to accurately base projections and schedule expenditures for WSC projects. During each of the last three years we have been able to plan activities for the first quarter on the basis of surplus funds carried over from the previous conference year. This surplus has equaled between 15% and 20% of the total needed to accomplish the highest priority activities recommended annually by the WSC. The source, the amount, and the timing of the remaining 80% to 85% needed to fund WSC projects has become a risk-filled guessing game.

The flexibility given to us by the WSC has proved to be a worthwhile tool. It has allowed us to meet the challenge of an unpredictable fund flow by adjusting income projections and expenditures on a week-to-week, month-to-month, or quarterly basis, whichever is required. The hard part comes when we have to inform other committees and boards that they must modify or put their previously approved plans on hold because of short or uncertain funds, especially when their projects have been given high priority ratings by the conference. But that was what you asked us to do, and that is what we have tried to bear in mind throughout a rather difficult year. In the overview that follows, we have tried to bring out other issues that impacted our decisions while implementing your priorities. As always, we invite your comments and/or questions in April at the annual World Service Conference meeting.

## OVERVIEW

For conference year 1992-93, the admonition to be "mindful of priorities" proved to be wise counsel although difficult for the committee to interpret and follow consistently. Twice during this past year we authorized the World Service Office to utilize funds accumulated in the WSO Emergency Fund, established in 1991. These funds were used to offset staff expenses associated with the 1992 WSC annual meeting in Dallas and the October 1992 WSC workshop in Cincinnati. These funds totaled \$9,000.

As you read through our report and examine the year-to-date figures, I think you'll agree with us that world service boards and committees accomplished quite a lot this past year, considering our financial limitations: development of *It Works, A Guide to Service*, improved service material resources for fellowship H&I and PI committees, a five-year PI plan, work on a WSO business plan and sales policy, completed translations of nineteen informational pamphlets into five languages, and the completion of the translation of the Brazilian Portuguese and German Basic Texts, all while the NA Fellowship showed more than 1,400 newly registered meetings in more than sixty countries--not a shabby record by any means.

## FIRST QUARTER JUNE-AUGUST 1992

In the June 1992 *Conference Report*, the Interim Committee shared its uncertainty and confusion about interpreting the spending priority lists that had been approved a few weeks earlier at WSC'92. We noted several conflicting WSC decisions and items--conference committee newsletters, non-NA events, and the steps and traditions projects, to name a few--that had been considered "fixed" the previous year but were labelled "discretionary" this year. It quickly became obvious that a very strict interpretation of the spending priority list would result in funding only the top five items on the discretionary list in addition to fixed expenses. While this approach was feasible, it meant no funding for many things that had seemed to be essential, including the H&I literature stockpile, participation in *CAR* workshops, continuation of the NA video project, Interim Committee meetings, and attendance of the World Services Translation Committee chairperson at the WSC. Many questions then arose. Did the priority rankings reflect awareness by conference participants that some basic services might be eliminated, or did the attached dollar estimates outweigh the value of certain services as they were being ranked? Also, we wondered if it would be appropriate to fund a requested discretionary item by finding a way to decrease the amount for a fixed item. We concluded that many judgment calls would have to be made throughout the year.

We had many lengthy discussions resulting in common understandings only to revisit our decisions a number of times. This continued until ground rules for operation of the committee and criteria for decision making were established. We also agreed that the ability to change course from quarter to quarter would probably allow us to help everyone provide optimal service to the fellowship.

Achieving agreement on its approach to the decision-making process, the Interim Committee decided to fund as many fixed and discretionary items as possible. We examined several items on the lists and noted that the conference had approved some of them by two-thirds majorities in committee/board business sessions and then ranked them low on the list or not at all during the budget session. For example, the dissolution of the Joint Administrative Committee, the approval of the revised World Service Board of Trustees guidelines, and the approval of a WSB-WSO dual-membership trial were interpreted to mean that discretionary items #22 (chairs and vice chairs attending WSB meetings), #25 (additional exchange), and #26 (dual membership) could be grouped together and included with item #14 (exchange participation among world service boards and committees), and that is how we implemented them throughout the year.

