

CONFERENCE AGENDA REPORT

WSSC

2014



THE TIES THAT BIND US TOGETHER

27 APRIL - 3 MAY

World Service Conference

Mission Statement

The World Service Conference brings all elements of NA world services together to further the common welfare of NA. The WSC's mission is to unify NA worldwide by providing an event at which:

- ◆ Participants propose and gain fellowship consensus on initiatives that further the NA World Services vision;
- ◆ The fellowship, through an exchange of experience, strength, and hope, collectively expresses itself on matters affecting Narcotics Anonymous as a whole;
- ◆ NA groups have a mechanism to guide and direct the activities of NA World Services;
- ◆ Participants ensure that the various elements of NA World Services are ultimately responsible to the groups they serve;
- ◆ Participants are inspired with the joy of selfless service, and the knowledge that our efforts make a difference.

My faith in Narcotics Anonymous was refreshed by the hard work and dedication of our work together for the evolution of NA. For me it was a spiritual awakening to realize that in spite of our differences, our common purpose is the same, and is what actually binds us together.

"NA Is a Road Map," Basic Text Sixth Edition

Conference Agenda Report

WSC 2014

27 April – 3 May
Woodland Hills, California

2014 Conference Agenda Report

World Service Conference of Narcotics Anonymous

World Service Office
PO Box 9999
Van Nuys CA, 91409 USA
Tel: (818) 773-9999
Fax: (818) 700-0700
Website: www.na.org

World Service Office–EUROPE
48 Rue de l'Été
B-1050 Brussels, Belgium
Tel: +32/2/646-6012
Fax: +32/2/649-9239

World Service Office–CANADA
150 Britannia Rd E, Unit 21
Mississauga, Ontario, L4Z 2A4, Canada
Tel: (905) 507-0100
Fax: (905) 507-0101

World Service Office–IRAN
PO Box 14665-3115
Tehran, Iran
Tel: +021/2207 7295
Fax: +21/8845 9671

Twelve Steps and Twelve Traditions adapted and reprinted by permission of
Alcoholics Anonymous World Services, Inc.

Narcotics Anonymous[®]

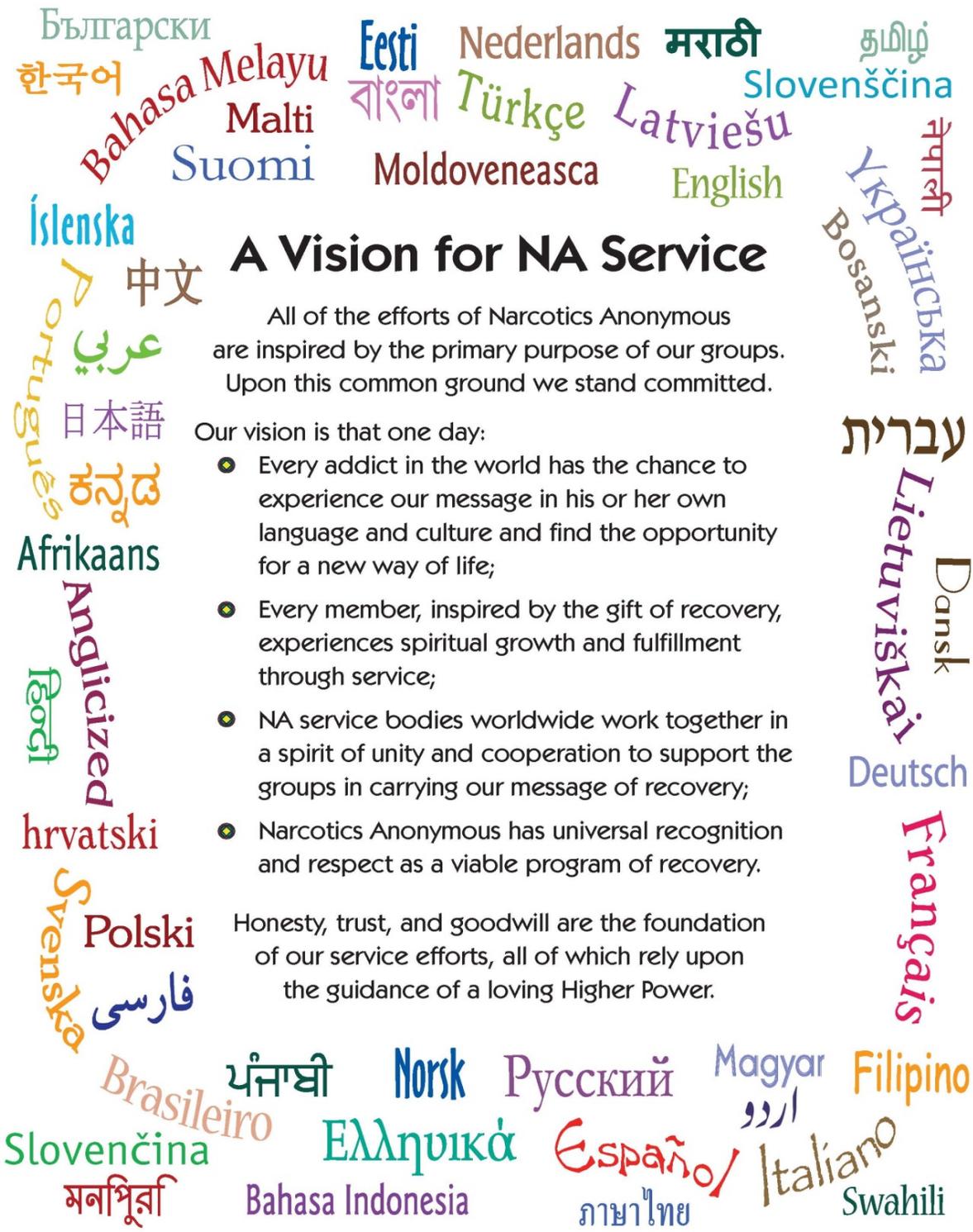
The name “Narcotics Anonymous,” the stylized initials “NA” alone or within a double circle , the four-sided diamond enclosed in a circle , and the Original NA Group Logo  are registered trademarks and service marks of Narcotics Anonymous World Services, Incorporated.

The NA Way is a registered trademark of Narcotics Anonymous World Services, Incorporated, for its periodical publication.

Twelve Concepts for NA Service copyright © 1989, 1990, 1991 by Narcotics Anonymous World Services, Inc. All rights reserved. *The Twelve Concepts for NA Service* were modeled on AA's Twelve Concepts for World Service, published by Alcoholics Anonymous World Services, Inc., and have evolved specific to the needs of Narcotics Anonymous.

Table of Contents

WORLD BOARD REPORT	7
<i>AN INTRODUCTION TO NA MEETINGS</i>	13
THE EVOLUTION OF THE WSC	14
SERVICE SYSTEM	18
TRADITIONS BOOK PROJECT	26
ISSUE DISCUSSION TOPICS.....	27
LOOKING AHEAD	29
REGIONAL PROPOSALS	30
WSC 2014 SUMMARY SHEET MOTIONS & PROPOSALS.....	36
GLOSSARY	39
ADDENDUM A: <i>AN INTRODUCTION TO NA MEETINGS</i> APPROVAL DRAFT	45
ADDENDUM B: SERVICE SYSTEM FIELD TEST REPORT	53
ADDENDUM C: REGIONAL PROPOSALS.....	63



A Vision for NA Service

All of the efforts of Narcotics Anonymous are inspired by the primary purpose of our groups. Upon this common ground we stand committed.

Our vision is that one day:

- Every addict in the world has the chance to experience our message in his or her own language and culture and find the opportunity for a new way of life;
- Every member, inspired by the gift of recovery, experiences spiritual growth and fulfillment through service;
- NA service bodies worldwide work together in a spirit of unity and cooperation to support the groups in carrying our message of recovery;
- Narcotics Anonymous has universal recognition and respect as a viable program of recovery.

Honesty, trust, and goodwill are the foundation of our service efforts, all of which rely upon the guidance of a loving Higher Power.

World Board Report

Greetings from your World Board. The theme of this year's Conference, "The Ties That Bind Us Together," reminds us that our common welfare, our common goals, and our shared commitment to NA are strong and vital connections between us. We don't always share the same ideas about how to reach those goals, but keeping the Ties That Bind Us in mind will help us to remain focused on our unity. The First Tradition essay in our Basic Text states:

Time and time again, in crises we have set aside our differences and worked for the common good. We have seen two members, who usually do not get along, work together with a newcomer.

As we come together at the World Service Conference of NA to build toward our shared vision, we remember that our common purpose unites us. This will be our 32nd World Service Conference, and it will take place from 27 April through 3 May 2014, in Woodland Hills, California, USA.

Since the 2012 World Service Conference, we've been hard at work. In support of the Traditions Book Project adopted by the 2012 WSC, we have been gathering input and source material from members, groups, regions, and all sorts of collaborative brainstorming workshops at NA events around the world. Field tests of the local components of the Service System Project proposals have been undertaken by a core group of test communities, along with other interested communities that are trying out some or all of the ideas. Members have eagerly embraced our newest piece of recovery literature, *Living Clean: The Journey Continues*, and we continue to hear about *Living Clean* literature study meetings popping up everywhere.

Our 60-year "diamond jubilee" was the largest-ever World Convention of NA. Over 19,100 of us celebrated the miracle of recovery at WCNA 35 in Philadelphia, Pennsylvania. We have continued in our efforts to cultivate better relationships with professional communities outside of NA to ensure that addicts seeking recovery are able to find us. We have overseen the completion of more translations projects, meaning more recovery literature is finding its way into the hands of addicts seeking recovery around the globe.

We all know that the theme for this year's Conference—The Ties That Bind Us Together—comes from the essay that introduces the Traditions in our Basic Text. It's a fitting theme as we near the halfway mark in the two-cycle Traditions Book Project, but it also serves as a great reminder of the fact that our guiding principles are much stronger than the challenges and adversities we face in our efforts to serve. Our triumphs are a testament to that strength. As we move forward into another conference, we can trust in The Ties That Bind Us Together, and remember that all will be well.

Preparing for WSC 2014

We always hope every interested member has access to the CAR, which is why we make it available as a free download. We distribute copies of the *Conference Agenda Report*, at our cost, to all conference participants and regional service committees. Any NA member, group, or committee can purchase copies of the CAR from the World Service Office for US \$8.00, including shipping and handling, or download the document at no charge from our website, <http://www.na.org/conference>. In order to

post the CAR in one location, including the approval drafts of recovery literature, this location is password protected. The username and password will remain the same for the entire conference cycle. The username is wsc2014 and the password is CP2014. The CAR is published in English, French, Portuguese, Spanish, and Swedish. We are not translating this CAR into German at the request of the German Speaking Region. Translated versions will be published by 27 December 2013.

We are always seeking ways to improve communication and increase accessibility to our reports. In that spirit, we have created two videos to present material in the 2014 CAR. Those videos, and the PowerPoints and scripts used to create them, are also posted at www.na.org/conference.

If this is the first time you've read a *Conference Agenda Report*, welcome. It can be a bit intimidating to confront the CAR for the first time. We've tried over the years to make the CAR more readable. As a result of a Conference decision several cycles ago, we've moved much of the material that is relevant to committees and boards (service material, budget, project plans, etc.) to a separate mailing: the Conference Approval Track material. We've tried to highlight discussions and issues upon which we wish to build consensus, and not just emphasize motions and the pro/con debates they tend to encourage. We continue to revise the formatting and layout of the CAR. This is an evolving document, and some of our efforts to improve it are more successful than others. We like the idea that the CAR can be used as a vehicle to promote discussion and build consensus, but we haven't perfected tools to collect a broad conscience at a local level beyond a simple "yes or no." Most delegates know how to measure whether their region is for or against a particular motion. They may not, however, have a clear sense of how to collect their region's thoughts on a more open-ended question. Going forward, it is our hope that we can work together to create or adapt more useful tools to make our conversations as a fellowship more effective, and to widen the two-way street between local communities and our worldwide Fellowship.

An Overview of the Contents

Unlike the 2012 *Conference Agenda Report*, which contained four different types of items for consideration, this CAR contains only two types of items for your consideration: motions and regional proposals.

This CAR contains six motions from the World Board. One is to approve a revision of a service pamphlet as an IP. Two are related to the future of the World Service Conference—delegate funding and alternate attendance. Three are related to the Service System Proposals, asking whether we agree in principle to move forward in the direction of a service system that includes group support forums, local service conferences, and local service boards.

The regional proposals in this CAR are one of the things that make this *Conference Agenda Report* unique. None of them meet the criteria that we would require of a motion in order for it to be "CAR-ready." It's unclear how to implement any of the proposals as written, but we didn't want the ideas in the proposals to be lost as a result, so we've tried as best we can to summarize the ideas in the proposals, and we've also included the full text of the proposals as they were submitted in the third addendum to the CAR. More information about regional proposals is included in the Regional Proposals section on page 30.

The other two addenda include the text of the draft IP up for approval and the results of the service system field test.

A Discussion-based Conference

Each conference cycle, we offer an update on our progress toward becoming a discussion-based conference. The use of discussion sessions prior to old and new business sessions has continued to help the Conference discuss and develop ideas and measure support for motions and amendments. Processing information and ideas together in this way has resulted in more productive formal business sessions: Motions for which there is little or no support are often not introduced, and motions that need clarification are often refined.

In general, the Conference has evolved to the point that discussion sessions make up the majority of time we spend together. We continue to use the closing session of the Conference as a way to measure support for some of the ideas that arise and get developed over the course of the conference week. By straw polling these ideas, we've been able to make changes and improve processes without lengthy business discussions. At the 2012 Conference, for example, the Conference used this straw poll process to decide to include a note on the front of service pamphlets to indicate they're not appropriate for use in recovery meetings, and also to determine that it should not be necessary for regional delegates to leave the floor of the WSC in order for their alternates to address the Conference. The chance to work through these ideas in discussion makes it possible for the Conference to work toward solutions in a spirit of cooperation and collaboration.

We have continued to update and improve the template for regional reports over the years, and most regions use it now. In addition to gathering useful information and statistics about regions—numbers of meetings, types of services being carried out, etc.—we use the information from those reports to help determine what regions most want to talk about at the Conference. In past years, for example, we have included sessions on planning and communication because these topics consistently come up as areas of interest for regions. Please help us by completing your regional report by 15 February 2014. You can download the form or fill it out online from the link at www.na.org/conference.

