

Narcotics Anonymous World Services, Inc.

Approved World Board Minutes

7-9 August 2008

Thursday 7 August

Strategic Planning

World Board—Arne Hassel-Gren, Craig Robertson, Franney Jardine, Jim Buerer, Mark Hersh, Mary Banner, Michael Cox, Mukam Harzenski-Deutsch, Paul Craig, Piet de Boer, Odilson Gomes Braz, Ron Blake, Ron Hofius, Ron Miller, Tom McCall, and Tonia Nikolinakou..

Craig opened the meeting with a moment of silence and the Serenity Prayer, followed by a few announcements. Everyone welcomed Odilson (Junior). Junior thanked everyone and shared his gratitude with being elected to the World Board.

Review of WB Values

The board started the meeting by reviewing the Vision for WB Operating Values. The values, which are embodied in our steps, traditions and concepts are: integrity, commitment, mutual respect, consensus, and service. The expectation is for board members to rate and discuss how the board is doing in each area and discuss possible improvements. Everyone split into four groups with a value assigned to each group.

Integrity

- Fulfilling commitments is still valued at 4; the group felt expectations are not clear for new board members. The group expressed feeling like there was a lack of information and knowledge as a new World Board member. For example, who is responsible for what on a Fellowship Development (FD) trip, what is done on a FD trip, and what's the difference between a CAR Workshop and a FD trip?
- The group believes there is no information to help a World Board member improve as a board member Ideas mentioned include adding a bullet point regarding mentoring new World Board members. Thoughts were to assign someone to mentor newer members. Right now this value lacks accountability.
- *Integrity and integration*: To integrate means to bring together or incorporate (parts) into a whole. The group discussed and agreed with something new being added that addresses the board considering the bigger part of a whole, less about self and more about the board as a whole.
- Bullet 4: *Say what we mean, mean what we say, and do what we say we will do*. The group thought to replace or add the word “coherency,” showing the ability for individual board members to change their minds. The group thinks a value of the World Board is the ability to change opinions as an individual board member and as a group. No one disagreed with individual board members having and voicing personal opinions; however, the group thought it important that the board be mindful of board consensus vs. individual thoughts.
- The Group thought “courage” should be added as a principle to follow. This applies to courage to work through issues and having the integrity and courage to change. The group thought that one cannot have integrity unless one has the courage to be honest and straightforward.

Commitment

- Overall, the group agrees that the points are a fair reflection of where the board is. One of the challenges associated with *commitment* is receiving compressed information over a short period of time, and then experiencing long periods of silence. A solution to this could be to forward copies of Executive Committee communications in between meetings.

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- The group discussed *to engage* and that engagement in our process is sometimes hindered by distractions like laptops and cell phones. It's understood that everyone has families and jobs, but sometimes these items remove us from what is happening at the meeting. The group thought the board should talk about this and wonder what can everyone do to improve engagement during board meetings?
- The group thought an exercise to rate themselves as board members and as a whole board would be beneficial; however, more details would be needed to be clear about whether questions and ratings would apply to the board internally (individual and internal performance) or externally (fellowship interaction).

Accountability

- One group member compared *accountability* to the time when concerns arose with another, and the individual board member addressed those concerns directly, instead of engaging in or promoting hallway talk, thus allowing the individual to take direct responsibility and be accountable for her/his own actions.
- Overall, the group thought the board was accountable to the fellowship.
- Overall, the group thought improvements were needed with receiving financial information and/or financial spreadsheets. The group felt that the board does not really have a grasp on the organization's finances.

Decision: The board would like to receive monthly financial reports that were sent in the past. The board was also reminded that the Business Plan workgroup (BP) was created by the board to handle the very items requested. The board has too much on their plate. The BP, which includes the EC, is charged with handling the business part of the organization. Every board member has the financial information on hand.

Action/Decision: The Business Plan (BP) workgroup meeting record will be sent to the board.

The group didn't have the opportunity to discuss *vision, purpose, and philosophical tenets*, but agreed they are important areas.

Mutual Respect

- The group considered the need for the board to evaluate its own strengths and weaknesses. This would help their ability to work on any needed area for improvement.
- Group expressed that the fellowship is asked to provide feedback on why they would recommend someone; we should follow the same rule. For this reason, the board should create a value statement; a description of what an individual brings to project.
- Only a small percentage of the fellowship is present when interacting with them in workshops, etc.; because of many unknown factors, we tend not to trust our own shining star system. This is very difficult to assess.
- *Give due consideration to input from each board member and from all parts of the service system.* The group feels it lacks a feedback loop with the fellowship. We should find a way to show the fellowship that feedback has value, even if a project is not impacted by the input.
- *Act with kindness and courage respecting boundaries.* The group talked about conflicts of any nature; these need to be on the table more and not out in the hallways. We need to improve in the area of *acting with kindness*.

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This was followed by a brief discussion. The group was asked if they discussed anything concerning being intimidated. Although this question was not being directed to anyone in particular, the questioner feels this is not being addressed by the board and has potential for harming the body as a whole.

Mary responded for group. No one brought up intimidation, but feel it's a good discussion topic. Another group member added that this is where the sharing session is important, noting that we used to start our meetings with a two-three hour sharing session, which some considered 'dead time', but it did create a sense of unity. This time could be used to have this type of discussion; the discussion could be strategic, meaningful and relating to an issue.

Another board member expressed rating this low and noted being the writer of the second bullet; and went on to report never experiencing this type of conduct in the ten years of being a board member (e.g. the negative phone calls, discussions, and hallway conversations). The board member felt disrespected and disappointed that many did not take opportunity to speak directly.

- *Seek to provide each...* goes with evaluation of strength and providing opportunities to improve in areas of weaknesses. The idea is to provide information stating the rationale why a board member was selected for a project versus something else—a tool that helps us to grow as board members.

Consensus

- Group discussion thought the body as a whole did a good job with consensus, but expressed concerns with time constraints that did not allow for talking things through. There is an open process in place, but it seems there is never enough time, not allowing for everyone to share. Therefore, the group hopes a mechanism is developed that allows for discussions to be complete.

The group sees the bulletin board as a possible solution because it is a forum for the board to continue discussions. Another idea was to strategically incorporate sharing sessions into the board meeting, giving those discussions high priority.

- The group further discussed the *consensus* process and respecting decisions. Concerns were raised that the consensus process does not always allow everyone to arrive at a place where everything is resolved. People need to believe they are heard and valued as part of the process. The most important thing is a dissenting voice being heard.

Service

- The group discussed that not everyone feels the need to share on a topic, but some others do, which led the group to recognize individuals having limitations that are noticeable when participating outside a board meeting. The group thinks an evaluation process needs to be created for board members participating at workshops to get a better idea where their strengths and weaknesses lie.
 - Feedback – maybe the board could look at evaluations. A tool to evaluate one another and staff who travel with board members.

Review of WB Meeting Ground Rules

The ground rules are here to remind everyone that these have been agreed upon. Group discussion followed:

#2. We will focus on establishing unity, mutual respect, and trust at the beginning of each

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meeting.

- Generally, we've started with an action group which addressed this aim. Action groups have helped everyone touch base; there really is no better way to talk about what is going on in our lives.
- Believe establishing a spiritual connection with each other is missing. Not sure what that mechanism is, but we need something to establish a connection.
- Suggestion: to have a morning meeting around the hotel pool; however, because "we" tend to get a bit long-winded, maybe a timer could be used to assist those who like to talk. This could also apply for the sharing session.

#4. Our meetings and breaks will start and stop on time.

- It will be important for the board to remember to stop and start on time. Breaks with a specific time frame should not become longer.
- **Decision:** No change; however, the body agreed to be more vigilant about individual and group timekeeping.

#8. At the end of each day, adequate time will be provided for a sharing session that allows individuals to revisit any unfinished business and to discuss their perspective of the meeting. In addition, any member can request a sharing session to alleviate a burden or conflict and to refocus on trust and mutual support.