The WSC treasurer reported in June 1992 that the CY 1992-93 spending plan should be based on anticipated revenues of \$296,000, a modest 7.5% increase over the previous conference year. The treasurer also advised the Interim Committee that a revamped bookkeeping system and more accurate projections would allow for improved management of WSC finances. In August 1992, we noted that donations for May, June, and July had been 42% above projections, and we expected substantial contributions from the Unity Day celebration scheduled for early in September. Recalling our previous agreement to set aside \$10,925 for the WSC annual meeting and \$5,000 for the development forum each quarter, we decided to allocate all remaining money to fund as many requests as possible. Additionally, the Interim Committee accepted the recommendation of the WSC treasurer to increase the overall spending plan for CY 1992-93 by 20%, or \$59.2 thousand, to a new total of \$355,200.

There are two points that are important to note here. One is that, buoyed by the increase in donations for the first two months of the quarter, we did not fully appreciate the limitations of our income projections for later in the year. Secondly, departing from the fund management plan used in previous years, we drew from our reserve to allocate operating cash for use on current projects. These two decisions would seriously affect our ability to operate beginning midway through the second quarter.

## **SECOND QUARTER SEPTEMBER-NOVEMBER 1992**

At the end of August 1992, we made decisions for the upcoming second quarter. Optimism born of strong fellowship donations in June and July led us to adopt an ambitious program for second-quarter expenditures of \$125,000, funding all fixed expenses and up to item #16 on the discretionary list. Shortly thereafter began a decline in revenue, although the sharpness of the decline was not yet apparent. The next few months presented us with the opportunity to "change course."

We met in September 1992 during that month's World Service Board of Trustees meeting and prioritized proposed trips overseas, taking into consideration both World Service Conference needs and the needs of the World Service Office. We reviewed all proposed trips, examining their justification and benefit. Top-rated trips included

proposed visits to WSO-Europe for management follow-up, South America for research into future literature production and distribution sites, Italy for a workshop on translations and the service structure, India and the South Pacific for a follow-up visit including study of literature distribution issues and a stop at the Fellowship Service Office in Sydney, and the Asia-Pacific Forum. Tentative approval was made to fund all these trips. Additionally, we accepted the WSB's recommendation to increase the number of delegates invited to the WSC'93 Development Forum by four and to add funds for interpreting at the conference meeting in April 1993. This increased our spending plan for the development forum to a total of \$35,000.

When we met at the October 1992 WSC workshop in Cincinnati, the final income figures for August and September indicated that actual donations for the period of June through September were \$30,000 below our revised projections. October figures available up through the time of that meeting only confirmed the downward trend. Based on the availability of \$9,475 in cash above already committed third quarter administrative, fixed, and discretionary expenses, we began to consider fourth quarter needs. Projected funds available for the fourth quarter after administrative, fixed, and necessary discretionary items were accounted for totaled \$30,475. We informed the WSC committee chairpersons of the strong possibility that we would have to cancel a planned February 1993 WSC workshop due to lack of funds. We also recommended that the World Service Board of Trustees consider cancelling its February 1993 meeting.

Our Cincinnati meeting was the first time we had discussed together the idea of a "slowdown" or "inventory" or "refocus" year for world services. While reviewing the conference's dismal financial picture, several members of the committee brought up the idea for discussion. This proposal had been informally discussed at the conference and elsewhere for years, but had never been seriously pursued. We had all said or heard that "we should just slow down or stop long enough to really examine what we do and how we do it" at many WSC annual meetings, but none of us had ever considered this to be practical because of the many projects in progress. The "when" and "how" aspects never seemed to be realistic. In October 1992, the circumstances just naturally led us into the discussion. After asking committee chairs and other WSC trusted servants to join our discussions, we ended up concluding that the opportunity to slow down and take a year-long inventory of world services was here, even though no one yet had a handle on all the details. By early December 1992 CAR'93 Motion #1 had been formulated, and the February 1993 planning meeting was subsequently scheduled. By the time this report is published, a full report on the planning meeting will have been mailed to all conference participants.