For the 2012 and 2014 CARs, we have experimented with the use of regional proposals rather than motions. This experiment has required a measure of patience and adaptability, and we appreciate the flexibility demonstrated by the Fellowship in trying out this new idea. This experiment was intended to improve our ability to discuss and develop the ideas and concerns of regions, rather than being locked into taking a pro or con position and voting “yes or no” on a particular motion. But we have found that, in this respect, proposals seem better suited for new business than for the *Conference Agenda Report*. Put briefly here, including proposals in the CAR has ended up as a sort of “worst of both worlds” situation. Material in the CAR isn't well suited for development through discussion because delegates arrive at the Conference with a conscience from their regions. And because proposals are not required to be as clear as motions, it's not always obvious what a proposal intends to achieve or how to implement ideas in proposals. (We explain this challenge further on page 30.) As a result, we will be recommending to discontinue the regional proposal experiment for old business after this Conference and return to the previous practice of accepting regional motions. We look forward to finding better ways to ensure that our discussions are full, inclusive, and productive.

Conference Sessions

The *Conference Report*, published in March of each conference year, outlines the daily schedule for the conference week. It's not possible in November to give an accurate overview of the week's schedule. By March we have a better idea of the specific sessions and a preliminary sense of the agenda for each day. We use ideas from regional reports, together with discussions at the January board meeting about the NAWS Strategic Plan and the cycle ahead, to create the WSC agenda.

Even though we don't know the specifics of the schedule for the 2014 Conference, there are certain sessions that are consistent from conference to conference:

- Orientation, giving an overview of what to expect for the week
- Welcome session with introductions
- NAWS report
- HRP report
- Small group sessions focused on issues of current importance
- Public relations presentation
- Fellowship development presentation
- Space will be provided for zonal forum meetings during the week
- Old and new business, with each business session preceded by a discussion session
- Presentation of proposed budget and project plans for the cycle ahead, to be voted on in new business
- Elections for World Board, HRP, and WSC cofacilitators

In addition to these sessions, we know that throughout the Conference we'll be focused on discussing the service system. We'll also discuss the Traditions Book Project, Issue Discussion Topics for the upcoming cycle, and the future of the WSC, including seating and funding of delegate attendance. We will also be showing short videos from zonal forums during the week and, in addition, welcome zonal written reports for inclusion in the Conference Report. We encourage submission of all written reports by 15 February 2014 to ensure they are included in the 2014 report.

As you can see, we manage to fit a great deal of work into the conference week. Anyone who has been to the Conference can tell you, it's quite exhausting. As a way to restore energy levels and make our time together more productive, we have scheduled a midweek break at the Conference since 2004. Conference participants spend an afternoon at a nearby ranch talking, playing football (soccer to the Americans), having lunch, relaxing, listening to music, and having a recovery meeting. After we've been sitting in the same room for days on end, the chance to get outside and interact with each other as fellow recovering addicts is a refresher that reminds us not to take ourselves too seriously as we carry out the serious work of supporting the worldwide Fellowship and furthering our primary purpose. WSC 2012 considered discontinuing the afternoon at the ranch, and made a decision to keep this activity for its benefit. Attending the WSC is a lifelong memory and, for many of us, a life-

changing event. We participate in shaping the course of NA as a whole, and we develop friendships that last a lifetime.

Conference Approval Track and Other Material

As most of you already know, the *Conference Agenda Report* is just one of several conference-related mailings. The Conference Approval Track mailing, which we send out in January, contains some additional matters for decision at the Conference. The CAT material includes some of the service material, the NAWS Strategic Plan, and the budget and project plans that we will discuss at the WSC. *A Guide to World Services in NA* explains the CAT this way:

The Conference Approval Track contains a variety of material to be considered at the upcoming World Service Conference that was not included in the *Conference Agenda Report*. This approval track was created over ten years ago as the result of years of input from members and groups regarding the types of issues they were being asked to review in the CAR. Having a separate approval track from the CAR allows for materials intended for committees and boards, such as handbooks or service manuals, to be distributed directly to conference participants 90 days before the WSC, allowing time for the regional delegates to workshop it in a manner that fits within their local community. Each local community can determine for itself how the material will be reviewed and how to direct their regional delegate. As the original idea that created the CAT states, “This frees up our members and groups to devote their attention to holding meetings and carrying the message of recovery, without having to ratify every decision made on their behalf at every level of service.” (GWSNA, pg 14)

As this passage points out, the reason for creating a separate conference mailing was to keep the CAR focused on items more immediately relevant to groups. The CAT contains material that groups may find less significant, affording groups the ability to focus solely on the CAR if they choose to. Some groups and members do want to review the CAT material, which is why we include this section here in the CAR, reminding members that the CAT material will be mailed in January, giving a short overview of what will be included, and giving instructions on how to access it.

As the passage above mentions, the CAT always includes the NAWS Strategic Plan, which is revised every cycle. The plan contains the broad objectives and goals we hope to achieve over time, as well as the approaches we will take in the cycle ahead. Those approaches give rise to the project plans that are discussed and decided on at the Conference. The resulting project plans and the NAWS budget are also part of the CAT material. For the past two Conferences, we included motions in the CAT for the material that we knew would require motions at the Conference. This seems to have worked well, and so we will do so again this year. The CAT material can be dense, and not everyone will want to review it. But for those who are interested, the CAT material will be available for download.

Like the CAR, the Conference Approval Track will be linked to from the WSC page, www.na.org/conference. To ensure that only NA members have access to our budget and other CAT information, the material is password protected. The user name is wsc2014 and the password is CP2014. The login information will remain the same through WSC 2014, and conference-related material will continue to be posted here. If you prefer, you can also purchase the Conference Approval Track material from World Services just as you can purchase copies of the CAR.

Other Conference Preparations

We continue to welcome your ideas about how to make the material in the CAR easier to absorb, more interesting to members, and simpler to discuss and gather input on locally. We have made much progress, both toward a discussion-based conference and toward greater use of multimedia tools to communicate with our members. The videos we created to explain the motions related to the Service System Project and the remaining CAR motions are a great example of our attempts to make material easier to understand through better use of technology. Still, we have a long way to go in terms of reaching all interested members with material that is simple, straightforward, and easily understandable. We hope you will keep sharing your ideas about how we can continue to make progress.

All conference-related material is always available from the conference page, www.na.org/conference. Links to the CAR and CAT will be there, as will a link to the *Conference Report* when it comes out in March 2014.

We will also provide a link on the conference page to a template for a regional report. Delegates submit a report from their region in preparation for each Conference, and our template is meant to help standardize information and make it easier for delegates to gather and organize their information. We appreciate that most delegates use this form, because it also makes it easier for us to collate information and summarize the reports. Reporting the information back to you becomes a much simpler task as a result. You don't need to use the online form, but we encourage you to do so. You can also download the template, or send your report to us in whatever form you like. **The deadline for regional reports is 15 February 2014.** If we receive your report by then, we can make sure your information is included in the summary compiled and published in the *Conference Report*.

That's a lot of material to read through and absorb. It's easy to feel overwhelmed by it all. One place you can get some support and discuss any challenges you may be facing is the conference participant bulletin board: <http://disc.na.org/wsc2012/activity.php>. Here you can reach out to other participants and ask them what they think about issues and get advice about how to workshop material on a local level or best prepare for the Conference. It's a good place to share your tips and positive experiences, and to ask questions.

The Conference represents a culmination of many things: a two-year cycle of planning and work; communications that take place online, at zonal forums, by email, and by phone; relationships and bonds that are built and strengthened as we all come together to help further the primary purpose. These connections represent just a few of the ties that bind us together, and our collective experience shows that these ties continue to grow stronger as we work together.

An Introduction to NA Meetings

The majority of the text in this IP has been available as a service pamphlet for many years. We hope to provide potential and newer members of NA greater access to this information through its approval as an IP.

The service pamphlet *An Introduction to NA Meetings* was originally envisioned primarily as a public relations tool—something that NA trusted servants who interact with professionals could distribute to help those professionals prepare addicts for what they would experience when attending their first NA meetings. In practice, however, this pamphlet has been one that seems better suited for publication as an actual IP, because it is designed to introduce new members or potential members to NA.

For this reason, the 2012 World Service Conference adopted the Intro to NA Meetings Project to make this pamphlet more readily accessible to those who may find it most useful.

This piece has been available to the Fellowship as a service pamphlet since 2008, and seems to be quite useful to members and service committees in many places. It is available in English, Italian, Nederlands, Norwegian, Portuguese, Russian, and Spanish.

After releasing the pamphlet for review, we received a small amount of input. Members and service committees from 19 US states and four other countries sent us their thoughts about the pamphlet. Most of the input was very positive, with a great many who responded simply saying we could publish this piece exactly as is. We did, however, make a number of revisions based on the input, including suggestions that we:

- Clarify that what happens in meetings is just one part of NA's approach to recovery.
- Expand expressed focus in opening paragraphs from those attending their first meeting ever to newcomers in general.
- Address concepts such as anonymity and primary purpose.
- When possible, use terminology and phrases from the Basic Text and other existing NA literature, rather than new language, to convey ideas.
- Offer more to underscore the “spiritual, not religious” aspect of our program (again, using existing terminology/quotes from literature).
- Clarify that there are a variety of meeting types, and practices may vary (e.g., children in meetings, smoking policies, common needs meetings).

These changes are all reflected in the draft contained in Addendum A.

Motion 1: To approve the draft contained in Addendum A as IP #29, *An Introduction to NA Meetings*.

Intent: To approve this IP for use in the Fellowship.

Policy affected: None

Financial Impact: The cost of producing this pamphlet has already been incurred, as has the minimal cost to send it out for review.

The Evolution of the WSC

Alternate Attendance at WSC

This motion is based on several related but different issues: the desire for more equitable global representation, the size of the WSC and the difficulty in evolving discussions in a group this large, and the cost to the Fellowship for the biennial meeting. Since the inventory and resolutions adopted in the 1990s, questions about the size and composition of the World Service Conference have challenged us as we try to move further toward a global, consensus-based body, but identifying and implementing specific changes has been daunting.

NA World Services was restructured in 1998 after a lengthy process. First the Composite Group helped to conduct and compile a Fellowshipwide inventory,; Based on that work, the Resolution Group proposed numerous resolutions to the WSC, and the adoption of those resolutions led to the creation of the Transition Group. The Transition Group crafted a series of motions to restructure and offered them to the 1998 WSC. So much has changed as a result of that work, and yet 15 years later we have been unable to really move a significant portion of this discussion and the efforts of all of those groups involving the World Service Conference itself. We have implemented full and partial moratoriums on seating in an effort to help this discussion and stop making the problem worse, but nothing, so far, has really moved most of us to consensus.

We estimate that the Fellowship spent approximately \$168,000 for alternate delegate attendance at WSC 2012. This is just an approximation, using the same figures that we use for other WSC travel, and includes travel, meals, and lodging. This does not include any expenses incurred at the WSC itself for accommodating 82 alternates—nearly half again as many people as the Conference requires to operate with full representation.

In accordance with our intention to make the Conference as equitable, effective, affordable, and meaningful as it can be, we are proposing that alternate delegates no longer be seated at the WSC. We see this idea as having a real possibility of generating concrete change at the WSC that might help to lead us to a new future. This change could occur with little impact to our member regions and zones. Adoption of this motion would allow us to see if this size helps us better realize the purpose of the WSC and leaves more room for seating of new regions or new ideas about the makeup of the WSC. That could be almost anything—regional seating based on SNPs or some other criteria, zones, or something else that none of us have thought of. We will not know until we try, and if we adopt this motion and we are no closer to realizing the Conference's purpose, we can make a different decision based on more information and experience.

With a group as large as the Conference, it is difficult to work toward developing consensus and evolving meaningful discussions about issues that affect our Fellowship. The current size of the WSC makes moving the Conference closer to a consensus-based decision making model almost impossible. At the last Conference there were 112 delegates, 82 alternates, and 15 board members present. In business sessions, there were 127 participants, because delegates and alternates are recognized as one participant. But that meant 209 people were participating in small group discussions, and it's hard to imagine how to have a discussion with such

a large group that builds toward any sort of meaningful resolution or conclusion. Adoption of this motion would leave the size of the WSC at 115 currently seated regions and 18 World Board Members—133 participants. Going from 209 seated participants to 133 would mean a reduction in size of more than a third. This still leaves a large group, but one more evenly representative of those they serve for discussions.

One of the resistances to this idea is about training for the alternate. We all believe in training and mentoring, and we are not attempting to devalue the alternate delegate. In fact, we think the work of most delegate teams between Conferences could use even more people involved. As we move more toward a discussion-based conference, training really does not need to be focused on the WSC, but can be at least as productively focused on providing services and helping to move discussions forward. We think the funds that both NAWS and the Fellowship spend on attendance at the Conference could actually be spent on better training, development, and service to the Fellowship. We hope to continue discussions with zones about better training and development at zonal meetings and expect this would include alternates.

If there is an advantage to having an alternate attend the WSC, our realities paint a starkly unequal picture. At WSC 2012, 91% of all US regions had alternates in attendance, while only 48% of non-US regions funded their alternates to travel to the Conference. At WSC 2010 the numbers were similar: 96% of US regions sent an alternate to the Conference, and 47% of non-US regions did. For many regions outside the US, the cost is prohibitive. This makes the discussion groups at the WSC very US-centric simply by the number of seated alternates.

What might be more surprising is how few of those alternates actually end up serving their regions as RDs *at the next conference*. For the past four conferences the actual percentages of delegates who had attended the previous WSC as an alternate were:

	Total	Non-US	US
2006	35%	19%	42%
2008	47%	42%	50%
2010	47%	34%	55%
2012	37%	23%	47%

[Note that these figures only reflect the delegates who were alternates at the previous WSC, not those who are serving two-cycle terms as delegates or those who might have attended an earlier Conference as an alternate.]

A Guide to World Services in NA explains that “the purpose of the World Service Conference is to be supportive of the Fellowship as a whole and to define and take action according to the group conscience of Narcotics Anonymous.” (GWSNA, pg 2) We believe this purpose can be accomplished with one delegate per region, and that these funds are better spent for local services.

Motion 2: To adopt the following as WSC policy: “Seating at the biennial meeting of the WSC is limited to one delegate per region.”

Intent: To reduce the size and cost of the WSC and create an environment more conducive to discussion-based decision making.

Policy Affected: The following underlined language in GWSNA (pg 3) would be replaced by the wording of the motion:

The regional delegate works closely with the region's **alternate delegate**. Like the regional delegate, the alternate is a full participant in the regional service committee. The delegate often consults with the alternate, asking for different perspectives on world service affairs and seeking to involve the alternate in helping to carry the workload. Alternate delegates are welcome to attend the meeting of the World Service Conference in the company of their delegates; however, each region is recognized as one participant in any session of the World Service Conference. Seating on the floor of the Conference will be limited to two—one delegate and one alternate per region.

Financial Impact: It is difficult to determine the exact savings to NAWS if this motion is adopted. The approximate savings of \$168,000 to the Fellowship was easier to estimate because we know average hotel and travel costs. If the size of the WSC is reduced by slightly over one-third, there would certainly be cost savings for the infrastructure of the biennial meeting. We expect however, that many expenses would be reduced by less than one-third. Since this is dependent on other ideas about the future of the WSC, we are unable to quote an exact amount at this time.