- More of an effort needs to be made to address this point.
- Board would not agree to have a sharing session at the end of every day. There are many times that board members have plans, are jetlagged, or just tired. Would like it better if it was on a particular day instead.
- Board would agree to have a sharing session that addresses some unresolved meeting issue, not an aesthetic type of discussion.
- The sharing session occurs at the end of the day. Suggest creating a standard day for this, does not have to be at the end of every meeting day. With a standard day, no board member has to worry about disrupting the plans of any one with sharing about an issue; otherwise, we will continue to have hallway talk.

This cycle there is an unprecedented amount of work, which does not include the number of issues that need to be dealt with. This is an important issue, but maybe everyone should think about prioritizing items. Part of our dilemma is working six hours each day; adding a sharing session and an action group would further reduce the working hours.

Decision: #8 rewording: During each board meeting, adequate time will be provided for a sharing session that allows individuals to revisit any unfinished business and to discuss their perspective of the meeting. In addition, any member can request a sharing session to alleviate a burden or conflict, and to refocus on trust and mutual support.

#11. We agree that only one person should speak at a time and that there will be no side bar conversations.

- Suggestion for #11 to say: *We agree that only one person should speak at a time and will deserve the board's attention, and there will be no side bar conversations.*
- As an extension of the previous discussion, wondering if something about the use of laptops

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during the meeting should be included in the ground rules. A board member stated how much more focused he is on the meeting since he has not had his laptop.

A few board members expressed the importance for them to have the ability to check on work during the board meeting via their laptops. There are critical work issues at times that some have to be aware of during board meetings, and believe this should not change.

- Sometimes, discussions are lengthy because many reiterate points already made, possibly because of focusing on the laptop, therefore missing points already made.

Decision: #11 rewording: We agree that only one person should speak at a time and should have the full attention and focus of the board. There will be no side bar conversations or other distractions not related to the meeting activity.

Transparency

- The issue of transparency for the Executive Committee and World Board as a whole was broached. In general, the EC is supported by the Board in serving the board; however, there have been many times situations have occurred. Wondered what were the considering factors, and questions information the EC had that the World Board did not have in order to make a decision. An earlier comment about the need for a continuous communication stream to/from the EC was brought up. Feels there is no inclusiveness.
 - Speaking to the comment made: What was said was that the *EC is more engaged* regarding things like personnel, creating and initiating a frame for board discussions, upcoming board meeting agenda set-up, and travel. There's this illusion that what the EC does in the interim is much bigger than what actually occurs or what the board is involved in.
 - Had same suspicions, however, started asking questions and/or requesting additional information and it was given. This is something everyone on this board has: the ability to ask questions and request information.
- Could value be derived from being included in EC discussion items?
- Does not believe the EC functions in secrecy, but does think that when the rest of the board is not receiving regular communication, it promotes a feeling of being outside, like something is lacking.
- One of the of the issues gathered from this morning's small groups was how long it's been since an Exec Summary has been received and wonders if, during the board meeting, someone could recap what occurred during the EC meeting the day before.
- Would like to receive information that helps understand how choices are made. More verbal communication, background information, reasons, why travelers are chosen, etc. What are the protocols?
- Often do not feel like a board member due to the lack of communication in between meetings. Email communications in between meetings are very helpful, therefore, suggests an online communication system for the board.

Decision: 1) Add Nominations process for the Executive Committee to the Parking Lot Discussion list. 2) EC records continue to be provided to the board. 3) Continue discussing the transparency issue at another time.

To answer a comment concerning workgroups: The listed workgroup demographics in the grid are as much of a consensus as this body would have reached. Having someone else recreate

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a long document with other information would not be an efficient use of resources and this goes back to board members asking questions and seeking information. If there are questions, everyone is encouraged to ask.

Evaluation of WSC 2008

This time is to provide a period to talk about what worked, what did not work, suggestions for improvements, etc.

WSC 2008 Evaluation Data

- Would like to see us do a better job with the conference as a whole. We need to really find a way to see what is important to participants earlier in the week.
- Number of completed evaluations is still a concern; maybe there is quicker or better way to get conference participants to complete evaluations. Would it be possible to complete an evaluation for each session as it happens?
- Participants at the Western States Zonal Forum expressed wanting the prioritization session in the business part of the conference because they felt rounds were too casual; prioritization seems to be happening in a less than respectful manner.

Becky responded that what is occurring is that we have an old process trying to meet with the new. Prioritization is misleading because mandate is what is adopted. The prioritization process started as a way only to get the pulse of the conference and as a way to know what low-hanging fruit could be tackled if the ability arose. Maybe we just need to tell them that.

- Think it's important, and our obligation, to figure out how to equalize participation of non-English-speaking regions in the process, particularly on issues that might spark their interest. During the Saturday conference sessions a board member sat with Spanish-speaking delegates and noticed that, at times, these delegates had no idea what was occurring and what they were voting for.

WSC Intro session

- Session is too long.
- Maybe we're not realistic about the time we schedule for introductions because many like it and thought it was helpful, just not enough time.
- Possibly change the order of introductions by introducing conference participants first, making it more their conference.
- Play with ways for delegates to introduce alternates. There were different opinions regarding the delegate providing their alternate's information, thus removing the alternate from having to do it. Some believe alternates should introduce themselves.
- Does not like having to stand the complete time introductions occur because the board is introduced first. Preferred it when the first session was a basic roll call, delegates found ways to introduce alternates by providing a tidbit about them. Would have a wall/screen with bullet points with what they should include in their introduction: name, region, etc. (structured introduction) with roll call.
- Use a PowerPoint map that highlights areas that individuals are from, which includes highlights about them, camera focus on them, and picture goes up on wall.
- Going along with PowerPoint idea: Have them send in a picture of their region/RSC, which would go up on screen, but do roll call during the business session.

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World Board Forums

The board was asked how they feel about World Board open forums. Is the time spent valuable? Does the board think motion recommendations need to be done in front of the conference?

Dislike

- Dislike this session the most. Does not believe it is an open forum or an effective use of our time, just uncomfortable and artificial. Also heard and felt the audience's frustration with trying to interact, answer questions, etc.
- Purpose of straw polls is to technically dispense with issues concerning a motion; therefore many expressed dissatisfaction when the conference enters a business session to begin rehashing the same thing.
- Heard conference participants' frustration with the lack of dialogue, time devoted to answering their questions, or ability to talk about some of the issues needing attention brought up in many venues.
- Over time, the open forum has evolved to what it is today. The idea came from being able to interact with anyone who wanted to be there and ask questions. In the old format, the board forum was the only place where amendments, substitute motion, etc. could occur without the formality of Roberts Rules. There is also no such thing as a "normal" board meeting with 200 spectators, and agrees that two open forums were overtly painful. The other issue about interfacing—believes if the board would have spent that time to discuss conference issues, certain motions would not have passed. Believes this could be one of the ways to shift/change the nature of this forum.

Like

- Everyone reminded that, although many heard frustration, the conference has also told the board they want to hear these discussions occur during the World Board open forums.

Ideas for World Board Open Forum

- Wonders if what was done for World Board Open Forum at WCNA 32 can be done as far as board dialog with conference. Believes the board meeting in a separate room would only perpetuate a perception of secretiveness.
- Have a board meeting to discuss motions in another room.

Session Profiles

- Brainstorming is helpful, but there seems to be no direct connection with what RDs want or the ability for them to ask questions.
- Engage participants earlier in the process on what they would like to see discussed at the conference. Also create a more substantive dialogue.
- Use session profiles to engage the fellowship regarding the items the board will be working on this cycle.
- During the last offsite meeting, we talked about having philosophical discussion rather than focusing on details.
- Be aware that workshops are a forum for dialogue, but we have to be careful because Q&A isn't always fruitful. How do we obtain input that reflects the fellowship?
- *Our Freedom, Our Responsibility* really fostered ideas, as did the *Communication* IDT session

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at the Rocky Mountain Zonal forum.

- The *Leadership* IDT was cumbersome and having to facilitate four IDT sessions is too much.
- While in Seattle, a much more interactive NAWS session was created.
- Improve the Board's relationship with delegates, and possibly increase our presence at zonal forums.