When we met in November 1992, WSC income had not improved and the majority of funding requests were delayed until our January 1993 meeting. Some requests were denied outright, including one for participation in a non-NA event in Southeast Asia and another for a WSC Literature Committee meeting scheduled for February 1993. We also recommended that the WSO cancel a business planning meeting due to staffing shortages and review its plans for the PI video production. The expenditures we did approve concerned the development of the *Conference Agenda Report*, the December

1992 meeting of the WSC Ad Hoc Committee on NA Service, the January 1993 WSO board meeting, and a product-supplier visit to be made by a WSO staff member. We regret that we did not keep you better informed at the time of our financial condition. Many of you were not aware of our dire financial straits until you received the letter from the WSC chairperson, and we sincerely apologize for that oversight.

### **THIRD QUARTER DECEMBER 1992--FEBRUARY 1993**

The beginning of the third quarter was the most difficult period so far of this conference year. It seemed that everything was in a holding pattern; WSC committees and boards, even RSC requests, were awaiting word from the Interim Committee to plan their activities, while we were awaiting word that donations were on the rise. What contributed to the overall uneasiness of the period was the unfortunate miscommunication of some of our decisions. In mid-December 1992, income was reported to be even lower than our cutback projections had forecast.

In January 1993, both the WSC treasurer and the Interim Committee reported that the WSC financial condition was poor. Both the treasurer and the WSC chairperson had directly asked the fellowship to send donations, if possible. Looking ahead at our projected administrative expenses and our financial commitment of \$78,000 to the WSC and the development forum, with only \$39,000 in the bank, we allocated funds of just over \$20,000 for other activities in February 1993 and the fourth quarter.

As we were reviewing the 1993 *Conference Agenda Report*, we discovered that we had insufficient information to include the WSC and WSO financial impacts on costs of each motion. Again, we apologize to those of you who expecting to find that information in the *CAR*. It is included at the end of this report.

The rest of our January 1993 meeting was spent on preparing for the upcoming inventory planning meeting, scheduled for the following month. We looked first at those administrative activities of world services that would absolutely have to be continued. We then identified projects on committee and board agenda that should receive support and resources. Finally, we identified those activities that would be necessary for an inventory process. All together, these things would require a budget of approximately \$239,000. We then discussed the makeup of participants for the planning meeting and invited the WSC Administrative Committee, WSC committee chairpersons or vice chairpersons, the four-member executive committee of the WSO board, and the five-member WSB Steering Committee.

After the February 1993 planning meeting concluded, the Interim Committee met to finalize financial impact information for the *Conference Agenda Report* motions, correct the travel policy proposal, formulate our reports, and consider funding requests. Minutes of the meeting will be mailed to conference participants as soon as they are approved.



## TRAVEL POLICY PROPOSAL AMENDMENTS

We are providing the following amendments to Motion 2 appearing in the 1993 *Conference Agenda Report* to clarify the original intent of the proposed Interim Committee Travel Guidelines:

**To amend Addendum L, "Interim Committee Travel Guidelines," by deleting on page L-5 the entire section entitled "Personal Expense Allowance" and replacing it with the following:**

### *PERSONAL EXPENSE ALLOWANCE*

*World service travelers may claim reimbursement for meals and personal expenses for each day of travel on approved world service trips in the United States. Personal expenses covered by this allowance are meals, tips, ground transportation, parking, and personal telephone calls.*

*In order to be reimbursed for these expenses, travelers must submit personal expense reports. Receipts for all personal expenses except meals costing less than \$25.00 US must be included with a traveler's expense report. The maximum allowance for reimbursement of personal expenses is not to exceed \$40.00 US per day times the number of days authorized for each trip. This means that an authorized world service traveler on a trip requiring three days away from home base, including the day of departure and the day of return, is eligible to claim a total of \$120.00 US for reimbursement as personal expenses for the entire trip.*

*Travelers who have extenuating circumstances which require additional funding or other considerations may make their request to the Interim Committee.*

*A traveler may obtain an advance to cover personal expenses, provided the advance is requested at least ten days prior to the actual departure. Except in the case of WSO employees, the advance must be approved by the WSC treasurer.*

