



Narcotics Anonymous World Service Conference

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**TO: Conference Participants
FROM: Human Resource Panel
DATE: August 28, 1998**

Introduction

Greetings from the Human Resource Panel. Before we get into reporting the work we have done so far, we want to thank each and every delegate for the confidence that you have placed in us. We also want to congratulate everyone for having the courage to create a new world services structure, though it is one that still leaves many questions yet to answer. Together, we have created a brand new, dynamic organization of almost unlimited possibilities. Narcotics Anonymous is on the verge of many positive changes that we believe will result in newfound trust within the fellowship and a worldwide synergy that will provide unprecedented growth.

In order to carry out the task you have elected us to do, we are committed to creating the processes necessary to:

- **Facilitate the election/selection of trusted servants by the World Service Conference based on the principles of ability and experience.**
- **Allow members to be nominated from around the world without having to be present at the conference to receive due consideration.**
- **Create a more open opportunity for world services to benefit from our collective resources.**

The bullets above are quoted from the May 1998 *TWGWSS*, under the Purpose of the Human Resources Panel. They are clear, concise statements; however, they are much easier said than done. At our first meeting, we found that we have many more questions than answers. Yet we don't see that as a negative at all. As we stated earlier, though the job we have to do seems a bit overwhelming at times, the possibilities that can come out of our new system are almost unlimited.

A New Beginning

We had our first meeting on July 10th -11th. It was very productive. We are in a unique position, being part of a group that has no history, and so we have no preconceived notions about how to carry out our responsibilities. Because of this, creativity has been our most important ally. We spent an entire day working through a program on team building-discovering our personal talents, goals and dreams for the fellowship of NA. Then, we came together as a group and learned how much alike each of us is, and how our individual strengths and weaknesses complement each other.

More than anything else, as a group, we are committed to absolute integrity. The HRP especially has a duty to work for the good of NA and to keep principles before personalities. Yet it is important to understand the complexity of our responsibilities. The HRP is in an unusual position within our new structure: We are not part of the World Board, and not conference participants. We are accountable to the WSC, and yet we are separated from it. We serve at least four different bodies: regional delegates, the World Board, the WSO, and the fellowship as a whole. Seeing the scope of our responsibilities, you can probably understand how difficult it is for us to define our role. Nevertheless, we are unanimous in our pledge to always act with honor and forthrightness. The World Service Conference and the fellowship of NA deserve nothing less.

We have a big job ahead of us, it's true. We need to develop internal guidelines and create the processes and procedures that will allow the trusted servants you elect in the future to serve on the HRP effectively. It seems that we can't have effective elections unless we have a World Pool that is filled with trusted servants who are available and willing to serve. That is where we have focused our attention first.
The World Pool

We have created a new resumé form that will provide us and the regional delegates with much more detailed information on each applicant's abilities, talents and background. The four-page form is included with this report. Please make as many copies as necessary and distribute them to your regional and area trusted servants. Anyone with five years or more clean is eligible for the World Pool. We want to do everything we can to encourage those who want to serve in NA World Services to fill out a World Pool Resumé form. We are counting on you to find those experienced trusted servants who have something to offer.

Finding the qualified individuals to serve on the world board, on the Human Resource Panel and as Co-Facilitators is an overwhelming task. We can't do it alone, and therefore we are depending on you to find NA members in your local community to become a part of the World Pool. The larger the base, the higher the point of freedom. And so it is with the World Pool as well. As the database of trusted servants grows, so

does the potential for excellence in NA World Services. The World Pool Resumé forms will also be available at the World Convention in San Jose in the on-site WSO.

World Convention in San Jose

We will all be attending WCNA-XXVII in San Jose. (For clarification, we need to tell you that we did not seek World Services funding to attend this event, and have not been funded by World Services, but are attending on our own.) On Saturday afternoon, September 5, from 2:30 p.m.-4:00 p.m., we will be attending the workshop, "Our Evolving Service Structure" hosted by the World Board in the Convention Center. This will be an excellent opportunity to meet with recovering addicts in the fellowship and discuss the issues we all face as our world service structure is reborn.

Our Next Meeting

We are scheduled to meet in conjunction with the World Board meeting on October 8th and 9th. Part of the time we will be meeting with the board to discuss our work. Some of the questions we would like to address are these:

1. The new May 1998 TWGWSS says that the purpose of the HRP is to "facilitate an election/selection process that will allow the World Service Conference to base trusted servant choices upon the principles of ability and experience." In a practical sense, what does "facilitate elections" mean?
2. Who is responsible for writing and implementing the election procedures?
3. What does the world board need from the HRP? How can we be of assistance?
4. What are the current needs of the world board regarding talents and skills?
5. Can the board provide the HRP with detailed job descriptions to help facilitate future trusted servant searches?
6. Should the HRP actively search for another WSC Co-Facilitator?
7. Is our name singular or plural (Resource or Resources)? It is written both ways in TWGWSS.
8. What kinds of procedures are necessary to follow-up with second interviews and reference checks?
9. What is the best way to design a database for the World Pool?

We encourage everyone to provide us with input to our work. Please send your input to the HRP, c/o Roberta Tolkan at the WSO. Or send us e-mail by visiting the WSO's web page at www.na.org.

Respectfully submitted,
The Human Resource(s) Panel

WORLD POOL RESUMÉ

**This form must be printed out and then filled out.
We are unable accept any resumés via e-mail at this time.**
(The document will open up in your default word processor,
or give you the option to save it to your hard disk.)

*Please type or print legibly and return to: Human Resource Panel,
NA World Services, Inc., P. O. Box 9999, Van Nuys, CA 91409*

Personal

Name _____

Address _____

City _____ State _____ Postal Code _____ Country _____

Home Phone _____ Home Fax _____

E-Mail Address _____

Clean Date _____ Your Region _____

Nominated by _____
(Recommended but not required)

**Professional and/or Community Organization
Memberships**

Activities/Hobbies

Experience

Fellowship Service Experience

Dates	Length of Service	Position	Group/Area/Region/World Service	Personal Satisfaction Rating 1-5 (5 = best)

List three (3) references of people you have served with

Name			
Address			
Telephone No.			
E-Mail Address			

Work Experience

—

—

—

What do you like to do the most in your job, in service and throughout your life in general?

What do you like to do the least in your job, in service and throughout your life in general?

What accomplishment(s) in your job, in service, and/or throughout your life are you most proud of?

What do you believe you can bring to World Services?

Why is service fun?

Education

High School/College Attended

Degree Awarded

Seminars/Technical Training

Professional Licenses or Certificates

Languages

Native Language: _____

Other Languages:

_____	<input type="checkbox"/> Speak	<input type="checkbox"/> Read	<input type="checkbox"/> Write	<input type="checkbox"/> Translate
_____	<input type="checkbox"/> Speak	<input type="checkbox"/> Read	<input type="checkbox"/> Write	<input type="checkbox"/> Translate
_____	<input type="checkbox"/> Speak	<input type="checkbox"/> Read	<input type="checkbox"/> Write	<input type="checkbox"/> Translate

List your skills (learned abilities) **and talents** (natural abilities)

Additional Comments

Additional pages may be used as needed.

**This form must be printed out and then filled out.
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