General comments

- We are not going to know what some of the issues are unless we engage conference participants sooner.
- Sometimes it seems we are in a no-win situation because if we meet in another room it's considered a secret meeting, and if we have a board forum, we are perceived to be trying to sway the will of the conference.

Overview of NAWS Operations

Staff presentations by area of operations were made to the board. This was followed by a tea break with staff.

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Friday 8 August

Key Result Area: Fellowship Support

The meeting opened with a moment of silence and the Serenity Prayer, followed by a few announcements regarding the day's agenda.

Travis K and Chris C—NAWS Staff attended the meeting for the service pamphlet discussion.

Review of input on the four service pamphlets

After reviewing input received thus far, the board needs to decide what should happen with each pamphlet. The deadline for input was 31 July 2008, so more input is expected. Everyone was reminded that this should be a conceptual discussion, not a line-by-line edit and that the SPs are not subject to any timeline; therefore, material will be reviewed again. The board will discuss combining both Leadership pieces and whatever input is gathered will be reviewed by staff. The board will then have the opportunity to review a strike-through version via email.

The *Leadership and Principles* piece was developed as two separate pieces because of the confusion in the original piece.

Small groups were used to brainstorm ideas, review, and come back as a full body to give input.

Decision: When reviewing pamphlets, silence means agreement.

Service and the NA Member—The Benefits of Giving Back The group highlighted what they believe are hot-button issues:

- 1st paragraph, 5th line: Agreed to find an alternative to express the *foreign* concept; could possibly be intimidating.
- 3rd paragraph, 1st line: Instead of *when we had an awakening*, suggest *when we realized NA offers a new way of life*.
- Under *All our affairs*: Reword or remove 1st sentence.
- *Those of us who grew up...unstable environment maybe find conflict extremely...*
- Shorten the next line: *part of the recovery process is learning that we can disagree without being disagreeable* or write *shrink from conflict*
- *Our common welfare* – 2nd line: remove *and the members around us*.
- 4th line down: *snowballing effect*, suggest using something like *blossoming or growing* instead
- Opposing thought is to leave sentence *those of us who grew up....* as is, because it's important that we say this.
- *Love and Action* suggest to changing to *gratitude and action*
- As a general comment, there are long sentences that need shortening.

Principles and Leadership in NA Service (service committee and groups) The group discussed (page 21) whether to separate or combine the two Leadership pieces. Group decided to go with inputting the piece.

Leadership (group piece): In general, they like the piece and the following are concepts felt to be missing from the piece.

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- The issue of sponsor and sponsorship is a missing concept, meaning that a sponsor can go overboard in their role as well as that sponsorship is important, both points need to be made.
- Callouts, literature quotes, catch-phrases would be helpful.
- There should be discussion regarding the warm-body syndrome, i.e., just having someone to fill position qualified or not.
- Believe it more helpful to acknowledge and make distinction that *untitled leaders* have a specific skill set. We say that some people are natural leaders; we also have to say something about a natural leader not fitting in a role because it is not their strength.
- Acknowledge that a small number of people do the volume of work as a universal reality, and that could be changed with awareness, inspiration, and awakening of spirit of service in NA.
- Leadership and the way we make decisions could be changed at the end of a meeting; we may be loading too many things onto this. The concept is to understand how everyone can be a leader, which is a different distinction. Example: the meeting is over, you are talking with friend, and a newcomer is standing there, what would you do? That is the distinction between approaching a newcomer and serving as an RD.
- Group thought there should be separate pamphlets with different titles.

[Principles and Leadership in NA Service \(service committee and groups\)](#) The Group liked the pamphlet, but thought the follow concepts were missing.

- In general, the group talked about building up the last paragraph about selecting and supporting trusted servants. Thought this would be a good place to insert service material information relevant to service position; could insert the last five lines of input from the Alternate Delegate from the Northern California Region.
- On page 17 on George's input, *as trusted servants we maintain accountability we are their eyes and ears*: We have to expound on this point; otherwise some will not know what this means.

[Leadership \(member piece\)](#) The group thought the following concepts were missing:

- Be clearer regarding learning about how to serve in a position; learning by doing, apprenticeship as a learning position.
- This is really about leadership tasks; the delineation between leadership qualities and leadership task/functions.
- Reword the header *The Value of Leadership in NA*
- Agreed with Chicagoland comments about not seeing the need for point made about coffee-makers, and this statement creating distraction to the leadership principle.
- Maybe change set-up and layout.
- Page 21, 4th paragraph: Needs to be stronger than the paragraph above (Chicagoland); you have to have qualities, punch up the paragraph. Staff offered that part of what this is saying is that there may be a role for you, but not the one you want. Staff will look at how to combine and clarify.
- A good leader does not create good followers.
- Recycling leaders, roles for veteran leaders.
- Tones need to be blended: leadership for groups/leadership for members. The tone of the pieces seems arrogant, like a speech. In many parts of the member piece, it seems almost degrading. Believe we should sound like the tone used on page 19, warm and welcoming. Sensed some

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discomfort with *Humility* paragraph.

Becky added this was developed backwards. Normally, we would have a focus for a piece first. This purpose seems to overlap with *Benefits of Service* in speaking about why a member should care about service. The other is about a kind of leadership, about going above and beyond, and everyone being a leader; and the other is about getting involved.

- If I am trying to be a leader and a taker, then I am not a leader.
- Being a leader connects you to service, to being a giver, to being a full person; otherwise it's just abstinence. This is a quality, not an identity.
- Responsibility of identifying leaders lies with the group, the collective. Our leadership development process needs to be about teaching the group how to do this and how to draw from their emerging leaders.

Decision: The board agreed to review the three pamphlets, the two different purposes, and possibly combining. Note: one board member expressed wanting to keep the different pieces because of the different tones; however, if the pieces are combined, would like to see the two different tones kept.

Introduction to Narcotics Anonymous Meetings

- Page 25, 1st paragraph, last sentence: Change the word *leave* to *stay*.
- 1st bullet point of the checklist: Add the word *used*
- Next bullet, last sentence: Remove words *cut* and *ideas*
- In the box: Remove *ideas*
- In the box, open meetings: Say *meeting that welcomes anyone, including nonmembers*.

Page 26

- Here are a few things that...
- 3rd bullet: Add text that mentions prayers; something like, *You may hear prayers at our meeting*
- Heading: *We strive to make everyone feel welcomed*; change to say *We cultivate an atmosphere of recovery in our meetings*.
- Change sentence *Here are some ways we do that* to *Cultivating an atmosphere of recovery in our meetings*.
- *If you feel harassed* sentence: Change to *if you feel harassed or threatened, talk to a group leader or trusted servant*.
- Input was to remove words *prescription medication* from the bottom of page 25 and top of page 26, bullet point: *Some of us find NA when we are taking prescription medication, still detoxing from drugs or on drug replacement therapy*.
 - Another suggestion as a way to address prescription medication issue is to add another bullet that addresses *prescription medication*. Rephrase to say something like *some people have to be on prescription medication*.
 - Suggest removing *complete abstinence*.
- The other thing that confuses *Introduction to NA Meetings* is that the beginning does not speak to anything about an introduction to meetings. Only later does the core of our philosophy show up in a bullet point, and the confusion in both cases is that they are two different thoughts.

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- Change *approach to addiction* to *approach to recovery*

Decision: Board discussion regarding the word *abstinence*: Group consensus is to add a statement in the very beginning of the pamphlet stating *we are a program of complete abstinence*. Then in the last bullet, remove *complete abstinence*.

- Take the first two sentences of *What is the NA Program?* and put in the beginning of the second paragraph.
- Have we considered stating something about alcohol?
- There is disagreement with the definition of an addict being a person for *who/whom* drugs have become a major problem.
 - Ron H suggests instead: *an addict is a person for whom all drug have become a major problem.*
 - Suggestion: *A man or a woman whose life is controlled by drugs.*
- We need to provide enough information so that people aren't still confused after reading this information. Believes the last bullet should not be a bullet; all the points are more than just bullet points. Alcohol, using, dealing with prescription medication: Acknowledge that these are all a much bigger issues.
- Missing concept is about experienced members giving support or something about a sponsor's role.
- Add that NA is a twelve-step program; we are a recovery program, not just a twelve-step program.
- Bullet about hugs: Strike the 3rd sentence and leave the very last one which starts out *In many places, hugs are a common NA greeting.*

Decision: Allow staff to rework *Introduction to Narcotics Anonymous Meetings* and send to the board for another review.