Funding of Delegates to WSC

NA World Services has funded all delegates to the past six Conferences, but this is something we simply can no longer afford to do.

The practice of NA World Services funding all delegates was adopted in 2000 and implemented in 2002. The intent was to equalize costs amongst all regions and “take collective responsibility for attendance at the Conference.” (2000 CAR, pg 26) The idea behind the motion was that regions that could afford to send their delegates would contribute those funds to World Services. The 2000 CAR explains:

The primary objection that we have heard is fear of funds being withheld. We recognize that many regions may not take the funds they currently spend on delegate attendance to the WSC and forward them to World Services. We do not believe that fear of what might happen should keep us from deciding what we believe is best for the Conference. If participation at the WSC is a top priority, then the Fellowship will respond and take responsibility for this decision. The Fellowship has continued to respond to the needs of World Services by increasing donations each conference year. (2000 CAR, pg 26)

Prior to 2000, most WSC expenses, projects, workgroups, and travel were covered by fellowship contributions. That practice ended many years ago, however. Providing full funding for all participants has not been counterbalanced by an increase in regional contributions to World Services. Many regions simply don't see conference participation as an expense that we are all mutually responsible for, particularly now, more than ten years after the current policy was voted into place. Conference expenses are seen as a cost incurred by NAWS and, in many cases, funds that would have gone to fund a regional delegate are now used for the funding of an alternate, or a second alternate, or other expenses on a regional level. In most cases, this is just a consequence of a lack of awareness.

The policy to fund all regions to the Conference was adopted based on the assurance that we would have a working *Criteria for the Recognition of New Regions* in place. The 2000 CAR explained that the motion for funding would not be offered unless the Conference adopted criteria on which to base decisions about seating new regions. This seating criteria policy is also something that we seem to have outgrown or evolved away from. We have had the seating criteria policy on hold since 2008 and have so far been unable to draft a replacement policy that better reflects our intentions as a Conference.

In the meantime, we believe many regions could afford to pay for their delegates to attend the Conference. If this motion passes, we would create a published deadline for funding requests, and ask that funding requests include information to demonstrate need. Prior to the current policy, approximately 20 regions requested funding assistance to each WSC. We believe there are still a small number of regions who will need our support to participate, and that this is something that collectively we will be able to pay for.

Motion 3: To adopt the following as WSC policy: "The World Service Conference does not automatically fund attendance of delegates. Delegates from regions that are unable to fully fund themselves may request funding from the World Board. "

Intent: To have NA World Services no longer bear the sole responsibility for funding delegate attendance at the WSC.

Policy Affected: The following underlined language in GWSNA (pg 24) would be replaced by the wording of the motion:

The World Service Conference funds the attendance of a delegate from each seated region to the meeting of the WSC, which is held every two years. This funding includes travel, lodging, and meal expenses only. This policy would cover all previously seated regions that have attended one of the past three conferences.

Financial Impact: The cost of funding 115 delegates for ten days, including travel, hotel, and meals, is slightly less than \$200,000. We estimate the expense to NAWS for those regions that are unable to fully fund themselves would be much less than half of what is currently spent. The remaining expense would transfer from NAWS to the regions that are able to fund their delegates.

Service System

We want to start by clearly saying: The Service System Proposals are not a mandate. The most important aspect of the proposals is the broad principles that underpin them—things like group support, planning, and collective decision making. The proposals offer a model to help communities improve how they put these principles into practice. In an international fellowship as large and far-flung as Narcotics Anonymous, one size will never fit all. We are working to get a more practical understanding of the different ways that communities implement the ideas in these proposals.

We have just finished a field test of the local aspects of the Service System Proposals, and these experiences should help us to create a frame with enough shared experience that communities can make choices about what will best help them carry the message. This essay attempts to explain some of the basics of the proposals, with the understanding that local communities will adapt the details of any system to fit their specific needs.

Background

First, to back up a bit: The Service System Project grew out of a need to try to address some of the struggles that service bodies throughout NA have reported over the years—too few trusted servants, a poor atmosphere of recovery at service meetings, duplication of efforts, poor communication, and the list goes on. If you are involved in service, chances are you are familiar with many of the issues. Most of us have encountered them in our service experience.

But where to start? We began where one must always begin—we looked to the Traditions and Concepts. And we realized we must start with a shared vision, as a fellowship. So our first task was to offer “A Vision for NA Service,” which passed unanimously at the 2010 World Service Conference.

We asked ourselves, “How can the service system help NA achieve our vision and better carry the message?” Our Basic Text is clear: “Everything that occurs in the course of NA service must be motivated by the desire to more successfully carry the NA message to the addict who still suffers.”

We felt the most important job of the service system is grounded in the Fifth Tradition, to support the groups in achieving their primary purpose.

And so we proposed a forum to help support the groups.

Group Support Forums (GSFs)

The group support forum is a place to discuss group problems and successes away from budgets and motions. It is the service equivalent of one addict helping another. Here, newer members can get introductory or basic information about NA, including how the service system works.

Group support forums can also be a place for literature distribution, workshops, and training sessions, and for finding members to serve on H&I panels, planning picnics, and other neighborhood-based activities. The exact activities of a group support forum will vary from place to place, but the key is that it focuses on the needs of the groups.

All interested members, not just group representatives, are encouraged to come. It's a friendly, discussion-based gathering where newer members can get their feet wet and learn more about NA, and veterans can share their experiences and actively mentor others.

The proposals describe group support forums as neighborhood-sized—the idea was that each local service conference as described in the proposals (or today's area service committees) would have several small GSFs within it. A smaller-sized group support forum means less distance to travel for those who are interested, and it can be easier to keep discussion informal and more like a conversation in a small group. After field testing, however, we found that some communities prefer a group-focused meeting that includes all of the groups in their community to improve communication across the community. In these communities, holding a group support forum has simply meant changing the focus of the majority of what were their area service committee meetings, leaving four meetings a year for planning and business and the others for group support.

In communities with smaller group support forums, many of those GSFs have a delegate who attends the local service conference and reports on the groups in the GSF. In some cases, groups have elected to attend the group support forum and not the local service conference, delegating that responsibility to the GSF delegate. More often, groups attend both the group support forum and the local service conference. Along with being group-focused, flexibility is one of the foundational principles of the proposals, and again, each community will adapt the ideas according to their needs.

Local Service Conferences (LSCs)

We've already mentioned that two of the foundational principles of the Service System Proposals are “group-focused” and “flexible.” The other three foundational principles—“purpose-driven,” “collaborative,” and “geographically based”—are each integral to the local service conference and the local service board. These two bodies together oversee most of NA's service delivery.

The proposals describe the local service conference as a quarterly, plan-driven meeting attended by all of the GSRs and/or GSF delegates, along with trusted servants of the LSC and interested members. One of the meetings of the local service conference is an annual assembly where all interested members of the community gather to set service priorities for the year ahead. This annual planning assembly ensures that the groups get to set the general direction of services. The other local service conferences are opportunities for communication, oversight, and careful selection of leaders.

As much as possible, the discussions and decisions at the local service conference are concerned with strategic direction and oversight. Administrative decisions and details are delegated to the local service board, which is then accountable to the local service conference. The combination of the local service conference and the local service board balances the delegation spoken of in the Third Concept with the group responsibility and authority called for in the Second Concept.

The proposals suggest the local service conference meet quarterly, and the local service board and the committees and workgroups meet monthly in order to fulfill their functions. In practice, some communities have found they prefer having all GSRs meet together more often than quarterly. Some have quarterly service conferences and hold group support forums with the whole community the other

eight months of the year, as mentioned above. Others alternate service conferences and group support forums, whether those GSFs are neighborhood-sized or consisting of the whole community. These are just a couple of alternatives.

Decision making is consensus-based where practical, although voting may still be the preferred way to handle items like elections or urgent decisions where the body fails to reach consensus. (You can find more information about consensus-based decision making in “CBDM Basics,” which is posted in the Field Testing Tools section of the Service System Project webpage: www.na.org/servicesystem.)

Local Service Board (LSB)

The local service board is more detail oriented than the local service conference. The board does the day-to-day work to accomplish the goals and realize the vision directed by the conference. The local service board administers the work prioritized by the LSC planning assembly. The conference consists of the architects; the board is made up of the builders and contractors.

The local service board reports to, and is overseen by, the local service conference. The board creates plans and a budget, which are approved by the LSC to carry out the work of the plan. The hands-on service delivery may be accomplished by workgroups led by coordinators or by committees. The board will make recommendations to the local service conference depending on what seems to make the most practical sense. Form should follow function.

In short, the Service System Proposals suggest a separation between these three types of concerns: 1. Group issues and needs are handled at the group support forum. 2. Strategic decisions and general oversight of local services are handled at the local service conference. 3. Day-to-day administration of local services is handled by the local service board.

One of the more controversial elements of the Service System Proposals is the idea that service bodies are, where practical, defined by geographic boundaries. This is, in fact, one of the five main foundational principles of the proposals. For the local service conference, in the US, that would mean county, town, or city boundaries.

The reasons for this recommendation are threefold: 1. To avoid duplication of services; 2. To make sure all parts of a state or nation are covered by a service body; and 3. To make NA more visible to addicts who are trying to find us, as well as members of the public who refer addicts to us. All aspects of PR efforts, including H&I, outreach, and fellowship development, are enhanced when service bodies conform to recognized geographic boundaries.

Still, it's important to recognize that for some ASCs, being defined by geographic boundaries could mean unifying with a neighboring service body—possibly a daunting task. What seems crucial is better communication and collaboration with our neighbors with an eye to having a conversation about *possible* unification down the road.

The first step for many communities would be to simply open communication with neighboring service bodies. Most areas do not have a full awareness of what their neighboring areas do. Bringing trusted servants together, whether through a shared learning day or a series of meetings with trusted servants of the areas, will help open the lines of communication, and communication is a necessary first step toward any possible collaboration—another foundational principle of the Service System Proposals.

Over time, neighboring service bodies may want to consider sharing services where it makes sense to do so (e.g., sharing a phoneline where two service bodies occupy the same area code; cooperating to do public outreach to a school system when two service bodies exist within the same county).

Eventually, at some point that may lead to discussion and ultimately decisions about whether it makes sense to combine neighboring service bodies. And it may not. Again, these are decisions that will be made locally and collaboratively.

Conclusion

The proposed system involves a number of changes. In any transition to a new system, communities may want to take the changes piece by piece rather than all at once—an evolution rather than a revolution. Change can be difficult. Nonetheless, we owe it to ourselves and to those we serve to do what we can to improve our ability to carry the NA message. Our Basic Text tells us, “We must realize that we are not perfect. There will always be room for growth.” Just like our personal program, our service delivery will never be perfect. There will always be room for growth.

At the 2008, 2010, and 2012 World Service Conferences, the Fellowship of NA through their elected delegates approved the Service System Project plan to explore alternatives to improve our service delivery. In 2012 the Conference passed a series of resolutions related to the Service System Proposals.

By voting on the motions below, the Fellowship of NA, through their elected delegates, will take the next step and decide whether they agree in principle to move forward in the direction of a service system that includes group support forums, local service conferences, and local service boards. Typically, these ideas would not even be offered in the form of motions until there was a service manual or something similar to consider for adoption. However, despite unanimous support of the Service System Project plan in 2008 and 2010, strong support for the project plan in 2012, and adoption of a series of resolutions related to the project at the 2012 WSC, there still seems to be some sentiment that the project lacks clear support. We offer these motions in the spirit of unity. Hopefully, this is a step forward together to try to evolve into a service system that helps us better carry our message.

If these motions pass, the Conference will then vote on a transition plan—probably similar to a project plan—that will be included in the Conference Approval Track material mailed out at the end of January 2014. It will outline the various ways that we think NAWS can help the Fellowship consider some of these ideas and decide what suits their local circumstances best. It will also lay out ways to discuss implementing in stages rather than all at once.

The Service System Proposals also include ideas about state-, province- or nationwide service bodies, as well as conference seating and the role of zones. None of those aspects of the proposals are up for decision at this World Service Conference.

Motion 4: To agree in principle to move in the direction of a service system that contains group support forums: discussion-oriented gatherings focused on the needs of the group, as described by the characteristics below.

Characteristics of a GSF:

Essential:

- **Discussion-oriented**
- **Group-focused:** Focused on the needs of the group; decisions related to area business are not made here. Some limited functions like finding volunteers for H&I panels, planning picnics, etc., may take place.
- **Training-oriented:** This is a venue ideal for orienting new members, holding workshops, and training trusted servants.
- **Open to all:** All interested members, not just group representatives, are encouraged to attend.

Recommended:

- **Neighborhood-sized:** The original Service System Proposals see group support forums as significantly smaller than local service conferences or area service committees. There would be several for each LSC. However, we have found through field testing that some communities prefer to bring all of the groups and interested members together for one communitywide group support forum.
- **Meets monthly:** Again, the original Service System Proposals suggest monthly meetings of the group support forum, but in field testing many communities adopted a different meeting schedule. Some had group support forums meeting eight times a year in months when there was no quarterly local service conference. Others alternated GSF and LSC meetings, with each meeting six times a year.

Intent: To establish a direction for the future development of service material.

Motion 5: To agree in principle to move in the direction of a service system that contains local service conferences: strategic service-oriented planning conferences as described by the characteristics below.

Characteristics of a local service conference:

Essential:

- **Plan-driven:** The LSC works according to a planning cycle which begins with an annual planning assembly. All interested members gather at the planning assembly to set the priorities for the cycle ahead and provide the input that will shape the resulting project plans and budget.
- **Form follows function:** Utilizes a thoughtful mixture of project-based services, services performed by committees, and services organized by a coordinator. How services are delivered (whether by committee, project workgroup, or a coordinator) is a decision made by the local service conference.

- **Strategic:** Discussion and decisions are as much as possible concerned with strategic direction and oversight. Administrative decisions and “micromanagement” are delegated to the local service board.
- **Consensus-based:** Utilizes consensus-based decision making where practical (i.e., voting may still be the most logical way to handle elections or instances where the body fails to reach consensus and a decision must get made).

Recommended:

- **Meets quarterly:** The proposals suggest the local service conference meets four times a year for planning and oversight and the local service board meets monthly. In practice, when field testing, some communities determined that having the local service conference meet every other month better served their needs. One meeting of the LSC a year is devoted to the annual planning assembly.
- **Defined by county, city, or town boundaries:** The reasons for this recommendation are threefold: 1. To avoid duplication of services; 2. To make NA more visible to professionals and addicts who are trying to find us; and 3. To make sure all parts of a state or nation are covered by a service body. Making sure these three things happen is more important than a policy about service body boundaries, particularly given the potential difficulty in unifying with a neighboring service body. What seems crucial is better communication and collaboration with our neighbors with an eye to having a conversation about possible unification down the road. The third item, making sure that all parts of a state or nation are served by NA, is something that probably cannot be adequately addressed in most places until we get to the state/nation/province part of the service system.