*The personal expense allowance rate for travel outside of the USA will be set on a case-by-case basis. The rate will be based on the USA allowance and will take into consideration the cost of living and the exchange rate for the destination.*

**To amend Addendum L, "Interim Committee Travel Guidelines," by inserting the following language on page L-8 immediately after the section titled "Health Insurance":**

*If you have any questions or concerns about accident, injury, liability, or health coverage, please call the WSO travel organizer before accepting or planning a world services trip.*

## GENERAL COMMENTS

The Interim Committee, like every other committee and board, has found this conference year to be a difficult one. We have experienced the same frustrations as others have reported. Fellowship needs for services have at times overtaken our resources. It may seem simplistic to say that time and money have been scarce, but it's never been more true. Every member of the committee and the WSO staff has had more

responsibilities than time and personal well-being seemed to allow for. I know that none of this is news to anyone, because everyone knows of these circumstances intimately. My only purpose here is to acknowledge these factors, not belabor them.

The Interim Committee has reported its previous activities, including funding and travel decisions, in the June 1992, September 1992, and January 1993 issues of the *Conference Report*. In addition, approved minutes from our meetings have been distributed to conference participants and phone calls have been made to RSRs. We have invited and received inquiries about our decisions and processes throughout the year, and we have tried to answer all of them to the best of our ability. From conversations and participation in various workshops, we have also had the opportunity to address other questions that have been discussed around the fellowship but not sent directly to the Interim Committee. Even though most of the information here has been reported previously, we hope that this annual report provides an added perspective.

In this, NA's fortieth year, please pause a moment and think about the changes you have witnessed in your life and the lives of others. Remember the many members who came before us, who offered us the foundation upon which we must continue to build. Let our gratitude speak.

The members of the Interim Committee are deeply grateful for your interest and input throughout the year. For myself, serving the fellowship in this capacity has been most challenging, revealing, and rewarding. Thank you.

*Dave Tynes, Chairperson*

### CAR MOTION IMPACT LIST

#	WSC IMPACT	WSO IMPACT
1	\$71,000	\$40,000
4	0	\$300
7	0	0
10	0	0
13	0	0
16	0	0
19	\$10,320	0
22	0	0
25	0	0
28	0	0
31	0	0
34	0	0
37	0	0
40	UNK	UNK
43	UNK	UNK

#	WSC IMPACT	WSO IMPACT
2	0	0
5	0	0
8	\$1,300	\$1,300
11	\$18,000	0
14	\$7,900	0
17	0	0
20	0	0
23	0	0
26	0	0
29	\$3,225	0
32	0	0
35	0	0
38	UNK	UNK
41	0	10,000
44	\$76,000	\$8-15,000

#	WSC IMPACT	WSO IMPACT
3	0	\$1,900
6	0	0
9	0	\$225/language
12	\$2,500	0
15	0	\$225/language
18	0	income \$209K
21	0	0
24	0	0
27	0	0
30	0	0
33	0	0
36	0	0
39	UNK	UNK
42	0	0
45	0	\$10,000

"UNK" MEANS COST CANNOT BE DETERMINED

**WSC FINANCIAL STATEMENTS****WORLD SERVICE CONFERENCE  
INCOME STATEMENT  
JUNE 1, 1992 THROUGH FEBRUARY 28, 1993****Income****Donations**