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Discussion of Bulletin 29, Methadone Bulletin

Discussion initiated with everyone being informed that the European Conference and Convention workshop on *Medication* was packed with interested members, all expressing the need for this discussion because the impact is getting worse. It was also pointed out that some pharmaceutical companies are advertising that their medications can help arrest addiction.

Also, two staff members attended the *Beyond 2008 NGO Forum* in July and realized from discussions that much seemed to be based on money, pressure, and statistics. Everything else is based on harm reduction, and the drug courts' motivation is lowering costs. Discussion at the Finland event (primarily comprised of Northern Europeans) took this discussion topic regarding newcomers and medication as something mandated from the conference. Members are hungry for ideas on how to deal with issue.

The current focus needs to be on how to frame the topic of newcomers and medication, and how this affects the fellowship. This bulletin does not address everything. Secondary, it will be the board's task to discuss the piece's intended audience, content, etc. It was noted that a delegate who was not present at the conference made the assumption that the board is taking this on.

Discussion Points:

- Recalls medication being a topic at WSC 2000 and believes we should involve the fellowship if we are going to work on this.
- Welcoming people is the real issue here. Our members are really intolerant.
- Many addicts coming in to NA meetings today are reaching our meetings taking prescription medication; members are personally familiar with addicts who are 'forced' to take antidepressants, suboxone. Believe the board has a responsibility here to give some type of philosophical direction, something direct and to the point. The board should find a way to determine where we stand on this, to forward to the fellowship. There are some who need direction because of their personal circumstances.
- In a previous meeting, some members thought the bulletin should be toned down and the message should stay close to Tradition Three.
- There aren't many in Sweden with this problem, but we do have many with an opinion. What we've done in the past has not worked; this issue polarizes to the maximum. Either you are against or for. Believes it is a grassroots issue.
- A few members thought a session profile should be developed as a way to manage this discussion. Let people talk about this and let's see what happens?
- This is an issue that many are afraid of and will continue to be afraid of unless we help find a way to address questions. We need to keep providing a forum.
- People are trying to treat the disease with medication instead of a higher power. Believe this is an important discussion and the judgment being passed needs to be addressed.
- The received input was that our material is wishy-washy. Having just come off the *In Times of Illness* workgroup discussion, keeps hearing about total abstinence; however, the bulletin states it is up to the individual circumstance to decide for themselves about abstinence.
- The inability to define abstinence or clean allows for various interpretation by individuals and it's believed that members want to know what abstinence and clean mean.

Disagreement with needing more fellowship discussion:

- Some board members (5) believe the bulletin is clear, meets the needs of the fellowship, and that

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nothing else is needed right now.

- Maybe develop more of a professional piece...not sure what else is to be said?
- Found that a great majority of the Spanish region was not interested when discussing this during WSC 2000. However, when discussing with a portion of interested members, they just became very passionate and created a lot of energy. Does not agree that this should come up again; our material is very clear.
- Wonders what else would be accomplished with discussing all over again. Does not really feel more discussion is of value. Questions what is the outside value vs. the inside issue: the outside issues are questions like, "Does it work? "Is it effective?" What our thoughts on this. The issues we need to concern ourselves with are: this is our program, one of total abstinence; and is this approach consistent with this? All the rest of it is an outside issue.
- Everyone was reminded of the upcoming workgroup schedule. Not undervaluing the issue, but there are many things that our members have to deal with. Personally, he is not opposed to having the discussion, but not really sure what more can be done. The other point is that our members are getting older, so the whole issue about medication might be a personal issue at some point.
- Suggests keeping Bulletin 29, acknowledging the issue, encouraging local discussion, and reminding the fellowship of the available tools and that this issue will continue to evolve.
- For the expedience of what we are trying to do today, Ron B will go with the decision to not revise the bulletin.

Plans for discussions with the fellowship about medication

Some members have an expectation with the board and Bulletin 29/medication; we may need to acknowledge this at the beginning of a two-year conference cycle and encourage members to have local discussions about the bulletin. Not undervaluing the issue, but the board is not really sure what else can be said about this issue; right now, there doesn't seem to be a clear view of the direction the board wants to take.

Decision: Acknowledge that the board did review the bulletin, although some things are outdated, the board did not find anything conceptual to change right now. Remind the fellowship that if there is a desire or need to discuss this at a local level, tools are available and, if needed, NAWS should be contacted. If the fellowship doesn't like this direction, they will let us know.

Donations Discussion – beginning to frame discussion for the fellowship

Not discussed.

Review of the 2008-2010 Charges

The tasks assigned to each workgroup should be clear to the board and will be the basis of future evaluation. After reviewing, discussing and noting a few items, it was the **decision** of the board to accept the 2008-2010 charges as presented.

Business Plan Group	Fellowship Issue Discussion:	Public Relation	Service System	Targeted Literature
Workshops	Self Support	Living Clean – The Journey Continues	Leadership Orientation Material	Service Material

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Business Plan Group will be integrated into routine business and the board will be given a charge. Joao V is due to roll off.

Living Clean – The Journey Continues

- Bo Christal replaced James Richey.
- Note: Florida regional members have requested that focus group members be from outside the Chatsworth, California area. It was also noted that this request seems to be a US regional issue only; it's not being asked anywhere else in the country.

Routine Charges without Project Plans

Capturing the Experience of Long Term Members

Decision: This motion was adopted in 1993 and it's important to note that there are only two members left from a certain very early era; therefore, staff will try to capture experience before it is lost. We will also ask the fellowship to identify members whose experience they believe should be captured. This will also be reported in *NAWS News*.

Ron H was a part of taped audio work that has a couple of older members. It would be interesting to add this to the work.

NA Way Charge

Parking Lot Issue: NA Way distribution cost.

Decision: Mukam HD will join Paul Craig the (new appointed WB member) for the first face-to-face meeting, and then Mukam HD will roll off.

Meeting by Mail (MBM)

We are asking the workgroup members to think about *Meeting by Mail*, its future and if there is some way for the purpose of MBM to be satisfied in the NA Way.

Reaching Out (RO)

Decision: Resources have been expanded. That will further our ability to reach out to the H&I population and H&I subcommittees with this vehicle; there will be a face-to-face meeting with workgroup. This charge has always been an in-house project and will remain so.

Translations Evaluation Group (TEG)

The TEG is very busy with thirty-seven languages published. Piet has been the assigned board member, but a will rotate off at some point in the cycle.

Decision: The EC will review workgroup composition in time for Piet to roll-off.

Living Clean Outline

Everyone was reminded that "living clean" is the purpose of this book. This is only a draft that frames the approach and content for the book. The Board and staff support people are: Tom and Franney - WB; Bob J - project coordinator, Andrea Lapin – writer, and Elaine W - staff support.

The book will try to capture the different practices in life. Tom used Johanna's experience with Yoga as an example.

Concepts thought to be missing:

- An emphasis on prayer and meditation under *Living Spiritually*
- Addressing the disasters of early recovery in *Intro* and *Stages*

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- *Spiral Staircase*: There are times when we have different relationships in recovery, relationships, disasters of early recovery, etc.
- Add *Stages of Recovery*: cost of success and failure (in terms of challenges), professional demands, stress on self, impact on service & balance, effects on family:
- Addressing substitution (e.g., drinking coffee, cigarettes, overeating, sugar, etc.)
- Dealing with others' using drugs, drinking at parties, family gatherings, etc.
- Sponsorship and outline process
- Service structure
- Sustaining willingness

Changes/Edits

- Junior and Ron H suggest that *Physical Selves* be changed to *Wellness*.
 - Under *Physical Selves* separate *illness* and *health*; *Wellness*/physical health-sports activity
 - Change: *Sex* and *Sexuality*
 - Mental health: outside help or resources

Decision: No objections with the revisions/changes to the presented Living Clean draft outline.