Intent: To establish a direction for the future development of service material.

Motion 6: To agree in principle to move in the direction of a service system that contains local service boards: a body overseen by the local service conference that administers the work prioritized by the LSC, as described in the characteristics below.

Characteristics of an LSB:

Essential:

- **Responsible to the LSC:** Reports to and is overseen by the local service conference.
- **Carries out the priorities of the LSC:** The board oversees the work to accomplish the goals set by the local service conference. They present a budget and project plans to the LSC for approval, and they coordinate the service work of the committees, workgroups, and coordinators.
- **Meets monthly:** It seems practical to meet on a regular basis, though not all meetings of the LSB must be face-to-face. Some LSBs may choose to hold some meetings online for convenience.
- **Administers the LSC meetings:** The local service board is responsible for putting together the agenda and facilitating the LSC meetings, including organizing the annual planning assembly to get information from the whole NA community.

Recommended:

- **Consists of admin body and service coordinators:** The proposals initially conceived of the local service board as a monthly meeting of the trusted servants elected by the LSC (the admin body) as well as the subcommittee chairs, project coordinators, and other service coordinators. In practice, there may be meetings where not all of these trusted servants are needed.

Intent: To establish a direction for the future development of service material.

Important Points that Relate to All Three Motions Above:

These motions are not a mandate. The Conference cannot tell communities how to deliver services locally. World Services has no ability to mandate or enforce how structures, processes, people, or resources are set up on a local level, nor do we desire such ability. As described in *A Guide to World Services*, World Services' purpose is "communication, coordination, information, and guidance." It is in the service of that purpose that we have undertaken the work of the Service System Project.

The essay that precedes these motions explains the service system proposals and some of how they have evolved in more detail. The ideas for the three bodies called out in the motions—the group support forum, local service conference, and local service board—came from the desire to overcome some of our persistent challenges in local services. Here is an incomplete list of some of the problems the proposed system (group support forum, local service conference, and local service board) is designed to solve:

- *Area service committees are responsible for both meeting the direct needs of the groups and administering the services of the community. Solution: The group support forum and local service conference split these responsibilities so that each can have a single focus.*
- *The time at many service bodies is taken up with administrative details and reading of written reports. Solution: The local service board handles most of the administrative detail of service, freeing the groups to participate in setting goals and strategic direction at the local service conference.*
- *Services are often unplanned and unbudgeted. Most area service committees perform the services they do from year to year because those are the services they've always performed. At no point do they stop to set goals and consider the big picture. Solution: Having an annual planning assembly allows the whole community to set goals, to improve services, and to budget and plan for the year as a whole.*
- *Addicts and those who refer addicts to NA often cannot find us. Our service body names and boundaries often make no sense. Solution: Service bodies that follow established geographic boundaries—or, failing that, better communication between service bodies—will help us in our public outreach efforts.*
- *Services are often duplicated. Solution: Sharing services or reunifying with neighboring service bodies can help us use our resources more wisely.*
- *Some members don't want to get involved, either because they do not want to make a long, ongoing commitment or because they find the atmosphere at a business meeting intimidating or uncomfortable. Solution: Group support forums and project-based services give members more opportunities to get involved.*

Over the course of this conference cycle, we have been field testing the service system proposals, and have gathered a lot of helpful information about how communities can adapt the ideas in the proposals to meet their local needs. (See Appendix B for the complete field testing report.) We are still in the beginning stages of a potential transition to a new system, and are not asking for the adoption of a policy or service manual. We are only establishing a direction on the material to be developed.

We have produced a video synopsis of the service system material in the *Conference Agenda Report* and posted it for download. We hope this helps people better understand the material. You can download the video from the link on the conference webpage: www.na.org/conference.

Traditions Book Project

As many of you may know, we are in the middle of a two-cycle project to draft a Traditions workbook. The 2012–2014 cycle has been focused on framing the book. While many members seem to be in agreement that they want a Traditions workbook, we vary in ideas about what that might look like. In late 2011 we put together some workshop materials and an online survey form to begin to gather ideas about what kind of text the Fellowship was hoping for. In response to the first round of workshop materials, we have received stacks of input from workshops and over 200 pieces of input submitted through our online questionnaire. These responses have included both experiences members have had with application of various Traditions and their thoughts on the book’s content and format.

To continue gathering as much input as we can on each Tradition, we recently created two new types of input-gathering workshops. First, we created a new 90-minute workshop profile that can be adapted for use with any of the Twelve Traditions. We hope that areas and/or regions will hold a series of workshops using this profile, covering as many Traditions as possible over the course of a number of months.

The other new input workshop format is one that we’re pretty excited about: short, group-focused discussions that target one Tradition at a time. We’re calling these “20-minute workshops,” but they can be held in as little as 15 minutes, or the discussion can be stretched out to any length desired. We hope this format will generate discussion and ideas from members at the group level.

We encourage members to send us their input in any form they can: email us your ideas, fill in our online form, or take pictures of your handwritten input and send it to us right away using smartphones.

There will be a project plan for the Traditions workbook included in the 2014 Conference Approval Track material. Provided that plan passes, during the cycle ahead we’ll be busy collecting ideas and writing from the Fellowship, drafting the text, and sending it out for review and input. An approval form of the text will be included in the 2016 *Conference Agenda Report*.

To help raise awareness and participation in the project, we are also encouraging the entire NA Fellowship to work on a “Tradition a month” for the year 2014—hold at least one workshop in your community on Tradition One during the month of January, and then another on Tradition Two in February, all the way through Tradition Twelve by December 2014. Don’t let this limit you, though—if you’ve already been holding workshops and gathering input, feel free to stick to your own schedule! Just please keep sending in those experiences and ideas with the Traditions—together, we can create the best literature possible.

In addition to workshops and individual input, members can participate on the Traditions Book Project discussion board: <http://disc.na.org/trads>. We would also like you to send us Traditions-related speaker tapes/CDs/mp3s. These recordings may serve as useful input to the project. Please don’t hesitate to send us whatever you might have—old or new recordings. We look forward to your continued, enthusiastic participation. Find out more at www.na.org/traditions.

Issue Discussion Topics

The issue discussion topics (IDTs) chosen for the 2012–2014 cycle included Collaboration, Group Conscience, and Supporting Our Vision. Each topic was related directly or indirectly to the Service System Project, improving our efforts to support the NA groups and to further our vision. Early in the conference cycle, we also introduced materials for holding workshops on our Third Tradition, in response to questions about how to better welcome addicts regardless of the circumstances that bring them to our meetings. The following paragraphs offer a brief discussion of each IDT, and we hope that you will continue to send in any input you gather. The *March Conference Report* will contain a brief summary of the input we gathered on these topics over the course of the 2012–2014 cycle. As always, comments, input, and ideas are all welcome and can be sent to worldboard@na.org.

Collaboration

The purpose of this IDT is to generate discussion about how we best collaborate within our areas, regions, and zones, as well as from service body to service body. The principle of collaboration is, quite simply, about working together toward a common goal. Collaboration very often comes quite naturally in a recovery meeting or NA group setting, but can be more challenging to practice in our service efforts. This IDT asks members to discuss questions like, How do we work together more effectively in our groups, areas, regions, zones, and world services? What gets in our way?

Group Conscience

Originally titled Group Conscience, Delegation, and Accountability, the group conscience IDT still aims to address each of those principles. While it seems clear that it's simply not realistic or practical for every single NA member to be involved in every single NA service decision, it's not always as clear which decisions the NA groups should participate in and which decisions are best delegated to other levels of NA service. These practices vary greatly from place to place. Further, when delegating work and decisions to other levels, how do we continue to hold those service bodies accountable? Identifying Group Conscience as an IDT for the cycle has helped us to gather some of the thoughts and best practices of members in different communities. More importantly, our hope is that it has generated discussion to help members see the variety of legitimate possibilities that exist.

Supporting Our Vision

This IDT developed from the area of overlap between two of the IDTs from 2010–2012, Self-Support and A Vision for NA Service. There is a fundamental link between the financial contributions we make as members—as well as in how our groups and service bodies participate in the NA fund flow—and our Fellowship's ability to further our primary purpose and realize the NA Vision. The growth, health, and development of our Fellowship depend on our financial support. The discussion of self-support and funding NA services is one that seems to be a constant, which may simply continue to be the case for us until the culture of contributions gradually shifts in the Fellowship.

Our Third Tradition

As mentioned previously, this workshop session developed in response to concerns from various places about the way we welcome—or fail to welcome—addicts into our meetings. The most common issue as it relates to this topic is that of drug replacement therapy, and the question of whether addicts who are participating in this form of treatment qualify for membership in NA. Our literature points out quite clearly that “desire is not a measurable commodity,” and many NA members who have been clean for long periods of time share that they did not know when they first came to NA whether they wanted to be clean. In the spirit of our Third and Fifth Traditions, our role is simply to provide a message, and beyond that, “The choice of membership rests with the individual.” (Basic Text, Tradition Three) This IDT is meant to raise awareness of the importance of welcoming all addicts to NA, regardless of how they get here.

Looking Ahead

The *Conference Agenda Report*, more than any other service report, is a conversation among the entire fellowship about the direction of NA as a whole. As the WSC Mission Statement points out, “The World Service Conference brings all elements of NA World Services together to further the common welfare of NA.” At this World Service Conference, we will address important issues such as our approach to local service efforts and the shape of the World Service Conference itself. These are not easy questions, and it’s important to take the time we need to read through this *Conference Agenda Report* and think through the issues. Our Second Tradition makes it clear that in order for our collective conscience on matters to be in the right place, each of us has a responsibility to consult our own conscience.

Much as the decision to get clean in the first place represented a profound act of faith, the decisions we make together on behalf of the Fellowship that saved our lives can sometimes seem overwhelming. The question of changing the way we conduct services on a local level, for example, may seem to carry with it so many unknown variables that it simply seems safer to stick with what we know. But, like getting clean, there are no promises to make to anyone in deciding these motions at WSC 2014 in terms of what local service delivery must look like as a result. The question of whether and how ideas are implemented locally always belongs to each community as they see fit. Our hope is that we are able to present the ideas for change in a way that is clear and understandable so the Fellowship can make a decision about how we should proceed with our work.

The CAR is the first of the conference-related mailings that conference participants will receive. The Conference Approval Track material will be mailed by 27 January, and will contain the budget and project plans, as it always does. Among the project plans for the 2014–2016 conference cycle will be a transition plan for the Service System Project, a project plan for workshops with particular emphasis on affordable approaches to reaching more members, and an updated project plan for a traditions workbook, which will focus on the drafting and review and input for that project.

During this cycle, we were able to resume some of the PR activities that had been reduced during the financial slowdown over the past few cycles. The renewed efforts to attend professional events, network with professionals, and interact with researchers has yielded positive results, and we will work to keep that positive momentum moving into this coming cycle.

There are, as always, other goals on the horizon we don’t want to lose sight of. An events handbook, other “basics” materials, possible service pamphlets to address some local concerns that frequently arise—these types of tools and resources remain on our wish list for when time and human and financial resources are available.

The Conference is the event that brings us together to discuss and decide matters on behalf of NA as a whole. As the Basic Text mentions, though, when we join together as a Fellowship united by our shared principles, the whole is much greater than the sum of its parts. Our principles—and our efforts to put them into practice, as individuals, groups, service committees, and collectively as a global fellowship—are The Ties That Bind Us Together. We look forward to strengthening those bonds at WSC 2014.

Regional Proposals

Background

The conference has gradually been taking steps to move away from sessions dominated by parliamentary procedure, and toward decision making grounded in discussion. For instance, before each of the business sessions we have discussion sessions. These sessions allow for more full discussion of motions without the limitations of Robert's Rules. We try to measure the level of consensus through straw polls during these sessions, so that usually by the time we enter formal business, discussion has been exhausted and it's fairly clear where the body stands on the issues before it. Having discussion sessions before business has improved the way we make decisions at the conference.

For the past two cycles, as a possible next step toward consensus-based decision making, the conference took on an experiment with regional proposals rather than motions. The idea behind the process was that, given their informal nature, proposals were better suited to forwarding ideas for discussion than motions.

The regional proposal process was offered as a compromise to a motion committed to the board at WSC 2010: "We move that the World Board, using WSC participants, develop a plan to implement a Consensus-Based Decision Making process that, among other things, would eliminate the use of motions at the WSC."

On the closing day of the 2010 conference, participants were asked, "Would you support the idea of the board discussing or looking for ways for regions to pass ideas for consideration without the need for regional motions at WSC 2012?" When participants were straw polled, there were no objections to taking this approach. Participants also agreed that the same idea or development process would apply to new business.

When straw polled again at WSC 2012, participants gave strong support to the question, "Do we want to continue with the experiment begun at WSC 2012—to use proposals rather than motions for regional motions in the CAR and new business at WSC 2014?"

We've now had two cycles to try this experiment and it's time to reassess.

The Future of the Regional Proposal Process

In the 2012 *Conference Agenda Report* we expressed the hope that "that the process of discussing ideas and proposals rather than debating motions will bring the spirit of consensus to the conference to discuss these proposals." Was that hope realized?

Certainly having proposals rather than motions to discuss did not reduce the amount of time spent in old business sessions. The combined total time spent in formal business and the discussions that precede them was so great at the last conference that we had to cancel several of the small-group discussions we had scheduled during the week to accommodate the time spent in old business.

In reflecting on this experiment and particularly in struggling with how to fairly treat the proposals submitted for this year's CAR, we have to honestly say that we don't think including proposals rather than motions in the CAR improves the process.

Motions in the CAR are old business; they serve to ratify action and formalize decisions rather than further discussions. Asking that regions submit “proposals” for the CAR has meant that the material submitted for the CAR is not as clear as a motion. Motions are, by nature, as precise as possible. They are subject to the constraints of parliamentary procedure and the WSC Rules of Order. They need to specifically state what policy they affect, and it must be clear what actions need to be taken if they are adopted. This sort of precision is well designed for the CAR both because the material in the CAR is old business and because the CAR is read and discussed by groups around the world without the benefit of the motion maker present to speak to the intention.

In the case of new business, which is different in nature than old business, presenting an idea for discussion may be an improvement on the formality of a motion. In a discussion based conference proposals may allow more latitude for introducing an idea more informally and using our time together at the conference to refine the details or the parts of the idea that may be unclear. The WSC can do this for new issues and ideas throughout the conference week and decide if there is something that should be moved forward. In the past, the WSC has moved work forward for future consideration that affects the fellowship and typically has only made immediate decisions in new business for those things more WSC related.

A Guide to World Services in NA explains that a motion “is not the most effective way to have an idea discussed, and will likely postpone full consideration of their ideas as projects for at least two years. . . . As described above, the conference is able to reach its best decisions only when adequate discussion of an idea has taken place. This takes place throughout a conference cycle.” (GWSNA, pg 11) Our hope is that we all learn how to more effectively use the conference and the conference cycle for discussions and let the *Conference Agenda Report* be the culmination of those discussions.