General donations.....\$201,763.93

Unity Day donations.....7,564.07

Total donations .....\$209,328.42

Interest income.....539.91**Total income ..... \$209,868.33****Expense**

CY 1991-92 expenses.....\$1,132.75

**Administrative expenses**

Bank service charges..... \$37.00

Copying .....7,911.85

Fax..... 600.37

Other materials..... 309.85

Phone..... 13,697.64

Postage.....17,863.49

Translating .....3,351.08

Total administrative expenses .....43,771.28

H&amp;I literature.....5,013.18

Legal.....6,316.50

Lodging .....32,718.37

Meals.....18,309.81

Meeting space .....1,748.93

Registration .....2,431.35

Travel.....87,535.01**Total expense ..... \$198,977.18****Net income (loss)**

Total income.....\$209,868.33

Total expense.....(198,977.18)**Net income (loss) ..... \$10,891.15**

**WORLD SERVICE CONFERENCE  
STATEMENT OF CHANGE IN FUNDS BALANCE  
JUNE 1, 1992 THROUGH FEBRUARY 28, 1993**

**June 1, 1992 funds**

Bank of America balance.....	\$30,675.22
Capital Bank balance.....	(1,654.70)
Deposit in transit.....	6,840.68
WSO prepaid expense.....	15,585.61
Expenses recorded in May 1992 <sup>2</sup> .....	<u>7,734.48</u>
Total June 1, 1992 funds .....	\$59,181.29

**Change in funds, June 1, 1992  
through February 28, 1993**

Income .....	\$209,868.33
Expense .....	<u>(198,977.18)</u>
Net change in funds.....	<u>10,891.15</u>
February 28, 1993 funds.....	<u><b>\$70,072.44</b></u>

**February 28, 1993 funds**

Bank of America balance.....	\$61,805.13
Capital Bank balance.....	4,377.71
WSO prepaid expense.....	<u>3,889.60</u>
February 28, 1993 funds.....	<u><b>\$70,072.44</b></u>

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<sup>2</sup> Reconciles WSO books to WSC CY books.

**WORLD SERVICE CONFERENCE  
COMPARISON OF CY 1992-93 BUDGET WITH ACTUAL EXPENSES  
FEBRUARY 28, 1993**

<b>WSC'92 FIXED PRIORITIES</b>	<b>BUDGETED</b>	<b>EXPENDED</b>
1. WSC 1993 annual meeting.....	\$43,700.00	\$318.00
2. Print, distribute <i>Conference Report</i> and <i>Conference Agenda Report</i> .....	11,700.00	9,060.91
3. Administrative expenses .....	38,500.00	25,418.52
4. World Service Board of Trustees meetings (4) .....	39,720.00	30,853.30
5. WSC workshops (2) with WSC Literature Committee funding .....	37,360.00	14,066.82
6. <i>Conference Digest</i> translation, printing, distribution.....	<u>7,200.00</u>	<u>2,438.09</u>
<b>Total fixed .....</b>	<b>\$178,180.00</b>	<b>\$82,155.64</b>

<b>WSC'92 DISCRETIONARY PRIORITY LIST</b>	<b>BUDGETED</b>	<b>EXPENDED</b>
1. <i>It Works: How and Why</i> (steps and traditions) .....	\$32,400.00	\$10,599.94
2. World Services Translation Committee meeting.....	14,500.00	13,884.65
3. International participation at WSC.....	20,000.00	0.00
4. International development .....	18,000.00	371.50
5. WSB Additional Needs Panel.....	2,150.00	3,669.21
6. <i>Guide to Service</i> project.....	38,500.00	16,136.29
7. Translation of service periodicals .....	7,900.00	0.00
8. Interim Committee meetings.....	5,600.00	5,870.66
9. Translation Committee additional items.....	10,695.00	1,338.55
10. H&I literature stockpile.....	9,000.00	5,013.18
11. PI video project .....	35,000.00	0.00
12. Conference committee newsletters.....	13,300.00	0.00
13. World service attendance at fellowship events.....	14,500.00	3,038.85
14. Exchange, participation among world service boards, committees.....	18,300.00	4,324.19
15. Follow-up on participation in non-NA events.....	8,400.00	5,965.88
16. International public relations.....	10,000.00	5,418.61
17. World service travel to zonal forums .....	0.00	6,353.83
18. Travel funding for WSC committee meetings .....	45,000.00	6,855.85
19. Zonal forum delegate travel to WSC'93.....	0.00	0.00
20. Distribution of <i>Conference Digest</i> with <i>Newsline</i> .....	1,700.00	912.99
21. Conference committee working groups.....	18,000.00	2,405.99
22. Chairs and vice chairs attending WSB meeting.....	11,540.00	12,447.29
23. WSC Recognition Assistance Panel .....	2,560.00	0.00
24. Participation of facilitator at WSB planning meeting.....	1,000.00	0.00
25. Additional exchange among boards and committees.....	6,000.00	0.00
26. Dual membership, boards of directors and trustees .....	<u>3,280.00</u>	<u>191.55</u>
<b>Total discretionary .....</b>	<b>\$347,325.00</b>	<b>\$104,799.01</b>