Generic Workgroup Comments and Notes

As it relates to reporting, some of the previous ways workgroups used to report back to the board will no longer be practiced.

We are also putting together a type of timeline of decisions for WSC seating. Part of this means feedback, telling us what is and isn't useful.

Decision: Workgroup reports to the board will be highlights from the meeting, not details. The reports will also contain actions required (mapping out needed decisions) from board for the workgroup. The workgroup point person is the board member(s). Staff is an equal partner in the workgroup and is fully acknowledged as World Board partners, which means they have full participatory rights in the workgroup.

2008-2010 WB Workplan Review

Discussion is to identify what needs to be undertaken and dates by which the tasks and projects have to be accomplished. The amount of work to be accomplished is what drives the number of board meeting days. Last conference, many three-day meetings were planned, later changed to four-day meetings due to the amount of work before the board. This cycle is similar.

Meetings (Retreat)

This discussion is to consider the board's thoughts on having a retreat meeting during this cycle. Remembering that the concept of a retreat meeting is to create a unique environment to have philosophical discussions and spend time with each other that's not driven by regular board business. The San Diego retreat meeting last conference was not really a retreat meeting because it was filled with work.

This would be the opportunity to identify major issues for the board to discuss; the board needs to agree on issues and what this body wants to tackle. What would this body like to flush out a little more?

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- Michael expressed wanting to have an actual retreat meeting (spiritual, bonding). Understands time challenges, but believes this is very important. His work on the board is about a certain amount of service as well as his recovery. Time will never be found if it is not created, these are important times and events that need to be spent with each other.
- Everyone likes the idea of a retreat-style meeting; however, there are many that expressed only having a finite amount of time to use for WS travel.
- The ability to interact with another part of the fellowship, being in a different beautiful setting, spending time with each other was a retreat (a San Diego meeting).
- Hybrid idea: three-day board meeting with another two days at a ranch or something not expensive or logistically difficult.
- Offsite meeting / retreat: two days of board business and the other 2½ days are a retreat. There are many retreat centers that are not expensive.
- Would hope the board stayed together during the retreat: no shopping or other distractions, etc.
- Maybe there is something that can be worked out with an existing meeting. The EC will review the work plan schedule; however, based on the current work plan, this retreat style meeting could take place in April 2009 and would not require staff.

General Comments

- Ron H: Doing the business of the board and personal life is a higher priority to him. It is extremely difficult to create the time. Agrees that offsite is great and retreat style meetings are great, but his priority is the work of the board.
- Piet stated we use the word "retreat," but these gatherings have always become offsite meetings. He wouldn't mind having a retreat meeting, but also has a finite amount of days. A weekend is doable, but he would prefer not to cross the Atlantic; maybe a weekend in Barcelona or Sweden.
- Craig would like to build this type of meeting into the cycle work plan.
- Tom believes with the projects slated before us we will need to find time to have those philosophical types of discussions. The problem is time; we have workgroup meetings, fellowship travel, board meetings, etc, etc.
- Tonia says there are things we could do together and she really likes the idea of creating the time and environment to have philosophical discussions as a way to be better prepared for upcoming projects. Likes spending time in the evening together as well.

Alternatives to retreat-style meeting

- Getty Center
- Watching a movie
- A day at a theme park

Decision: It was decided to change the October 2008, January 2009, and April 2009 meetings to be four-day meetings.

October (EC 21) 22-25, 2008

January (EC 20) 21-24 2009, HRP will also be meeting with the WB at this meeting.

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April 22-25, 2009 - and structure to be a hybrid board meeting (not in San Diego)

Issues for WB Discussion

Discussions about issues not identified in the charges for the WB to deal with this cycle. Plans for the resource areas on the website, the 2008-2010 Issue Discussion Topics, and the conference participant bulletin board should also be discussed here.

- The issue of missing meetings and having a course of action in place to deal with a workgroup and/or World Board member missing numerous meetings becomes problematic and affecting group work.

Understand there's a difference between being absent and the absence being problematic. The question is, how many missed meetings are appropriate? Feels we just have a codependent way of dealing with times when board members were not able to travel to meetings.

- Harm Reduction seems to be one of our biggest outside issues (that affects us all) and everyone should be uniformly informed about this issue.
- Donations—we are supposed to be forwarding a three-year campaign about donations. We seem to always get to the point where we don't want to talk about it, don't have time to talk about it, etc.

Travel Availability

The board is to provide their travel availability information to the EC.

Jim brought up travel and how sometimes special circumstances arise; for example, Ron B and Michael C's situation with travel from here to Colombia. Sometimes it's more sensible to lay over with travel to certain travel locations, travel to arrive early, or just provide an opportunity to rest in between flights. We don't want to abuse this type of arrangement, but these types of things are certainly in order, and there is flexibility in place. Everyone concurred.

Nominations for the WB Executive Committee—Process, Inclusion, Transparency

The floor was open for discussion. Franney verbalized being under the impression that there would be more time for discussions concerning the EC elections process and a process for how one is selected for a workgroup. There has been no opportunity to provide input for almost six months. Nothing has changed, even though we've continuously stated we would talk about it. Wants an election process, not only a selection process. Franney went on to point out the lack of women on the slate for the EC. We have a responsibility if we are going to fill obvious gaps.

- Ron H shared having sent an email in response to the email which stated workgroup members were already selected and thought it was agreed to not to continue to have to consider emails with tight timelines. He feels it's a kind of coercion because there is no period to consider options. The way we are doing this is not in keeping with our spiritual principles. The bottom line is that he is fine with the presented EC slate, but has an objection with the process.
- Jim B in response to the email issue added that it mentions we (the board) would continue with what we have done in the past, but would definitely discuss during this cycle. People's preferences were expressed, and this was not lost. We just could not come up with a way to change the process with the time we had before us. The EC did discuss elections at the conference and concluded there was no practical way to have an elections process at the conference.
- Craig also added for everyone to keep in mind that from June to the present, only one or two

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communications were sent. Otherwise nothing has been expressed by this group regarding this.

- Michael responded, stating he has not mentioned the issue before based on the condition that we were going to talk, and here we are again in the same situation. Be mindful of the time because there is no time, and we feel rushed and pressured. It was clearly stated that there was going to be time for discussions. This is very important for the board. This board has somewhat split and this issue has caused a lot of contention amongst the body.
- Mark has same recollections. It would be ridiculous to nominate anyone to the EC because everyone is already assigned to a workgroup. The process is flawed, lacks transparency. He has repeatedly expressed wanting to be a part of creating the slate.
- Tom recalls the board telling the EC to get their act together and make some recommendations, which helped the EC refocus. If everyone wants another process for this, then someone needs to come up with an idea. Right now this is delegated to the EC. If no one trusts this delegation responsibility, then say that. We can go back to the way it used to be—an open slate. Asks what other improvement can be made? Everyone had the opportunity to object to the assigned task and no one did. Everyone talks about communication, but we, as a whole, don't communicate.
- Mary expressed that 75% of this board has only been here for four years and they have not been involved in creating the process; therefore, does not feel like it's her process, but the board's historic process. She asked how she could become an apprentice to the EC. And she wonders what the perspective from a group of men was; feels that she got shut out of a group of men by a group of men. Appreciates the phone call and will say that whether she got what she wanted, she got what she needed.
- Ron B remembers some emails and when to have elections and the concern of involving a new WB member. He remembers sending an email suggesting keeping the same process for right now, but definitely take discussion up at a later time. Would agree with looking at the process and seeing if it can be improved.
- Craig agrees with the commitment made to having this discussion. Recalls the EC discussion at WSC and believes the gist of the conversation was whether to have elections at the conference, leadership, and travel; and he still believes it was a good decision to make.

In the future, whatever process is developed, everyone needs to be ready for two things: 1) When we start talking about people, everyone needs to be prepared to possibly hear unfavorable things about themselves; and 2) He is still advocating self assessments. When the four EC members sat down together and talked about each board member, we did talk about the women on this board— this cycle, next cycle in trying to cultivate leadership, and trying to have a vision for the future board. He disagrees that there is lack of the transparency and, at the sake of sounding defensive, personally feels he has been as transparent as can be. He also defends that in the past, women have been represented on the EC.