Where We Are

We struggled with two big questions in creating the 2014 *Conference Agenda Report*: 1. What should we recommend for the future of the proposal experiment? And 2. How do we deal with the proposals submitted for this CAR?

At present, we believe we should return to “pre-proposal” policies for material in the CAR. We want to continue to work toward consensus-based decision making, but we don’t believe regional proposals have proven to be successful for material in the CAR. Regional motions seem better suited for old business than proposals, particularly when, as is true this year, a concentration of those proposals are not new ideas for discussion but are instead concerned with the disposition of ideas that are in-process.

As we mention above, new business is a different matter. For old business we do not believe that continuing to explore proposals rather than motions will be fruitful. But we also see returning to regional motions for old business as only a temporary fix. Our real challenge is how to move discussions forward at the WSC, and perhaps more importantly, in CAR workshops and in our groups, areas, and regions between conferences. And then to find ways to forward and gather the outcomes of those discussions in a way that moves us forward and toward consensus. Creative thought, collaborative action, cooperative spirit, and a commitment to getting our business done will enable us to develop new solutions to old problems—but only if we work

together. We are still discussing all of these issues as a board, and we look forward to getting your thoughts at the conference.

Regional Proposals in this Conference Agenda Report

In the meantime, we are left with the dilemma of how to deal with the proposals that have been submitted for inclusion in this *2014 Conference Agenda Report*. Without exception, the proposals that have been submitted would not meet current policy for inclusion in the CAR were they motions. A *Guide to World Services in NA* explains that “Material presented to the Fellowship for approval will be written in a form that lends itself to a yes/no vote and specifies the conceptual changes involved to affirm and support this process.” (GWSNA, pg 14) Proposals and motions that seek to affect WSC policy must include the policies affected.

None of the regional proposals submitted for the 2014 CAR meets all of these requirements. In order for a proposal to be “CAR-ready,” it must be unambiguous and understandable, and it must be clear to those discussing the proposal what it affects and what the consequences of approving it would be. Each of the proposals submitted for the 2014 CAR is unclear, is impossible to execute, or fails to consider conference policy.

Our usual process after such a motion or proposal is submitted is to contact the maker and let them know what they need to do to make the proposal (in the past, motion) “CAR-ready.” For instance, they may need to clarify its intent, or to include the policy it seeks to change, or to make it comply with conference policy. The makers of the 2014 proposals were not willing or able to adapt the proposals to meet these needs. This proposal process is new to all of us and we could probably have provided better information and direction.

Because we are in the middle of an experiment, the World Board is not willing to simply leave these proposals out of the CAR entirely, as has occurred in the past with regional motions that were incomplete or unclear. The only reasonable compromise that we have been able to come up with is to provide access to the proposals by including them as an addendum to the CAR (Addendum C) and to try to summarize the basic ideas that the conference could decide to take action on here for fellowship discussion.

We have struggled with how to try to forward the ideas in the proposals for discussion without those ideas getting lost within a proposal that does not meet conference policy or that contains ideas that we would not be able to implement regardless of the conference’s decisions. We have tried to identify those issues in the sections titled “Summary of and Challenges with the Original Proposals.” In the pages that follow, we summarize the basic idea of the proposals as best we can so that they can be discussed and, if the conference wants to move forward with the basic idea of the proposals as outlined below, a decision can be implemented.

Proposal A: To place a moratorium on the Service System Proposals. Ideas for the moratorium range from two to four years. (5 proposals A1-A5)

Summary of and Challenges with the Original Proposals: Five proposals ask that a moratorium be placed on the service system project, calling out in particular funding, implementation, or efforts to put into effect a transition plan.

At some basic level it's hard to know exactly what a moratorium on transitioning to the Service System Proposals might consist of. Does this include releasing tools about consensus-based decision making or holding workshops on planning assemblies—both of which are key aspects of the proposals? What about answering questions from members of the fellowship about the Service System Project? We are not clear on the specifics of what would and would not be covered by declaring a moratorium on the project or proposals.

At least four of these five proposals attempt to direct the fellowship by placing a moratorium on the fellowship for implementation of any of these ideas. In the past, moratoriums adopted by the WSC have directed the WSC and/or NA World Services, which we see as the conference's purview. We do not believe the conference has the authority to place a moratorium on activity within the fellowship itself, or in local communities. Additionally, two of the proposals direct what the fellowship will focus on during the moratorium which we believe is a local decision, not one which can be dictated by the WSC.

Another aspect of these proposals that we see as impossible to execute is the type of accounting one of the proposals asks for. The proposal calls for an accounting of project expenses, including the cost of project-related travel and staff time back to 2008, which we are simply unable to do. We do not break out the portions of a trip in which the Service System Project, or any specific project or issue, was discussed, nor do we keep track of staff time in this manner. The amounts that were budgeted for the project were adopted by the WSC, and ultimately reported and audited. These figures are already available.

WB Response: In a general sense, this seems like a bad time to put a moratorium in place, particularly since the project is currently focused on how the proposals are being put into practice and adapted locally. Several of these proposals ask for a moratorium in order to gather more information, and yet a moratorium would seemingly stifle this information gathering.

In the 2012–2014 conference cycle, we have been focused on the practical application and adaptation of the ideas in the service system proposals. We already scaled back the amount of money allocated to this project this cycle, and through field testing and the creation and testing of tools for local levels of service we are gaining a better understanding how the theory of the proposals looks in actual practice.

Given this focus on practical application and adaptation of the proposals, stopping the project at this point would seem to be contrary to the intent of some of the proposal makers: to gather more information and inform more members. Our intention with continuing to focus on this project is that ultimately we will end up with ideas, practical experience, tools, and guidance shaped by fellowship experience.

The Service System Project has been offered to the WSC as a project plan to accept or reject. It has continued to be adopted three conferences in a row. At WSC 2012 the conference strongly opposed a new business proposal that “The Service System Proposal be dropped from the budget of WSO” as well as one “To give fellowship a full conference cycle to workshop, investigate, and

trial implementation of the SSP. Results of efforts to be gathered at WSC 2014 for further action.” Although we acknowledge that some of our members have concerns or misgivings about elements of this project, we have received a clear mandate from the fellowship through its representatives, and we believe the continuation of this work to be the best way to address the concerns of members and to refine the proposals to best serve our fellowship in its growth.

Proposal B: To specify the specific decision-making mechanism for anything related to the SSP. (2 proposals – B1-B2)

Summary of and Challenges with the Original Proposals: One of the proposals asks that the SSP Proposal in its entirety be brought to the WSC floor “for the first time” for a two-thirds majority vote. The other proposal directs what will be placed in the 2014 CAR. It is impossible to implement either of these as written. Motions passed at the World Service Conference take effect at the close of the conference. A motion that wishes to affect what will be in the 2014 *Conference Agenda Report* would have needed to be presented at the 2012 Conference. There is no way that a motion made in the 2014 CAR could result in adding material to that CAR.

The idea about all SSP proposals and transition plans being in the 2014 CAR was, in fact, proposed to WSC 2012. When straw polled, the conference was strongly opposed to a proposal “That any decisions regarding the SSP be included in the 2014 CAR and require 2/3 vote to pass.”

WB Response: We have already made the commitment to put decisions about the Service System Proposals in the CAR; the transition plans are simply a project plan about how to help discuss and implement what the WSC decides.

The Service System project has been adopted by the WSC three times—twice by unanimous consent—and specific motions, resolutions, and straw polls have been offered in the last two *Conference Agenda Reports*. We would not be able to offer anything about this project “for the first time,” because the conference has already approved the project and agreed in principle to the ideas within the proposals.

Proposal C: Currently seated regions retain their seat at the WSC forever. (1 proposal – C)

Summary of and Challenges with the Original Proposal: This is an attempt to ensure that future decisions related to seating include a provision to retain all currently seated regions. In this sense, it seems like an attempt to amend something not yet adopted.

WB Response: We suggest that the idea be reintroduced when the decision it seeks to affect is actually before the conference. To adopt a condition on a policy not yet drafted would seem to be taking things in the wrong order. Adoption of this idea would simply require parliamentary gymnastics if and when the WSC makes a decision to change who is seated. We are not yet at a place where we share a vision of what the conference might look like in the future, which is why we do not yet have long term recommendations for a comprehensive

seating policy. It seems a better use of our time to discuss what possibilities we see for the future of a global fellowship's decision making process.

Proposal D: Ideas to evaluate or reduce WSC costs either by creating a workgroup to look into conference costs or by eliminating World Board travel to the WSC. (2 proposals – D1-D2)

Summary of and Challenges with the Original Proposals: There are two proposals related to conference cost: one to create a workgroup to look into WSC costs and another to eliminate World Board travel, except for the WB chair, to the WSC.

NA World Services operates with a two-year strategic plan and budget. Planning, funding, and coordinating diverse business and service needs over the course of a two-year cycle requires time. The projects that are presented to the WSC are a result of the finished plan for the upcoming cycle. There are many ways to get ideas included in the planning process but that process must be initiated before the *Conference Agenda Report*.

For the 2014–2016 cycle the projects the board is recommending are a Traditions Book and Service System based on discussions at WSC 2012. The budget that will get included in the Conference Approval Track material for decision at the conference has been projected with these projects in mind. The idea to create a workgroup would, therefore, have to be committed to the World Board to bring back a project plan and budget to WSC 2016. We believe that conference participants will have already discussed many of the issues related to conference funding by that time.

WB Response: International workgroups cost an average of \$250,000 per cycle, and we feel the expense is not warranted for the logistics of the WSC. We have evaluated and will continue to evaluate options related to the cost of the conference and report on our discussions and encourage an active dialogue.

We already eliminated a budgeted World Board meeting during the previous conference cycle due to lack of funds. We do not believe eliminating board attendance at the conference is a responsible way to cut costs. As the body charged with carrying out the will of the WSC in the two years between meetings, we need to hear and understand what it is the WSC wants from us. We see the value of participating in discussions and hearing various voices and ideas as critical to the charge we have been given.

While NA as a whole has been increasingly using technology to further discussion, we do not feel meeting virtually is a replacement for face-to-face meetings. There are obvious logistical problems with using technology to meet—negotiating time zones in an international fellowship, maintaining a clear connection, etc. But even if the technology was perfect and there were no time zone challenges, meeting together in person is still the best way to accomplish certain things, especially decision making. Online meetings can be useful for touching base, framing, or even redirecting work, but not so good for making decisions.

WSC 2014 Summary Sheet

Motions & Proposals

World Board Motions

Motion 1: To approve the draft contained in Addendum A as IP #29, *An Introduction to NA Meetings*.

Motion 2: To adopt the following as WSC policy: “Seating at the biennial meeting of the WSC is limited to one delegate per region.”

Motion 3: To adopt the following as WSC policy: “The World Service Conference does not automatically fund attendance of delegates. Delegates from regions that are unable to fully fund themselves may request funding from the World Board.”

Motion 4: To agree in principle to move in the direction of a service system that contains group support forums: discussion-oriented gatherings focused on the needs of the group, as described by the characteristics below.

Characteristics of a GSF:

Essential:

- **Discussion-oriented**
- **Group-focused:** Focused on the needs of the group; decisions related to area business are not made here. Some limited functions like finding volunteers for H&I panels, planning picnics, etc., may take place.
- **Training-oriented:** This is a venue ideal for orienting new members, holding workshops, and training trusted servants.
- **Open to all:** All interested members, not just group representatives, are encouraged to attend.

Recommended:

- **Neighborhood-sized:** The original Service System Proposals see group support forums as significantly smaller than local service conferences or area service committees. There would be several for each LSC. However, we have found through field testing that some communities prefer to bring all of the groups and interested members together for one community-wide group support forum.
- **Meets monthly:** Again, the original Service System Proposals suggest monthly meetings of the group support forum, but in field testing many communities adopted a different meeting schedule. Some had group support forums meeting eight times a year in months when there was no quarterly local service conference. Others alternated GSF and LSC meetings, with each meeting six times a year.

Intent: To establish a direction for the future development of service material.

Motion 5: To agree in principle to move in the direction of a service system that contains local service conferences: strategic service-oriented planning conferences as described by the characteristics below.

Characteristics of a local service conference:

Essential:

- **Plan-driven:** The LSC works according to a planning cycle which begins with an annual planning assembly. All interested members gather at the planning assembly to set the priorities for the cycle ahead and provide the input that will shape the resulting project plans and budget.

- **Form follows function:** Utilizes a thoughtful mixture of project-based services, services performed by committees, and services organized by a coordinator. How services are delivered (whether by committee, project workgroup, or a coordinator) is a decision made by the local service conference.
- **Strategic:** Discussion and decisions are as much as possible concerned with strategic direction and oversight. Administrative decisions and “micromanagement” are delegated to the local service board.
- **Consensus-based:** Utilizes consensus-based decision making where practical (i.e., voting may still be the most logical way to handle elections or instances where the body fails to reach consensus and a decision must get made).

Recommended:

- **Meets quarterly:** The proposals suggest the local service conference meets four times a year for planning and oversight and the local service board meets monthly. In practice, when field testing, some communities determined that having the local service conference meet every other month better served their needs. One meeting of the LSC a year is devoted to the annual planning assembly.
- **Defined by county, city, or town boundaries:** The reasons for this recommendation are three-fold: 1. To avoid duplication of services; 2. To make NA more visible to professionals and addicts who are trying to find us; and 3. To make sure all parts of a state or nation are covered by a service body. Making sure these three things happen is more important than a policy about service body boundaries, particularly given the potential difficulty in unifying with a neighboring service body. What seems crucial is better communication and collaboration with our neighbors with an eye to having a conversation about possible unification down the road. The third item, making sure that all parts of a state or nation are served by NA, is something that probably cannot be adequately addressed in most places until we get to the state/nation/province part of the service system.

Intent: To establish a direction for the future development of service material.

Motion 6: To agree in principle to move in the direction of a service system that contains local service boards: a body overseen by the local service conference that administers the work prioritized by the LSC, as described in the characteristics below.

Characteristics of an LSB:

Essential:

- **Responsible to the LSC:** Reports to and is overseen by the local service conference.
- **Carries out the priorities of the LSC:** The board oversees the work to accomplish the goals set by the local service conference. They present a budget and project plans to the LSC for approval, and they coordinate the service work of the committees, workgroups, and coordinators.
- **Meets monthly:** It seems practical to meet on a regular basis, though not all meetings of the LSB must be face-to-face. Some LSBs may choose to hold some meetings online for convenience.
- **Administers the LSC meetings:** The local service board is responsible for putting together the agenda and facilitating the LSC meetings, including organizing the annual planning assembly to get information from the whole NA community.

Recommended:

- **Consists of admin body and service coordinators:** The proposals initially conceived of the local service board as a monthly meeting of the trusted servants elected by the LSC (the

admin body) as well as the subcommittee chairs, project coordinators, and other service coordinators. In practice, there may be meetings where not all of these trusted servants are needed.