<b>UNBUDGETED ITEMS</b>	<b>BUDGETED</b>	<b>EXPENDED</b>
1. CY 1991-92 expenses .....		\$1,343.18
2. February 1993 planning meeting.....		1,633.08
3. Fellowship tax issues .....		3,700.00
4. Unity Day expenses.....		311.90
5. Fellowship Intellectual Property Trust .....		<u>5,034.37</u>
<b>Total unbudgeted .....</b>		<b>\$12,022.53</b>
<b>Total fixed .....</b>	<b>\$178,180.00</b>	<b>82,155.64</b>
<b>Total discretionary.....</b>	<b>347,325.00</b>	<b>104,799.01</b>
<b>Grand total.....</b>	<b><u>\$525,505.00</u></b>	<b><u>\$198,977.18</u></b>

### ORIGINAL AND REVISED CY 1992-93 SPENDING PLANS

Original CY 1992-93 spending plan (budget), June 1, 1992.....	\$296,000.00
Revised CY 1992-93 spending plan (budget), August 5, 1992.....	\$355,200.00

### WSO PROJECT-RELATED TRAVEL APPROVED BY THE INTERIM COMMITTEE

#### WSO Board of Directors meetings

June 1992 meeting.....	\$4,100.00
September 1992 meeting .....	\$3,745.00
November 1992 meeting.....	\$4,255.00
January 1993 meeting.....	n/a
March 1993 meeting.....	n/a

#### Interim Committee, board exchange, dual member (WSO)

WSB/Interim, June 1992 .....	\$1,985.00
WSB/Interim, September 1992 .....	\$1,065.00
WSB/Interim, November 1992 .....	\$1,140.00
WSO-Europe/ECC, July 1992 .....	\$8,725.00
WSO-Europe/Sweden, October 1992 .....	\$5,940.00
WSO-Canada, December 1992 .....	\$1,040.00
Business planning, September 1992 .....	\$1,195.00
Business planning, November 1992 .....	\$1,965.00

#### WSO/RSO workshop, August 1992

Three directors, four staff).....	\$4,350.00
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#### NA video development

NA Video Group as of 12/31/92 .....	\$5,179.00
Legal/Consulting .....	\$4,178.00
Production.....	<u>\$5,000.00</u>

Total .....	\$14,357.00
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#### Wichita workshop .....

#### WSC workshop, Cincinnati .....

#### Volunteers in Criminal Justice System workshop.....

#### WCC Board of Directors meetings

June Meeting .....	\$10,120.00
November Meeting.....	\$7,815.00
March Meeting .....	n/a

**NA VIDEO GROUP**

Well, I imagine everyone's in the process of gearing up for the 1993 World Service Conference. For certain it's a busy time of year, and the reading, digesting, and reporting of all the conference information will take its toll on us all. Hopefully we will be able to keep in touch with our primary purpose as this process takes place.

If you have been following our progress this past year, you know that we had hoped to enable conference participants to preview the video at this year's conference. Due to the timeline agreed upon between the WSO and the video production company, however, our project will not be completed until December 1993.

The video working group is currently engaged in detailed work on script development. We have been reviewing all aspects of the script and have scrutinized the development of the video with great detail. Thus far, we feel the project is moving along nicely.

Our next meeting will be held early in March 1993, and we hope to put the final touches on the concepts included in the script. We will be meeting with the script writer from the production company to discuss our progress, and I believe that this interaction will nail down the project's focus. In addition we will be creating an updated timeline for the project which will adequately reflect our plans. We will also discuss possible approval processes for the video.