- Ron M: Regarding the issue of gender, women were the first to be looked at during the initial discussions and this was brought up various times in an attempt to be vigilant and observant. There are no malicious intents or manipulative actions in this process. If we are going to have a process, we better get going because it cannot start a month before the WSC.
- Ron H: He does acknowledge Craig's transparency and does not feel he has done anything wrong. He also disagrees with the decision to not have nominations/elections at the conference. He recalls agreeing that the board would defer to the EC, and would do this process again.

The objection is the manner in which it is done, and it's historical in nature. When in this process might one take a meaningful step to make a change? We are squeezed in ways that cannot

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continue. He is not saying we shouldn't delegate this process to the EC. It's the timing, the way it's delivered, and the sleazy way we do this time and time again.

- Paul trusts everyone in this room and thanks everyone for participating. He expected additional dialogue; therefore, is a little disappointed this was not going to happen. He is interested in dialogue about the process, but is also accepting of the presented slate. He believes it will all work out.

The board asked for any additional names for nomination to the Executive Committee; none were noted. Tomorrow morning we will vote for the corporate finality for the business obligations.

Sharing Session

The meeting ended with the board going into a closed sharing session.

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Saturday 9 August

Corporate Responsibilities

Elections of the WB Executive Committee

Anthony facilitated the corporate session. The board asked for any objections to the slated list of names and positions for the World Board Executive Committee: Jim Buerer, Ron Miller, Ron Blake, and Ron Hofius. There were no objections.

Decision: The board elected Jim Buerer as chairperson, Ron Miller as vice chairperson, Ron Blake as secretary, and Ron Hofius as treasure by unanimous consensus.

Future of EC Calls

Decision: After a brief discussion with the new Executive Committee members, it was decided to continue conference calls the third Wednesday of each month. The next call is slated for 20 August at 3:00pm PST (which will be 8:00am, 21 August for Ron Blake).

3:00pm PST Ron H	Jim B 5:00pm	Ron M 7:00 pm EST	Ron B 8:00am 21 August
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- **Adoption of 2008-2010 Corporate Resolutions**

Anthony explained that a change in this cycle's resolution would be to create banking resolutions to allow Becky to conduct business in Europe; a resolution has been added to this year's set that authorizes Becky to facilitate banking in Europe.

Although the WCNA 33 Support Committee is not noted in the corporate resolutions; a credit card has been issued to Inigo, the Support Committee chair, which should allow him to deal with most WCNA 33 Support Committee travel. A bank account has been established in Spain with signers from the Support Committee; however, since we have no signers on the account we will keep the balance in that account very low. No objections noted.

Decision: The 2008 2009 Corporate Resolutions were adopted

Approve March Minutes

The March 2008 Board minutes were presented and adopted.

- **Plans for the Business Plan Workgroup and scope of the Audit Committee**

The Business Plan Workgroup was created as a resource to both the EC and the WB to focus on the business portion of NAWS operations. The BP Workgroup evaluates NAWS operations and financial reporting on a regular basis, and makes recommendations to ensure that we build and maintain adequate resources that grow with the fellowship. Under the current requirements for nonprofits in the US, a portion of this group serves as the Audit Committee.

The current Audit Committee was implemented at the July 2008 meeting. Members are Khalil Johnson, Susan Chess, and Bob McDonough with Deborah Hall as the staff component. This committee is autonomous and has direct interface with the auditor. The NAWS Audit Committee's scope will be presented to the board and it's possible that an Interested Party Relationship document will be required.

Part of their responsibility is to develop a NAWS, Inc. code of conduct, which is a statement of

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ethical standards that guides how we conduct ourselves and our business as an organization. This statement will also serve as an ethical benchmark for the World Board.

The issue with code of ethics or conduct is that a draft from Microsoft was used and it addresses things like child labor (underage) or disadvantaging another in some way to make a product, but it also contains something about receiving a gift. This poses somewhat of a dilemma for us because a company like Microsoft does not interface with a fellowship like NAWS does. In doing business with hotels and other businesses, and even in interactions with the fellowship, we have all received gifts in excess of \$25.00, either as a gift given by a member to a WS traveler (in a country where it is offensive to not accept a gift of whatever value) or simply concierge access at a hotel. Another example was when a board member on WS travel had to pay an official to obtain his passport back. Therefore, the board was forewarned that this code will bring up things the board has never had to consider.

Anthony informed the board that members of the BP Workgroup believe that, given our financial history, a more thorough financial inventory needs to be conducted. It will be necessary to rebuild NAWS reserves caused by the unforeseen loss in San Antonio and the projected loss for Barcelona. We can anticipate the commemorative edition of the Basic Text revenue to be used to recoup some of the Barcelona loss. The BP Workgroup will also focus on the philosophical ideals and some of the institutional practices of WCNA.

The Business Plan Workgroup is also charged with framing discussions concerning purchasing a building. They are working through a dialogue to present specific information to the board.

Q&A Regarding Building Purchase

- Some members of the board expressed philosophical concerns regarding buying a building.
- Others expressed having the same concerns; however, after being a part of the research and discussions, they are no longer concerned. The BP Workgroup is open to viewing all the cautions noted and, as a whole, has been responsible in its discussion regarding this.
- One board member asked what the fellowship's reaction might be to NAWS possibly buying a building. He personally thinks this will create a lot of turmoil.
- The board was asked to first review the discussions and research information, and they will be provided with enough information to make a clear decision.
- Does Alcoholics Anonymous own a building? AA has not purchased a building because there is no incentive to do so. They pay a low fee to have the organization in a particular building which is a religious building. AA does have clubhouse corporations and AI-Anon has purchased a building.
- Ron H wondered if there is a written analysis concerning buying a building. Anthony responded that model-setting has been a part of their discussion, and there will be a message about this in presented information.

Q&A Travel Allowances/Reimbursements

- An email was received regarding providing receipts for transactions on the NAWS credit card? Is unfamiliar with practice. NAWS credit transactions must be reconciled with receipts. An electronic receipt can be used for this because it serves as a legal document. Suggestion made to just email a copy (cc) Accounting on any use of card. It was also suggested to use Montrose travel for travel arrangements, Phyllis automatically sends a receipt to staff. Everyone was also reminded that anyone not

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able to reconcile a travel advance will have a 1099 prepared.

Next Business Plan Workgroup meeting date: December 2008 or January 2009.

Decision: BP Workgroup record will be provided to the board after being proofed.

Legal Update

We are getting an alarming number of areas that want to incorporate. In the last ninety days this issue has come up several times. By the end of the year there may be an additional area-based corporation. It seems that something that provides direction and articulates numerous circumstances needs to be drafted. The challenge will be creating something that is useful that covers common issues such as exposure of board members. The increase in handling funds and some of the ways areas are incorporating will be problematic, like NA members acting as legal advisors. There are many variances.

Anthony reported on the ongoing litigations, which is not a recorded portion of the board minutes.

- **Financial Update**

The passing of Tom Rush, coupled with a new programming system and limited staff resources, has created about a six-month month delay in financial reporting.

The 30 April financial statement is provided In Book 2, page 219. The three key indicators are from the combined balance sheet.

Reminder on how to get a snapshot of the organizations finances: 1) look at balance of account receivable (\$861,000), 2) add inventory (\$705,000), 3) to get an asset subtotal. Then subtract liabilities (\$344,420). What this quickly shows is that as of April 30, 2008 NAWS' routine business is relatively healthy. The following pages indicate where the money came from and where it was allocated.

We have already started inventory reduction; however, a reprint of the Fifth Edition Basic Text was done, not depleting inventory completely.

Anthony recapped previous discussion with the Business Plan workgroup concerning the remaining Fifth Edition Basic Texts (standard) and the 20th Anniversary Gift Editions. The Business Plan workgroup is still looking into creative ways to distribute 5th editions. One idea was to do a PR mailing as a way to give away.