Intent: To establish a direction for the future development of service material.

Regional Proposals

These proposals summarize the basic ideas of the regional proposals received for the CAR and will serve as the basis for what is discussed in the WSC Old Business Discussion Session. More information can be found on page 30. The original proposals as submitted are in Addendum C.

Proposal A: To place a moratorium on the Service System Proposals. Ideas for the moratorium range from two to four years. (5 proposals – A1-A5)

Proposal B: To specify the specific decision-making mechanism for anything related to the SSP. (2 proposals – B1-B2)

Proposal C: Currently seated regions retain their seat at the WSC forever. (1 proposal – C)

Proposal D: Ideas to evaluate or reduce WSC costs either by creating a workgroup to look into conference costs or by eliminating World Board travel to the WSC. (2 proposals – D1-D2)

Glossary

Biennial

Occurring every two years.

Candidate Profile Reports (CPRs)

A packet containing information (individual reports) on each candidate nominated by the Human Resource Panel for consideration for election by the WSC. These reports are intended to assist conference participants in their evaluations of candidates.

CBDM

Consensus-based decision making. Consensus refers to the consent of the group, meaning the willingness on the part of all members of a group to move forward with a decision. The conference uses a form of CBDM that is based on respect for all persons involved in the decision being considered, but does not necessarily mean the final decision is unanimous.

Conference Agenda Report (CAR)

A publication that consists of business and issues that will be considered during the biennial WSC meeting. The CAR is released a minimum of 150 days prior to the opening of the conference, with translated versions released a minimum of 120 days prior. The CAR, in all the languages in which it is published, is available at no charge on the Web at www.na.org/conference.

Conference Approval Track (CAT)

A term used to describe items sent to conference participants 90 days prior to the World Service Conference. Included are any proposals for seating of regions, the draft budget and project plans for the upcoming conference cycle, and any material being presented for consideration under the service-material approval process.

Conference-approved

NA handbooks and service booklets that tend to convey NA's fundamental ideas about certain areas of service. These pieces may or may not have been sent out for review and input according to the specifics of the project plan presented to the WSC, and are always included in the Conference Approval Track material for approval at the upcoming WSC. Both Conference-approved and World Board-approved material are intended to show how to implement or put into practice the principles established by core NA philosophy and Fellowship-approved literature.

Conference Cycle

The two years between conferences. For the current conference cycle, that refers to the two fiscal years running from 1 July 2012 to 30 June 2014.

Conference Participants

For the purposes of decision-making, conference participants are defined as regional delegates and World Board members. Only delegates vote on old business items that have appeared in the *Conference Agenda Report*.

Conference Report

The full report of all world service activities sent to WSC participants; delegates and regions may also have reports published. Mailed to conference participants and subscribers and also posted at www.na.org. March issue customarily contains board, HRP, and regional reports.

Environmental Scan

An environmental scan is part of a strategic planning process. In NAWS every two years, preliminary to the creation of our strategic plan, we look at internal and external factors that might influence the work we are able to accomplish or that we wish to take on or prioritize.

Fellowship-approved

As explained in GWSNA: “All NA recovery material is Fellowship-approved. This means that it is developed by NA World Services, sent out to the fellowship for review and input, and ultimately sent out for approval by the fellowship in the *Conference Agenda Report*.... This applies to all recovery books, recovery booklets, and recovery pamphlets as well as material that establishes or changes philosophical position or NA principles.”

Fellowship Development

We engage in a large variety of activities that are directed to members and/or designed to help NA communities in their efforts to carry the message and to further our primary purpose and vision. This includes, but is certainly not limited to, producing publications like *The NA Way* and *Reaching Out*, fellowship workshops, public relations activities, answering emails and calls with questions from members, and providing free or reduced-cost literature for communities in need. We refer to all of this activity as fellowship development, since that is its purpose.

Fellowship Intellectual Property Trust (FIPT)

A legal trust that serves as custodian for NA's recovery literature and logos (trademarks). The document creating the *FIPT* is called a *trust instrument*; it explains how NA's literature and trademarks are managed and protected for the benefit of the fellowship as a whole. Approved by the fellowship in April 1993.

Group Support Forum (GSF)

A discussion-oriented body focused on the needs of the group. Group support forums are open to all members and oriented toward group issues, orientation, and training.

Guide to Local Services in Narcotics Anonymous, A (GLS)

A service handbook, approved in 1997, intended to serve as a resource for NA groups, areas, regions, and their subcommittees in establishing and providing local services.

Guide to World Services in Narcotics Anonymous, A (GWSNA)

A compilation of policy decisions that have been approved by the World Service Conference, including WSC guidelines. The name was changed from *A Temporary Working Guide to Our World Service Structure (TWGSS)* in 2002. *TWGSS*, its precursor, was first published in 1983 as the temporary successor to the *NA Service Manual* (a.k.a. *The NA Tree*), which in turn was first published in 1976.

Human Resource Panel (HRP)

Provides the World Service Conference with a list of qualified candidates for election to the World Board, the Human Resource Panel, and the WSC Cofacilitator positions. Is also responsible to administer the World Pool. Consists of four members elected by the WSC.

IP

Acronym for informational pamphlet.

Issue Discussion Topics

Specific topics selected by the WSC that concern the fellowship as a whole, to be discussed by the fellowship during the next conference cycle.

Local Service Board (LSB)

The local service board is overseen by the local service conference, and administers the work prioritized by the LSC. LSBs meet monthly. They present a budget and project plans to the LSC for approval and they coordinate the service work of the committees, workgroups, and coordinators. They also facilitate and prepare the agendas for the LSC meetings, including the annual planning assembly.

Local Service Conference (LSC)

A strategic, service-oriented planning conference. LSCs deliver services through a mixture of project-based workgroups, ongoing services performed by committees, and services organized by coordinators, depending on local need. They utilize consensus-based decision making.

NA Way Magazine, The

Published quarterly, *The NA Way Magazine* currently offers articles about service, recovery-oriented stories, and entertainment, as well as a calendar of international NA events. Available by request in English, French, German, Japanese, Portuguese, Russian, and Spanish and posted at www.na.org.

NAWS

Refers to Narcotics Anonymous World Services, the legal name for world services.

NAWS News

A newsletter sent out by the World Board after each board meeting reporting on their current activities. Published in English, French, German, Portuguese, Spanish, and Swedish. Sent to all conference participants, registered areas, and regions and posted at www.na.org.

Project Plan

Developed by the World Board for all prospective, non-routine world service projects. Includes the proposed scope of the project, budget, and timeline. Included in the Conference Approval Track material as part of the budget.

Public Relations

Creating and maintaining relationships with members, potential members, and the general public, including professionals, families, and loved ones in an effort to more effectively carry the message of recovery.

RBZs

Candidates for world service positions who have been put forward to the Human Resource Panel for their consideration by regions, the World Board, or zones. These potential candidates are interviewed by the HRP separate from and after any initial blind screening process.

Regional Assembly

A gathering of group service representatives (GSRs) and regional committee members (RCMs), conducted by the RSC, to discuss regional issues and those affecting NA worldwide, usually in preparation for the biennial WSC meeting. The regional delegate is sometimes elected at the assembly.

Regional Delegate (RD)

Attends the WSC as a voting delegate from an NA region (or equivalent service body). Is responsible to help communicate between the region and world services throughout the conference cycle.

Regional Proposal

An idea forwarded from a regional service committee to be included in the *Conference Agenda Report* and considered by the World Service Conference.

Regional Service Committee (RSC)

A body that draws together the combined service experience of a number of adjoining areas for mutual support of and service to those areas. Composed of RCMs, the regional delegate, alternate delegate, and others as needed.

Service System

The service system in NA consists of four main components: people, processes, resources, and structure. One of our projects is focused on creating and framing a discussion about alternatives or improvements to our current service system.

Service System Proposals

A document including ideas and recommendations for the changes to the NA Service System. The last draft of this document was prepared for the 2012 World Service Conference to provide a background for discussing the resolutions and straw polls at the 2012 World Service Conference. The essay that is included in this *Conference Agenda Report* contains more up-to-date information.

Service Pamphlets

Pamphlets intended for use as a resource for groups and service bodies covering some topics related to service in NA. These pamphlets are developed, released for a 90-day delegate review, and approved by the World Board, who can also revise them if the need arises. They are the Board's best attempt at collecting some of the more successful practices in our Fellowship in dealing with sensitive or difficult topics.

Strategic Plan

A long-term strategy for world services to provide new or improved services and support that facilitates the continuation and growth of Narcotics Anonymous worldwide. The project plans stem from the objectives in the strategic plan.

Straw Poll

A non-binding vote conducted to gauge the general sentiment of the conference toward a particular topic or idea. Straw polls are also used during the closing session of the conference to ensure that the conference has a common understanding of the week's decisions and discussions.

Twelve Concepts for NA Service

Fundamental NA principles guiding our groups, boards, and committees in service affairs. WSC-Approved in 1992; published with essays and study questions as a self-titled booklet.

Workgroups

Small working bodies responsible to the World Board, created for a specific purpose.

World Board

The World Board is the service board of the World Service Conference. The Board provides support to the Fellowship of Narcotics Anonymous in the fellowship's effort to carry the message of NA. Oversees the activities of NA World Services, including our primary service center, the World Service Office. The Board also holds in trust for the NA Fellowship the rights for all its physical and intellectual properties (which include literature, logos, trademarks, and copyrights) in accordance with the will of the fellowship as expressed through the WSC.

World Board-approved

Service-related informational pamphlets and tools approved and published by the World Board. This material contains practical experience gathered from the fellowship about how to apply some of the principles contained in NA Fellowship and Conference-approved material.

World Pool

A pool of members' service resumes (World Pool Information Forms) demonstrating a variety of recovery- and service-related experience as well as any skills necessary for the successful completion of world-level assignments. All NA members with over five years clean are eligible and encouraged to complete the information form.

World Service Conference (WSC)

The conference is not an entity; it is an event—the coming together of the NA Fellowship from around the globe. Every two years regional delegates, the members of the World Board, and the executive director of the World Service Office meet to discuss questions of significance to the Fellowship of Narcotics Anonymous. The World Service Conference is the one point in our structure where the voice of NA as a whole can be heard regarding issues and concerns affecting our worldwide fellowship. The conference is a vehicle for fellowship communication and unity: a forum where our common welfare is itself the business of the meeting.

World Service Office (WSO)

The name of the physical location of the primary worldwide service center for NA World Services. The headquarters is located in Chatsworth (Los Angeles), California, USA, with branch facilities in Ontario, Belgium, Iran, and India. The WSO prints, stocks, and sells NA Fellowship and Conference-approved literature, service handbooks, and other materials. Provides support for new NA groups and developing NA communities. Serves as a clearinghouse for information about NA.

WSC Cofacilitator(s)

Two individuals who preside over the business sessions of the World Service Conference. Elected by the World Service Conference.

Zonal Forums

Locally organized, service-oriented sharing and/or business sessions comprised of multiple regions that provide means by which NA communities can communicate, cooperate, and grow with one another. Involves participants from neighboring regions.

Addendum A

An Introduction to NA Meetings **Approval Draft**

This page left intentionally blank

An Introduction to NA Meetings

If you're new to NA or planning to go to a Narcotics Anonymous meeting for the first time, it might be nice to know a little bit about what happens in our meetings. The information here is meant to give you an understanding of what we do when we come together to share recovery. The words we use and the way we act might be unfamiliar to you at first, but hopefully this information can help you get the most out of your first NA meeting or help you feel more comfortable as you keep coming back. Showing up early, staying late, and asking lots of questions before and after meetings will help you get the most out of every meeting you attend.

Our Basic Text, *Narcotics Anonymous*, provides the best description of who we are and what we do: "NA is a nonprofit fellowship or society of men and women for whom drugs had become a major problem. We are recovering addicts who meet regularly to help each other stay clean." The Twelve Steps of NA are the basis of our recovery program. Our meetings are where we share recovery with one another, but applying our program consists of much more than simply attending NA meetings. People have all sorts of reasons for attending NA meetings, but the purpose of each meeting—our "primary purpose"—is to give NA members a place to share recovery with other addicts. If you are not an addict, look for an open meeting, which welcomes non-addicts. If you're an addict or think you might have a drug problem, we suggest a meeting every day for at least ninety days to get to know NA members and our program.

NA literature is also a great source of information about our program. Our Basic Text (*Narcotics Anonymous*) or our informational pamphlets (IPs) are good places to start. Most meetings offer IPs for free, while NA books are generally sold at the group's cost. Much of our literature is also available to read or order online at www.na.org.

General information that applies to NA meetings

- ◆ We are not concerned with types or amounts of drugs used; we focus on the ways addiction and recovery affect our lives.

- ◆ NA meetings are not classes or group therapy sessions. We do not teach lessons or provide counseling. We simply share our personal experiences with addiction and recovery.
- ◆ Meetings are often held in churches, treatment centers, or other facilities, because these places tend to be affordable, available, or convenient. NA is not a part of or connected to any other group, organization, or institution.
- ◆ To respect the anonymity of all of our members, we ask that people who attend our meetings not talk about who our members are or what they share in meetings.
- ◆ NA has no membership fees or dues, but it does cost money to hold meetings and provide other services to further our primary purpose. Our members make voluntary contributions at meetings to support the group and other efforts to carry our message. Nonmembers are asked not to contribute so NA can remain fully self-supporting.

Our program of recovery begins with abstinence from all drugs, including alcohol. Sometimes people come to NA meetings while still using drugs, detoxing from drugs, or on drug replacement therapy. Regardless of what you may be taking when you first come to NA, you are welcome. Also, newer members often have questions about prescribed medications. We encourage you to read NA literature including the Basic Text and the booklet *In Time of Illness*, which will explain NA's approach to recovery. It also helps to talk to NA members who have faced similar situations about what worked for them. Sponsorship can be a vital tool for understanding this and other issues in our recovery (see IP #11 for more information on sponsorship). We are not professionals and NA has no opinions on medical matters; we can only share our personal experiences with one another.

A few things you might expect to see or experience in our meetings

NA meetings come in all shapes, sizes, and flavors, and so many things are done differently in meetings in different cities, different countries, or even just on a different night of the week in the place you live. Still, some things are common to most NA meetings around the world.

- ◆ Meetings are usually either discussion or speaker meetings. Discussion meetings allow members to take turns sharing. Speaker meetings allow one or more members to share for an extended period of time.

- ◆ Visitors and newcomers are usually asked to introduce themselves by their first name. Newcomers are usually welcomed with a hug or handshake and a welcome keytag.
- ◆ In most places, it is customary for members to gather in a circle to end the meeting with a short prayer or NA reading. Though you may hear prayers in meetings, ours is a spiritual, not religious program.

Effective meeting formats keep the primary purpose in focus and encourage members to participate in a way that expresses recovery.