Although the development of this project has been slower than we anticipated, we feel that the time we are taking will ensure a quality product. I believe that this is one of the most far-reaching projects currently being undertaken by world services, and I look forward to further updating you on our progress at the World Service Conference. Yours in recovery,

*Susan Blaue, Chairperson*

**TAX OPTIONS GROUP**

Contrary to what we said in the January 1993 *Conference Report*, the Tax Options Group does not have a detailed presentation ready for publication at this time. At WSC'93 next month in Van Nuys, we will present a wrap-up report on our discussions and activities over the past year. There is only one point I wish to emphasize at this time: *The Tax Options Group will not be presenting any proposals for action at this year's World Service Conference.* Looking forward to seeing you all soon,

*Danette Banyai, Chairperson*



**REQUEST FOR SEATING:  
THE PHILIPPINES**

I formally request that the Philippines be seated as a region at the 1993 Annual Meeting of NA's World Service Conference next month in Van Nuys, California, USA. Further information regarding this request can be found in our regional report appearing later in this issue of the *Conference Report*.

Sincere thanks for your kind attention,

*Tata Montilla, RSR*

**ON SERVICE DELIVERY  
California Midstate Region**

Selfless service in Narcotics Anonymous is an ideal. As addicts, we carry our defects of character with us wherever we go. Given this, we work as a fellowship to the best of our ability to fulfill our primary purpose and carry the message to the still-suffering addict. In theory, our service system is intended to facilitate practical, effective, and spiritual delivery of services at the world level. Unfortunately, in many situations, the current system strains human and financial resources, complicates and obstructs the actual delivery of services, and ultimately threatens NA unity.

As recovering addicts in NA we strive to apply the steps to our lives and achieve growth. The same principle can be applied to a service system. Through an inventory of the present service system, identification of existing problems, and exploration of solutions, we as a fellowship must continue active participation in the spiritual growth and development of NA world service.

The members of the World Service Board of Trustees are elected at the World Service Conference. A trustee, to be elected, must have two-thirds of the affirmative vote from conference participants. This two-thirds is a substantial requirement, and when elected a trustee has substantial support. The WSB has general responsibility for the growth and development of the fellowship as a whole. In the same breath, the WSB maintains a similar responsibility to review world service projects. The WSB has a committee system. Each committee has an area of specific responsibility as defined by the WSB guidelines. WSB committees are accountable to the full board of trustees and not to the conference. The full WSB is responsible to the conference.

The WSC committees are directly responsible to the conference. Committee chairs and vice chairs are elected on the WSC floor. The WSC creates and approves or disapproves the projects assigned to each WSC committee. At times, conference

committees create projects during the year. This direct responsibility to WSC implies, at the least, support and accountability for the committees' respective projects.

The World Service Office and its board of directors has many responsibilities, at times acting as a "catch all" for the conference. To list all of these responsibilities would take too long; however, some frequent events occur. Approximately fifty people related to world services call and request that their particular projects be attended to. In addition there are groups, members, offices, and others who call, often requesting information and/or services. The WSO is operating at approximately 33% below its desired staffing level. The demands and projects over the years have increased. The number of staff have decreased.

The World Service Conference created a committee called the Interim Committee. The purpose of the Interim Committee is to make financial decisions when the conference is not in session. These decisions are based on the priorities the conference has set. The Interim Committee is composed of the chairs and vice chairs of the WSO Board of Directors, the World Service Board of Trustees, and the World Service Conference, along with the conference treasurer in an advisory capacity.

The aforementioned boards and committees seem to have their respective scope of service. The WSC makes decisions on behalf of the fellowship, and the boards and committees carry those out. However, this system is idealistic and, in day-to-day functioning has some problems.

World Service Board responsibilities include the growth and development of NA as a whole, an experience base for the conference, and to lend experience/perceptions of our traditions. At this point, the trustees are not the only source for these responsibilities. Many members of the conference have these kinds of qualities/experience. With this in mind, some questions arise. What is the purpose of the two-thirds vote to be elected? Does this set the trustees apart from other world servants? If so, is that what we as a fellowship want to do? What is the purpose of *all* trustees being elected for five-year terms? If the answer is the scope of responsibility, is a five-year term with two-thirds vote the best way to support our trustees? Should there be some yearly review? Every other year?