Although *Sponsorship* sales have not increased, it is important to note that the book has provided \$51,000 dollars in revenue. Ron H shared that while in Latin America members expressed to him that they desired to have the Castilian *Sponsorship* book, he wonders if ways can be found to get the book to them. He also mentioned the interest from Iran as well; they seem to really like it. The lack of interest comes from North America.

Production

Approve New Items for Production

- **Tri-Plate medallions**

As previously discussed and agreed to, it is the intention to move forward with the Tri-Plate medallions. Samples were presented. It is important to remember that, although a wide variety of sample colors is being presented, there will be another opportunity for the board to narrow the colors down to four for production.

Decision: The board affirmed that they have no objection to pursuing the production of the Tri-

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Plate medallions and narrowing the colors down to four later. The EC has been delegated the authority to decide pricing later, with decision to be forwarded to the board

Medallions being removed from the inventory are gold, gold-plate, and silver.

- [Sixth Edition Basic Text \(standard book\)](#)

Production of the book is on schedule with an October release date as planned. The first case will be pulled for archives. The book cover was changed to satisfy the many complaints regarding finger prints.

2008 WSC participants (voting participants) and Basic Text workgroup members will all receive a copy of the Sixth Edition Basic Text from the first printing.

- [25th Anniversary Commemorative 6th Edition Basic Text](#)

Samples of the special commemorative edition were presented. We are aware that there may be some discomfort with the purple strip on the cover; however, the strip of color is being used in an effort to try something distinctly different that we've never tried before.

It was pointed out that the title page incorrectly says *the message* and should say *our message*. The Fifth Edition Basic Text, page 55, does say *the message* therefore correct.

There were no objections to pursuing the 25th Anniversary Commemorative Edition as presented.

- [Translations Basics](#)

- [Revisions to Translations Basics](#)

The cover of *Translations Basics* was changed to show that it is a new version.

Junior pointed out that Brazilian is noted as a language (on the map), but that there is no such language. In response, it was noted that there are two different books in inventory and BR (Brazilian) was noted to differentiate it from the Portuguese (PO) book. The books are not the same. The board briefly talked about the possibility of removing BR and not counting it as an additional language; therefore, changing the language number count to sixty-nine instead of seventy. This will be further discussed among staff.

Decision: There were no objections to the revisions to *Translations Basics* as presented. Staff will discuss BR and PO listing on the map.

- [Review Action Item List](#)

Decision There was no objection to moving the review of the August 2008 Action Item list to October.

Bulletin Boards

All reminded that every board member made a commitment to use the conference participant bulletin board more frequently. Therefore, in order to improve the bulletin board, staff needs the board's perspective on efficacy of those boards. It was also added that it is unknown what all the new bulletin boards will mean for staff resources.

It was recommended that everyone go to the IDT board and see if they feel it is serving a purpose. Perhaps the general fellowship bulletin board (IDT board) should be shut down because it does not seem to serve any purpose. The board then brought up the issue of certain members using this medium as a place to slander and engage in negative conversations. This led to a discussion regarding there are no rules or standards for posting to any of the bulletin boards.

Having a moderated discussion board means having rules and protocol. Anyone posting

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inappropriately would be dinged as a warning, and removed if their inappropriate posts persisted. Everyone was reminded that the all conference participant boards belong to the WB; if a member is posting inappropriately the WB can state that profanity and personal attacks will not be tolerated.

A couple of members recall this commitment, and Franney questioned if assigning a person for a certain length of time would be better; obviously, no one has been able to make the time for this. Ron H offered to moderate, starting the thread about bulletin boards being moderated and the possibly of the general fellowship board (IDT board) being removed. Paul will moderate conference participant board until the October board meeting.

The FTP site is for leadership and projects that span multiple cycles, and provide way to stay on point with what has been done and what still needs to be done.

Conference Participant Bulletin Board Login:

- If you forget your login information, you can click on forgot username or forgot password and your information will be sent to you.
- Click on *my account*, where you can create your settings. Check all the boxes you are interested in. You will receive a notice of each post.
- At the top of the screen you can select either one digest of the stream of communications or you can receive posts as they come into the board.

Decision: Staff will reorganize the World Board FTP site. Arne and Tom committed to reviewing / using the FTP site to assess navigation ease.

Decision: Database: Staff will e-blast a message regarding a mailing as a way to discern if anyone has not received the last conference mailing.

World Board and Delegate Communications

Arne is proposing a type of communication with regional delegates; the idea is that with sixteen board members and 112 seated regions, each board member can be assigned six to seven regional delegates to keep in contact with. Arne wonders if anyone else would be willing. The only glitch would be that Michael and Junior would have to split the Spanish-speaking community.

There were no objections to the commitment for each board member to contact delegates on a quarterly basis by phone or email. Each board member will be assigned about six to seven; Michael and Junior will be assigned eleven to twelve each. Staff will create a list, which will be discussed on the 20 August EC call, and then it will be forwarded to the board.

Ron M would prefer not to have the Southeast Zonal Forum contacts.

WCNA-33

Attendance

The convention is currently set to be a 5,000-person event, but we are committing to 3200 person event. Pre-registration responses will drive how much space is procured. The unknown is the UK and Sweden; these two communities can dramatically change our attendance numbers. We estimate the convention cost will be an average of \$4,000 per person US.

Fellowship communications

Communication to the fellowship needs to be direct. We will inform them that:

- provisions are only being made for the number of people we expect based on pre-registrations
- there will be mandatory one-night deposits for the hotels (cancelations refunds will not include

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one nights stay deposit)

- the convention is being priced in Euros, not US dollars
- hotel pricing in Barcelona, including the hotel tax rate, will be in effect December 2008

Lodging

We've always looked to protect our room block and, since we are not receiving anything in return, we are telling members to find cheaper lodging. Links for less expensive lodging will be provided. Group bookings will not be done in Barcelona. We are also researching universities for the Iranian members, if necessary, and making arrangements for a management company to assist with other needs. There are three 3-star hotels next to the convention center that cost anywhere from 140 to 180 EUR. The stays in the city include many more amenities. You can also rent an apartment and there are hostels.

Becky added there are many things to do in Barcelona. One can eat a good meal at a decent cost, but there are more costly places to eat as well. This depends on the standard of accommodations and individual wants.

Hilton Hotel: We have also hired an attorney to help us negotiate our contract with the Hilton. We are hoping they become willing to negotiate the room rate which is currently 280 EUR per person per night, which does not include the two separate taxes. We have been told that the attorney will be successful in helping both parties reach an agreement.

Activities

We initially talked about a luncheon, blues band, dinner banquet, but the facility is unwilling to negotiate a sensible base rental. Therefore, it looks like all the usual eating events will not be held. Money initially allocated for these types of events will be put back into the program itself. We are also waiting for the city of Barcelona to give us numbers on what it would cost to use space outside the convention center.

Alternative Merchandise

Rooms for members to sell alternative merchandise will not be provided in Barcelona. Removing the need for excess rooms will be done wherever possible.

Support Committee

Michael C was a part of the support committee, which met in South Spain in June 2008. We were all impressed with the group of members on the host committee. Interestingly, there is no one on the committee from Barcelona and there is no common language. The committee is from all over the country.

As previously discussed and approved regarding hiring a PR firm for Barcelona, two public relations firms have been interviewed and we hope to make a decision soon.

We will really need to explain the concept of a convention in a very simple way because grassroots groups don't understand a world convention or its magnitude. Everyone was encouraged to send in ideas on how to best approach members at the grassroots level.

- Junior suggested involving more delegates to help spread the word about the convention.
- Junior also suggested distributing the flyer more in advance, giving more time for people to plan.

Cost

Facility expense is what is driving the overwhelming deficit. We do not believe we will get a deal from Barcelona. The use of a convention center to facilitate this event will be the overwhelming majority of

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our cost. The cost has risen by almost 40% since the contract was signed because of the Euro/US dollar exchange rate, coupled with this being an expensive site. For example, the center has provided a quote for € 80,000 EUR (US \$120,000) to clean the convention center. This will not be a normal event budget. Anthony showed a quote for security guards, as a way to illustrate costs being incurred for the Barcelona convention.