*Tradition Five,
It Works: How and Why*

- ◆ Groups often mark or sign attendance sheets or court cards as a courtesy to people who request it, but some groups and members choose not to do so. If needed, it is best to ask how the group handles this before the meeting begins.
- ◆ Most groups provide schedules or directories of other local NA meetings.

About sharing

- ◆ NA relies on the “therapeutic value of one addict helping another.” Nonmembers are asked not to share in meetings, though some groups may allow brief participation during NA birthday or anniversary celebrations.
- ◆ Members are usually asked to share only once per meeting, mindful of the meeting’s time limitations. Many meetings ask members to limit sharing to five minutes or less.
- ◆ Members are also encouraged to avoid “crosstalk,” which means we share our own experiences instead of responding to other members. Individuals can have conversations before or after meetings.
- ◆ Some groups ask members to refrain from sharing explicit details and descriptions of drugs and using in meetings, and to focus instead on how addiction and recovery have affected us.
- ◆ Newcomers are generally encouraged to focus on listening, but they are welcome to share during the participation portion of the meeting.

Many of us understand God to be simply whatever force keeps us clean. The right to a God of your understanding is total and without any catches.

Step Three, Basic Text

- ◆ Newcomers are encouraged to listen closely to identify experienced members they can relate to who might make good sponsors or friends, or offer other guidance and support.

Cultivating an atmosphere of recovery in our meetings

Groups may vary on how they choose to address some meeting-related matters. We encourage you to check each meeting out for yourself to get a better idea of what is expected at that meeting. The following basics are common in many meetings.

- ◆ Some meetings have a short break for members to talk, get refreshments, use the restroom, or smoke. At meetings with no break, we usually wait until after the meeting.
- ◆ We don't allow drugs or drug paraphernalia in any NA meetings.
- ◆ We strongly discourage any harassment, threats, or disturbing behavior before, during, and after our meetings. This includes unwelcome sexual, romantic, financial, and religious solicitation. Our meetings are for sharing NA recovery. If you feel harassed or threatened, share your concerns with the meeting leader or a trusted servant.
- ◆ We ask latecomers to find a seat quietly and avoid distracting people.
- ◆ We discourage side conversations. Even at a very low whisper, they distract others.
- ◆ Phone calls and text messages also distract others. We ask members to turn off or silence their cell phones and other electronic devices during meetings.
- ◆ In many places, hugs are a common NA greeting. If you're not comfortable hugging, don't hesitate to say so. Most members will be understanding about this.

Our meetings vary widely in size and style. Some are small and intimate; others are large and loud. The practices and terms used in our meetings also vary widely from one place to another. Most importantly, our meetings are where we share our experience, strength, and hope. If you're an addict, keep coming back and share recovery with us!

SOME HELPFUL NA TERMS

ADDICT—the term we use to refer to ourselves because we see addiction itself as the problem, rather than the use of a specific drug

BASIC TEXT—the book that contains our core ideas, entitled *Narcotics Anonymous*

CLOSED MEETING—meeting only for addicts or those who think they might have a drug problem

GROUP—members who hold one or more regularly scheduled NA meetings (see IP #2, *The Group*)

HIGHER POWER—any loving force that helps a member stay clean and seek recovery

IPS—information pamphlets about NA

NEWCOMERS—new NA members

OPEN MEETING—meeting that welcomes anyone to attend, including interested non-addicts

RELAPSE—a brief or extended return to drug use

SHARING—offering personal experience with addiction and recovery

SPONSOR—experienced member who offers guidance and support through the Twelve Steps (see IP #11, *Sponsorship*)

TRUSTED SERVANTS—members who have service positions in NA

Addendum B

Service System Field Test Report

This page left intentionally blank

Field Test Summary

The Service System Project field test ran for eight months in nine communities across the United States. Demographically, these ranged from large NA communities in wholly urban areas to those with smaller urban centers and surrounding suburban and rural groups. The size of the communities covered a wide range, as did their experience level in relation to the project. Three of the communities tested just the group support forum, while the other six tested both the group support forum and the local service conference and board.

The Group Support Forum (GSF)

Group support forums in the testing communities varied widely in size, from three participating groups per GSF to 17 in one community. Some of the larger, urban-based group support forums could potentially have been much larger if all groups had participated. The number of GSFs within the test communities ranged from two per community up to seven. Some communities maintained a stable number throughout the test, while others saw some realignment and consolidation of GSFs. Two communities had no functioning group support forums by the end of the test.

Participation at the GSF meetings ranged from two members up to 23. In general all the attendees were trusted servants, either GSRs or group support forum facilitators and delegates, but three of the communities reported regular attendance by members with no service position as such. Participation from interested members with no service position was perhaps more common in rural areas where ASC or LSC attendance involved more travel. A couple of communities had good experiences either with sponsors who encouraged sponsees to attend or members who would bring carloads of other, newer members to GSFs. In one field testing community having a pot luck at the group support forum seemed to increase participation, but two other communities that had food at their GSFs didn't seem to benefit from it. This appears to be another example of the need for flexibility and doing what works in individual communities.

Participation from the total number of groups in their individual communities again varied widely. Some had close to 100% participation while others were around 10%. There appeared to be some correlation between a low level of participation in the ASC or LSC and a low level of participation in the group support forum. In some cases, however, having GSF meetings seemed to make service meetings more attractive to GSRs because there wasn't as much time taken up at the ASC or LSC with reading of group reports.

The composition of each group support forum was primarily established by geographic proximity, with three interesting variations. One area created a GSF for rural groups and one for urban groups; one GSF was composed entirely of daytime meetings; and one GSF was made up of Spanish speaking groups. Group support forums were mostly scheduled either before or after regular recovery meetings, but again, there were variations. However, it was almost universally agreed that a consistent time and place for the group support forum meetings, and disseminating this information widely, was essential to their success.

One community has each of its three group support forums meet at the same time in separate rooms at a central location, enabling them to distribute literature to all the groups at one time. Another community is switching to such an arrangement now

that the formal field test is over. Both of these communities are considering having GSFs meet separately for part of the meeting and then come together for a full community meeting in the other part of the meeting. In another community, the group support forum for rural groups meets directly before the local service conference or local service board (where they receive literature) in order to minimize travel time for those groups. GSF meetings can run from 30 minutes up to 120 minutes, although one hour seems about average. Most communities reported minimal or zero expenses associated with GSF meetings, as they met at already-established meeting venues. Expenses of more than a few dollars were paid through the local service conference.

Most of the testers adopted the two-track model (where groups send a delegate to both the GSF and the local service conference or ASC). At least two communities saw some group support forums switch to the two-track model from a linear model (where groups send a delegate to the GSF, and the GSF in turn sends a delegate to the LSC or ASC) partway through the test because the linear model seemed to undermine the group-focused nature of the GSF at least to some degree. Nonetheless, three communities reported a mix of linear and two-track. Some rural groups that had previously been unrepresented at their ASC were represented by a GSF delegate, and two communities reported that the group support forums had delegates who presented reports at the area service committee or local service conference. Most seemed to like the idea of a GSF delegate to the ASC or LSC.

About two-thirds of the communities have group support forums that meet monthly. Two communities reported GSFs that meet eight times a year on the months with no quarterly ASC, and one community has GSFs that meet every other month, alternating with the LSC, which is also bimonthly.

The meetings of the group support forum were facilitated in a variety of ways: by local service board members, by facilitators selected by the GSFs themselves, and by experienced members with no formal service position. Some facilitators were selected on the fly, and others were elected into a standing position. The GSFs themselves focused primarily on the discussion of group issues and finding solutions to them, but also offered other topics and workshops. These included the organization and running of the GSF itself, literature and service topics such as the Third Tradition and service pamphlets, and fund flow and literature distribution. They also provided an opportunity to make the usual group announcement about events, service vacancies etc.

In several instances, communities found that focusing exclusively on challenges and successes experienced by recovery groups made it hard to maintain enthusiasm for the GSFs. There seems to be increasing interest in formalizing topics in some way—perhaps having regular workshops and training sessions determined in advance on issues like Issue Discussion Topics, introduction to PR or H&I, community surveys prior to the local service conference annual assembly, etc. In general, the idea of instituting more training and workshops in addition to a forum for group issues seemed to be a popular way to increase value to the fellowship and maintain interest in the group support forums.

Getting group support forum meetings started produced some common challenges, such as disseminating basic information about what the GSF meeting was for, where and when they were being held, and that everyone (not just group service representatives) is welcome to attend. This is a point that is underscored repeatedly

by the testing communities: better communication about GSFs is key to their success. There were some reports of members resistant to change, or opposed to any ideas from the service system project. In field testing the group support forums as well as the local service conferences, “personalities” continue to be a challenge for some of our communities.

Communities that seemed to have the most success with group support forums planned their start-up over a period of time. One community provided a detailed account of the process that took place over several months leading up to the establishment of GSFs. This began with an area discussion of the pros and cons of the ideas; a map was created outlining the boundaries of the proposed group support forums and facilitators were selected; and finally mock GSFs were held at the area service committee before holding them on their own in separate locations. Another community had a group support forum meeting within the area service committee to familiarize everyone with the idea before establishing them in neighborhoods.

Maintaining the group support forums seemed to require an ongoing commitment from trusted servants that was exaggerated by the short time frame of the field test itself. Rather than allow group support forums to grow organically within a community – several testers mentioned the idea of starting with one GSF and allowing it to divide – the field testers were asked to establish several all at once. This produced a shortage of facilitators and some burn-out of trusted servants. The one community that didn’t seem to experience this had been developing group support forums for nearly a year prior to the field test and had a small group of trusted servants committed to the task. This echoes the suggestion from most of the testers that an essential part of starting and maintaining group support forums is having a strong base of experienced members within the community who are committed to the process. This could include definite steps such as creating a “GSF support team” and training facilitators in advance, which at least two communities did. Other suggestions for helping GSFs to become established and to grow were more basic and included having fun, providing food, creating a welcoming atmosphere, and inviting groups that aren’t yet involved. At least two different communities have focused outreach efforts for groups who do not participate in either area service or group support forums, and some communities felt we could better use technology to support isolated groups. Several field testers mentioned the need for facilitation training in advance of establishing group support forums. Several others noted the importance of continuity of those who attend the GSFs. GSFs with stable, returning members seemed to be more successful.

Understanding the purpose of the GSF at the group level was also considered essential prior to them starting. Again, most of the testers suggested slowing down the process to ensure members and groups were on board, and sharing information through workshops, outreach or ad-hoc committees, attendance at group business meetings, and one-on-one with other members.

Several of the communities appear to have had to adjust their expectations of the groups within their community. For example, meeting more than once a month seems too much for many groups, as does the idea of obtaining their literature from somewhere other than this monthly meeting (although it should be noted that many groups do not obtain literature from their ASC at present). For some communities, having literature distributed at the group support forum has been instrumental in their success, though at least one community seems adamant that keeping literature

distribution away from the GSFs allows them to maintain their “meeting after the meeting” quality. For some rural groups, distance remains one of their primary challenges, although several communities reported that rural groups have derived some concrete benefits from group support forums. These include connection through a GSF to their local service body where one had not previously existed, a stable supply of literature and flyers, and a stronger connection to other NA groups and the broader NA community. Nonetheless, it appears we still need to work harder to help our rural or isolated NA groups to feel better supported.

Communication seems to have improved—often incrementally—in the majority of cases; the group support forum allowed information to pass from service bodies to groups, and between groups. Eliminating group reports from the business meeting and having a GSF report to highlight the most important elements was also cited as an improvement by a couple of testers. Others thought that the separation of groups into separate group support forums, and no longer being required to attend monthly meetings all together as a community, negatively affected communication. In a couple of cases, communities are talking about returning to a full community group-focused meeting rather than separate neighborhood meetings now that the field test is over.

The Local Service Conference (LSC) and Local Service Board (LSB)

Six communities tested the local service conference and local service board. One of these had been operating as a local service conference for a year prior to the field test.

The service system proposals suggest monthly meetings of the group support forum and local service board, and quarterly meetings of the local service conference. Four of the communities adapted this suggested schedule in some way. One continued to operate an area service committee which met on the months that the local service conference did not. Another rurally-based local service conference met on alternate months, which offered a considerable benefit particularly in the winter when travel is more difficult. Two communities had their GSRs continue to attend a service meeting every month, meaning there was not as much of a distinction between the local service board and local service conference meetings as described in the proposals. Both cited improved communication and a better functioning meeting as the reason for having GSRs gather monthly. One of these two communities initially tried quarterly attendance by GSRs, but quickly reverted to monthly attendance. Both of the communities also had separate monthly group support forum meetings with low levels of participation, which may suggest that anything more than one meeting a month is difficult for most groups to support. The exception to this was the group support forum for rural groups that met prior to the local service conference.

Of the two communities that followed the schedule suggested in the Service System Proposals for the local service board and the local service conference, one has their group support forums meet only on the months when there is no local service conference. They also utilize a central location for the group support forums to meet on the same evening. They are exploring the option of having a brief meeting for all the group support forum attendees prior to their separate GSF discussions so they are also moving towards some form of monthly gathering for the entire community. The other community that followed the model returned to monthly area service committee meetings once the field test was completed, but is considering the a similar arrangement where group support forums would meet at the same time and

same location and after having GSF meetings, get together as a whole group for a workshop drawn from the group support forum discussions. In general it seems that most of the testers felt that the ability to communicate to all the groups within the community at a single monthly gathering was necessary for successful communication.

The local service board consisted of the admin body from the ASC in each community. Some were able to widen participation to include some subcommittee chairs and project coordinators, but each community struggled to entirely engage all of the trusted servants. Each LSB met monthly, with one of the more rural communities meeting online every other month to minimize travel. Another community that had previously held a separate policy committee meeting each month combined this with the local service board meetings, reducing the number of service meetings each month. The same community also utilized an online discussion group for the local service board and found it helpful.

Participation by groups at the local service conference was generally the same as at the ASC, except for one community that reported an increase in attendance due to increased involvement in projects, and one that reported a sharp drop, possibly because two of the LSC meetings were scheduled on holidays. Most communities are hopeful that over time the changes will improve attendance, communication, and collaboration. The test demonstrated the need to remain flexible and make refinements as needed. For example, having a representative from the group support forum to the local service conference, even for two-track group support forums, is an idea many communities favor. One rural community also suggested ensuring that trusted servants were reimbursed for expenses related to attendance at the local service conference, as these were likely to be higher because of the distances involved in cases where area service committees combine to form a local service conference. They also have started rotating the location of the local service conference in an effort to encourage attendance.

Most testers reported using the same decision making process as they used prior to the field test, except for one that shifted to consensus-based decision making. Of the six local service conference testers, four practice CBDM (one for 8 years now). One hasn't yet made the switch to consensus-based decision making as they tried early on to "kick the hornet's nest" and it seemed like a change that could wait until further along in the transition. Another describes themselves as in the "infancy" of adopting CBDM. Of the four who practice consensus-based decision making, two let all present participate in the decision-making process, one allows only GSRs to participate, and the other allows all elected trusted servants to participate. Some communities say that adopting CBDM early on was crucial to making the rest of the transition to a GSF/LSC system.