Some of the work of conference committees is duplicated by the World Service Board. Many members of the fellowship participate in these committees. Is this the best use of our fellowship resources? Have we closely examined the productivity of these committees to see if we want to continue the investment? Do we set our trusted servants up by giving responsibilities and not giving (or having) the resources?

With the multiple committee system, who is the World Service Office supposed to take direction from? Our current system is not centralized or organized. Yes, the WSO could do some things to increase the effectiveness of its use of time. However, it cannot do that on its own. Another piece to these problems has to do with who is paying the price. If not now, then soon will the groups, members, and addicts who still suffer pay the price with untimely literature and starter kit distribution.

The Interim Committee's priority list contradicts itself. The question remains as to whether this priority list is "the bible" which is not to be deviated from or a "guide" which is flexible. Interim Committee decisions have reflected both of these postures this year.

The Interim Committee actually has no guidelines to operate with. Consideration was given to adding an RSR review panel to the Interim Committee similar to the RSR working group on the Fellowship Intellectual Property Trust document. However, the situation is different in that the product is not a document, but decisions. So, how do we review those? If we put RSRs in the committee, they become a part of it and lose their objectivity. If they review minutes, they don't have the hands-on experience of the considerations that were given to each decision made.

The members of the Interim Committee are also members of WSB or conference committees. All of us being human, folks are known to have some proprietary interest in their committee work--that is, it would be natural for one committee or project to have a place in your heart greater than another. Members of the Interim Committee sometimes travel on behalf of the WSB or the conference. This lends the appearance of "self-funding" for travel.

The World Service Conference uses a "shared authority" system. The various boards and committees of the WSC have individualized scopes of service. The specific scope of "who is in charge" when the conference is not in session is unclear, as no board or committee has that specific charge within their guidelines. This inadvertently disrupts NA unity in its world services. One of the problems that comes from this "shared authority" system appears to be a power struggle. When it comes to whose projects are most important to the fellowship and when they should be funded, a variety of opinions surface, and all of them seem right. One example is the WSB recommends that its meeting should occur in February due to the projects it is facing. The conference committees recommend that if there is a meeting in February and money is tight, the first group to be eliminated should be the WSB Steering Committee. All these trusted servants firmly believe in serving the fellowship in the best possible way.

The issues presented seem to indicate a systemic problem. We have pitted committees against one another and given one committee more authority than another without really saying or defining it. The fellowship-at-large does its best to be involved in these problems and the deliberations about them. However, the groups have other priorities such as carrying the message. To ask the fellowship for direction in something that it has limited time for is not prudent. Those who want to and can participate, do, and those who do not want to or can't participate, don't. For those who have the time, some discussion about possible solutions is evident.

It seems that the time has come to eliminate one of these committee systems. Consolidation seems to make sense at this point for a variety of reasons. Which system, the WSB or WSC, should we consolidate to is probably not that big of a deal. In either scenario, consolidating the eliminated committee systems' responsibilities would be necessary. It is time that we stop the sometimes wasteful use of fellowship resources.

Proprietary interest is a longstanding issue. Perhaps it is time for the conference to set some policy or guideline which would state that those who make financial decisions

must not be involved in any board, committee, travel, etc. The WSC Administrative Committee could perform this function. However, this would require the conference to redistribute some of the administrative committee's existing responsibilities.

The Interim Committee is discussing a possible slowdown in world service projects. Integrating the draft of the *Guide to Service* notwithstanding, this idea seems practical at this point. The conference has been in some state of confusion and financial quandary for a while. If we take the time out to regroup and gave some direction on what must be done this year (e.g. translations, literature production, etc.), we may be able to quit digging the hole that we are in. Active participation in the spiritual growth and development of NA world service by the entire fellowship may be just another unreachable ideal. After all, they say that "Ideal" is only a toy company (it's an American joke). However, we are requesting that conference participants come to WSC'93 next month prepared to discuss these issues and move closer to a solution. We send our prayers, and hope for the best of work. In service and gratitude,

*California Midstate RSC*