World board and staff cost are not yet entered into the presented budget.

Decisions: Specifics will continue to be presented to the board as they occur.

Discussion regarding the registration cost

- Junior believes we have to find ways to not lose money, but create an affordable convention. As currently listed, the costs will prevent many from attending.
- Tonia thinks this is more than just a money problem but an attitude problem as well. Perhaps it's not about lowering the price but explaining and informing the fellowship about what this convention is costing NAWS and how will we do that.
- There was some discussion on the comedy show and the cost. Piet said that John Cleese, who is in AA, might be a good option.

Suggested Prices for Registration

- Every €5 EUR is \$20.00 (US) to the bottom line. The board discussed the different pricing options for pre-registration, registration, and recouping costs in other areas. Everyone is fully aware that we are going to lose money; we need to accept it. (no objections)
 - Piet suggested that 70 to 75 EUR (\$100-\$108) would be a reasonable registration fee.
 - Michael, Junior, and Tonia think 75 EUR is too much for the concert. In estimating what it will cost for a European person, it will cost 1000 EUR for the whole event. Michael and Junior agree.
 - Tonia said that 100 EUR is a big deal in Greece.
 - € 85 EUR (\$128) for pre registration and € 95 EUR (\$142) for onsite registration.
 - € 90 EUR is (\$140 U.S). Piet thinks people might pay 100 if they knew what the package brought.

Decision: There was no objection to € 85 EUR (\$128) for pre-registration and € 95 EUR (\$142) for onsite registration.

Action/Decision: Updates will be sent via email as they happen. This financial grid document will be a fluid document as it will continue to change.

Decision: There were no objections from the board to approving the slated WCNA-33 budget, knowing the numbers will continue to change.

Leftover Discussion Items

○ Convention Philosophy

This is slated for the Business Plan Workgroup to discuss; information will come back to the board after they have done their part.

○ Evaluation of WSC 2008

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Trying to make an assessment of what did and didn't work.

Piet did not feel comfortable with his assigned session during the conference. He felt unprepared, not comfortable, the session did not go right, and we did not have the outcome he expected. Possibly, better preparation would have improved this. Include in the agenda time for review of the session and discussion about expected outcomes.

○ **WSC Seating**

The seating issue was about consensus. Discussion and recommendations were made in a board meeting. There are two things: dissent and disparity even though it's good for the WSC to see individual thoughts. Craig further added that unless new information is gathered, he felt that the body should have stuck with their consensus. We talked about this at length and then reported our consensus a few times. Personally, he thinks board members who voted differently than the consensus caused confusion and he does not agree with this type of behavior.

Michael disagrees with Craig's thoughts. He believes open board forum sessions are the place for speaking. He feels that there was additional information (for N. Carolina) and that he has every right as a voting conference participant. He also consulted with other board members before doing what he did. It would have been different if he was outside trying to influence the decision with hallway talk.

Tom stated that it is not about being right or wrong, but he just wants to share his experience at earlier conferences. At the 2006 WSC, we were all prepared to seat North Carolina and recommended it. Then Australia made comments and the conference shifted. However, many board members stayed consistent with the decision of the body as a whole. This conference he had mixed feelings about how he voted and what it looked like to the conference. He doesn't think his behavior was the type of leadership that the conference looks for in the board and that it shows us as being weak. On the other hand, it felt odd with being the only one to speak up for the Living Clean project.

Paul was for, and voted as such. He believes he has been consistent in his thoughts and what he's verbalized, that he's in favor of the moratorium, but not of backdating.

Ron B stated it was his understanding that we had enough discussions about everything presented at the conference and that we all agreed to have a single voice. He wonders if this will continue happening and if the group is okay with this.

Tonia was confused because she thought we go to conference agreeing, and then there is another part that says we have individual choices. From what has happened, there is an issue now. She believes this is due to lack of discussion.

Junior was concerned about how he should behave. There is an invisible line from what he is hearing; on one side he should have an individual vote and, on the other, he should be going with the consensus of the board. He thinks we should develop something like groundrules that help us understand that line.

Ron H voted to seat Northern Carolina region and does not believe he acted out of line. He believes he was elected by the conference because of who he is and that he represents the fellowship, not the board, and he will participate at the conference in that manner. He believes that board consensus is what is being proposed to be put in front of the conference, but then he goes to the conference, listens to information, and feels in no way bound to the consensus of the board. He does agree this needs more discussion. Tom brought up the issue of Living Clean; Ron recollects the board discussion being simply a list to rate, a list from a board meeting, and doesn't feel like he really participated in a decision for this book.

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Jim B comments that this discussion brings up how everyone does not have a clear understanding of decisions made. His recollection of discussion is that when we report board decisions to the fellowship and provide rationale, and then go against what the board has discussed, decided and reported, we only perpetuate the problem. He thought the board understood and agreed that we didn't want to continue perpetuating this problem; that the group had agreed on the moratorium. He gets confused with what happens with individual votes when it comes to our groundrules, and wonders what we are doing in these meetings when we share, agree, and decide on a vision we share. He shares the same feelings as Ron B and Craig, but this tells him we have a way to go.

Ron M recalls two years ago coming away from the conference and talking about the seating of new regions. We reported what we were going to propose and why, and we asked for input. We didn't not get input. We reported this again, multiple times. With each issue of *NAWS News* we get a copy giving us the opportunity to provide input on everything reported. Now we are in November, receiving a summary, the CAT—again in another reporting mechanism. No one disagreed with the approach. He fully knows that as a conference participant he has the ability to vote as he chooses, but as a board member he feels responsible to continue with the consensus of the board regardless of his individual thoughts because he agreed with the consensus of the board.

Mary shared about the confusion with the different sides of information the board was presenting. It was uncomfortable for her to sit in the open forum. She felt blind-sided by the board because she thought we had hashed it out and were really clear.

Mark suggests that this is a deep and philosophical discussion that will not be dealt with tonight. The important point is the philosophical point, which has been well made. We will need to further discuss

Piet prefers the board didn't vote on the floor of the conference, that the board should be there as an instrument and show leadership. He believes there is no need for us to vote

Michael believes it is about perspective. Where some see weakness, some see strength. What's wrong with individual thoughts? There is a difference between being abusive, not respecting, and voicing your opinion. He does not want to be a part of a board that just nods in unison. Our diversity, our 9th Tradition, it's a different perspective. What is weak about defending what one believes is right?

Craig said he did not bring this up to make anyone feel guilty or ashamed. He apologized about Tom feeling unsupported when the Living Clean project came up. Along with Mark, he believes this is something that deserves further discussion. He said he has been voted in four times; he could simply say that he is accountable to the fellowship. However, he remembers having a particular discussion and being the lone voice on a particular decision. He has learned from having a commitment to the board; he would be challenged representing the board, knowing that the group is not committed to the process of consensus or is not going to honor its consensus decisions. He stated that when he is at a workshop or the conference, he will not deviate from the consensus of the board and believes he has a commitment to honor that even though he may have a different opinion.

Ron H agrees with Craig at the moment of casting his vote and on the floor of the conference, but he does honor his commitment to the board. Regarding the North Carolina vote, he supports the moratorium and believes that the vote for North Carolina had nothing to do with the moratorium. It seemed that the board was acting punitive to seat Brazil and not North Carolina.

Tom addressed some information Craig had about the North Carolina region and believes it would have changed the direction of the conference.

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Becky stated that these discussions seem to happen when the board doesn't have all the background information. The issue can be the amount of information the board has to keep in mind. The board needs to really think about what needs to be talked about.

ITOI

The workgroup wants the board to discuss taking a stand on the definition on abstinence. Becky pointed out that the board has talked about not defining this. There is no way the board is going to come up with a definition in one meeting. The workgroup does not get to reprioritize the work in the charge.

Decision: The formal protocol for input to workgroups was reiterated e.g. all input goes through staff to be forwarded to the board.

The meeting adjourned with Jim thanking and recognizing the work of the outgoing chair; Craig Robertson and treasurer; Tom McCall.