Literature distribution and fund flow largely remained unchanged. Two communities tried having local service board members distribute literature at the group support forum meetings, but found it to be too stressful to maintain. One of these communities switched to having all the GSFs meet at the same time and venue each month where they could also collect their literature and pass on contributions. This system is working very well for them. One of the rural communities utilized some of their group support forums to pass on funds. This community does not distribute literature at the local service conference; instead, groups order literature for themselves.

The short timeline was a problem for all the field testers. Several communities wished they had the opportunity to better plan the transition to a new system, including better preparation for the planning assembly. Most mentioned the need to hold workshops to engage and inform GSRs and groups about the change, while some mentioned that an improved survey tool to prepare for the planning assembly might be helpful. Two communities shared their experience of implementing a gradual process of change at their area service committees prior to the field test. Often this included simple changes, such as no longer “holding GSRs hostage” by starting to distribute literature at the beginning of the ASC so that GSRs who were only there to pick up literature were free to go. At this same ASC they made improvements to GSR training and tried to ensure a friendlier atmosphere. All of these sorts of changes led to a group-focused portion of the ASC, which then created a good foundation for forming group support forums.

The planning assemblies themselves were generally successful, with several communities reporting participation by NAWs as one of the success factors. A couple of communities talked about comparing the planning assembly to their personal experience: They explained planning and projects to members by comparing them to the inventory steps in personal recovery. Service bodies can use an inventory process to improve as well. Shifting to a plan-driven system had several reported benefits, including establishing projects that answered community needs, improved understanding of financial procedures and accountability, and better training and mentoring of GSRs as a result of their involvement in the planning process. A couple of communities mentioned that they passed budgets on a local level that included projected income and expenses for the first time. One community also highlighted the change for GSRs from passively listening to reports to more fully participating in the agenda-setting and decision-making process, and felt this was beneficial not only for the GSRs but also for the groups within the community.

Some of the challenges reported, other than the short timeline for the field test, included changing the way services were delivered by established subcommittees, maintaining participation, and countering opposition to the project itself and the process of change from some local members. Some of the field testers talked about incorporating more workshop-type activities into an area service committee prior to a transition to begin to familiarize trusted servants and others with the workshop process at a service meeting.

Several communities mentioned that introducing projects has increased interest in service on the part of some who would rather not commit to a monthly subcommittee meeting, but appreciate a shorter, well defined task.

All communities seem to utilize a mixture of standing committees, coordinators with resource pools, and workgroups. Local service board members seem to be the main source of project coordination, which in some cases put an undue strain on those members, but also led to several projects primarily focused on internal tasks, such as redrafting guidelines and supporting the GSFs. Devoting projects to these sorts of tasks, which are related to the transition to GSFs, LSCs, or LSBs, seemed to be a successful strategy for these communities. Long-standing services such as H&I generally continued to be provided by subcommittees, with any shift to project-based provision being mostly in the area of activities and events.

Different communities experienced varying levels of success with the projects they adopted after the planning assembly. Some were completed as planned, while other communities struggled first to create plans, and then to follow through on them.

There is a mixture of thoughts about policy among the field testers. Some favor initial projects or workgroups devoted to policy creation for the transition and new system. One community cautions that the ASC should make a clear decision to set aside area policy for the transition. Another community suggests that those making a transition should build on what is working and develop policy as you go along to reflect those changes and best practices.

Some communities feel that creating group support forums first is important, with some suggesting that the area service committee should be divided into local service conference and group support forum sessions prior to establishing separate group support forum meetings. Others feel that creating a planning assembly and a series of local service conferences is the right first step. Regardless, all communities see pre-planning and building of community support and awareness as central. Several ideas for this were offered including:

- Team-building within the local service board
- Better preparing subcommittees to transition
- Educational workshops at the ASC prior to transition

Regardless of what elements of a local service system are changed first, everyone seemed to agree that change should not happen all at once, as it was confusing and involved an unsustainable workload for local leaders. At the same time, for most of these communities, exploring changes, even ideas that may ultimately have been rejected, was a positive process. The idea that GSRs go to a service meeting to create priorities and participate, not just listen and vote was very positive for many groups, as was the idea that the way we do service isn't set in stone. The field test gave some communities the opportunity to approach service with creativity and innovation.

Addendum C

Regional Proposals

This addendum contains the regional proposals as submitted. They are provided in the spirit of full disclosure. The old business discussions at WSC 2014 will be focused on the consolidated Proposals A through D found on pages 32 to 35 of this report. Further explanation can also be found on page 30 of this report.

This page left intentionally blank

Proposal A1: ABCD Region: To place a moratorium of one cycle on further funding of any and all portions of the SSP, including travel associated with its promotion and for NAWS and the WB to provide a full, accurate and honest accounting of all costs incurred in drafting, researching and promoting the SSP including, but not limited to consultation fees, travel costs, publication costs and promotion costs from 2008 to present.

Intent: The moratorium would provide the fellowship the time to obtain a full accounting of all expenditures related to the SSP from 2008 to present so the fellowship may determine whether we wish to continue funding the project or use our resources elsewhere. With funding of the SSP stopped, the fellowship would be able to determine how much has been expended annually as there is no other mechanism to make that determination in current financial reports.

Regional Rationale: An effective group conscience is a fully informed group conscience. Many members of the fellowship, even those who have been involved in service efforts, are not informed about the SSP and cannot make conscience-based decisions on funding. The moratorium and accounting would be used by the fellowship using basic accounting principles, to see the dollar value on the full effect of the SSP by ceasing to put fellowship resources into it. The fellowship would also explore the potential for alternate means of decreasing costs associated with the WSC. Groups have final responsibility for and authority over the service structure they have created. By fulfilling their responsibility to provide their service structure with the conscience and ideas, people, and money it needs, the groups also exercise their authority. Conversely, the service structure must always look to the groups for support and direction. (Concept Two).

Proposal A2: ABCD Region: To place a moratorium of at least one conference cycle on further implementation of and transition to any portions of the Service System Project Proposal (SSP), including, but not limited to, what has been referred to as the Group Service Unit (GSU) and/or the Local Service Unit (LSU).

Intent: To provide the time and opportunity to study, workshop and develop input and feedback on all ramifications, both pro and con, of the SSP to determine how the SSP would affect groups, areas and regions locally. To communicate, through our current service structure, the full effect of the SSP locally. Each part of the global fellowship has the responsibility to determine for themselves through their own local experience. Visiting various groups near and far does not qualify a member to determine how an action locally would affect a group in another part of the world. To explore the potential for alternate means of addressing issues that led to the creation of the SSP, such as the “apathy and indifference of our members,” “finding ways to improve service delivery” and to “decrease costs associated with the WSC.” The groups must take the opportunity to locally determine whether NA as a whole should avoid such a vast and dramatic change to all of the structure, processes, resources and people as proposed in the Service System Project.

Regional Rationale: This proposal acknowledges and considers the most recent World Board effort to postpone, but not stop, the most controversial portions of the SSP as reported in the June 2013 NAWS News. “In order to keep us focused on process and improvements, we are recommending that we provide questions or motions for decisions about GSUs and LSUs in the 2014 Conference Agenda Report. More than that seems like it cannot be rationally processed at one time. We, as well as the majority of WSC 2012, remain committed to new visions for State-Nation-Provinces (SNPs) and the role of zones, but we also believe more discussions on these are needed. Since these are potential system-wide changes, we believe moving forward in stages is more practical and realistic.” (NAWS News page 2)

It is apparent that many members and groups inside the fellowship, even those who have remained involved in service efforts; are not as informed about the SSP as they would wish to be considering the upheaval implementing the SSP would create. Project plans such as the SSP are traditionally contained in the Conference Approval Track (CAT) and therefore, are usually unseen by the fellowship as a whole. The CAT was separated from Conference Agenda Report (CAR) in approximately 2002 when the World Service Conference (WSC) voted to keep budget and funding separated from the CAR. The CAT, provided to the RD Teams, and depending upon the region, the team is usually not required to discuss or disclose what is contained in the CAT and are therefore expected to utilize their delegated authority to determine what is best for the region they represent. The World Board has a block of votes for the stated purpose of the speaking for the unrepresented and unseated region.

Proposal A3: Indiana Region: To place a moratorium of at least a full conference cycle 2014-2016, on funding and implementation of the Service System Project Proposal (SSP), as well as any efforts to put into effect, a transition plan for implementation. This moratorium would be used by the fellowship through our current service structure, to learn about and explore alternate means of addressing the issues that led to the creation of the SSP by the 2008 World Service Conference participants, i.e., the apathy and indifference of our members in addition to finding ways to improve service delivery.

Intent: To provide the time and opportunity for our fellowship to study all implications, pros and cons, contained in the SSP and how its implementation would affect groups, areas and regions locally, as this is the only way in which groups would be able to view and understand the SSP. To allow for continued growth of the global fellowship using group conscience, by which means the local groups, areas and regions gather the conscience of their members, as the primary means for service related decisions. The service structure must always look to the groups for support and direction.

Regional Rationale: A true group conscience is a fully informed group conscience. It has become apparent to members of the fellowship, even members involved in service work that they have not been properly informed about the SSP. For

our fellowship to have such drastic changes decided and implemented at the next conference would be a disservice.

If groups, areas and regions determine they wish to implement portions of the SSP, there is nothing prohibiting them from doing so within our current service structure therefore a moratorium would not hinder groups, areas or regions that are testing portions of the SSP. The Traditions are the ties that bind us together, to disregard them will and has caused disunity.

Final authority and autonomy reside with the NA Groups. It does not serve our Fellowship to ignore or override our non-negotiable Traditions. We will continue to learn, grow and evolve by respecting and following our Traditions. To do otherwise, would be to ignore or discount the hard won experience that gave birth to the Traditions and the spiritual principles upon which this program rests.

Proposal A4: Carolina Region: To place a moratorium of one full conference cycle (2014-2016), on funding and any further implementation of the Service System Project Proposal (SSP), as well as any efforts to put into effect, a transition plan for implementation. This moratorium would be used by the fellowship, through our current service structure, to learn about and explore alternate means of addressing the issues that led to the creation of the SSP by the 2008 World Service Conference participants, i.e., the apathy and indifference of our members in addition to finding ways to improve service delivery.

Intent: To provide time and opportunity for the fellowship to study all implications, pros and cons, contained in the SSP and how its implementation would affect groups, areas and regions locally, as this is the only way in which groups would be able to view and understand the SSP. To allow for continued growth of the global fellowship using group conscience, a means by which the local groups, areas and regions gather the conscience of their members, as the primary method for service related decisions.

Regional Rationale: A true group conscience is a fully informed group conscience. It has become apparent that many members of the fellowship, who have been involved in service efforts, have not been properly informed about the SSP. Many in our fellowship do not even know of the SSP's existence. For our fellowship to have such drastic changes decided and put in place at the next conference, would be a disservice. If groups, areas and regions determine they wish to implement portions of the SSP, there is nothing prohibiting them from doing so within our current service structure, therefore a moratorium would not hinder groups, areas or regions that are testing portions of the SSP. The Traditions are the ties that bind us together, to disregard them will and has caused disunity. Final authority and autonomy reside with the NA Groups. It does not serve our Fellowship to ignore or override our non negotiable Traditions. We will continue to learn, grow and evolve by respecting and following our Traditions. To do otherwise, would be to ignore or discount the hard won experience that gave birth to the Traditions and the spiritual principles upon which this program rests.

Proposal A5: California Mid State Region and Utah Region: To place a moratorium on the Fellowship-wide implementation of the Service System Project (SSP) and the World Board "Transition Plan for Implementation" for at least two (2) World Service Conference cycles, discussion on and Transition Plan Implementation may be on the agenda for the WSC 2018.

Intent: To provide the NA Fellowship, (Groups, Areas & Regions) additional time to consider how the SSP might affect them if implemented and possibly incorporate into their current service structure on a trial basis if they choose. This will allow for continued growth, using group conscience as the primary criteria for service-related decisions.

Regional Rationale: It is apparent that many members, even those involved in service efforts, are not properly informed or even know of the existence of the SSP. Final authority and autonomy rests with the NA Groups, they need adequate time for review and consideration prior to any effort to implement or not to implement. To do otherwise is to ignore the spiritual principles our program is founded upon.

Proposal B1: ABCD Region: To put up the SSP proposal for the first time for a vote on the floor of the 2014 WSC to determine whether a 2/3 majority of participants wish to put an end to it.

Intent: This would allow groups to voice whether we wish to dismantle our current service structure and replace it with the theory referred to as the SSP. A true group conscience is a fully informed one and the informed conscience may not support the continued efforts of the SSP and should be given the opportunity to say so.

Regional Rationale: Our current structure does not prohibit the structure from implementing any aspects of the SSP, such as the GSU/GSF, the LSU/LSF if the local bodies choose to. Our unity does not equal uniformity and the SSP's uniformity does not consider or provide for the diverse nature of our fellowship. "Given the results of the field test to date, it should come as little surprise that we are again talking about more of an evolution of the material and ideas, than a revolution or abrupt upheaval." A WSC vote to change our service structure requires a 2/3 majority vote. This would give a clear indication of the voice of the fellowship whereupon the WSC event will fulfill its role of providing a place where the global fellowship's groups can move forward unified by the final authority for NA services which currently rests with the groups.

Proposal B2: Northern California Region: To place in the 2014 CAR for fellowship vote to move forward with the SSP or transition plan.

Intent: To provide and allow for a full discussion a, clear and decisive opportunity for the fellowship to voice support or non-support for the SSP, and allowing the fellowship to vote whether or not to move forward with the SSP or transition plan.

Proposal C: ABCD Region: All currently seated Regions maintain their seats at the World Service Conference (WSC) in the future regardless of how they were formed, whether the SSP goes forward or not.

Intent: To insure that the choice for each Region to move forward with the SSP is truly the group conscience of the groups involved in those Regions and is not being dictated by the conscience of other Regions or the World Board. And that a radically new service system is not forced upon the groups that may not work for that Region or that they may not want, or risk the loss of their seat at the WSC if they do not comply with the will of others. No Region should have to make this choice.

Regional Rationale: “In keeping with the spiritual nature of Narcotics Anonymous, our structure should always be one of service, never of government” (12th Concept). NAWS and the WB serve the groups, they do not to “drive or direct” the affairs of groups (Twelve Concepts for NA Service, p 27). Similarly other Regions cannot direct the service affairs of other Regions. “The service structure has not been created as a way for some groups to force others to do their bidding.” (Id at page 28). Our Ninth Tradition is clear, it is the groups that organize a service structure that will work to serve those groups, not the service structure dictating to the groups how the groups should organize (It Works, How and Why, pp. 190-192). “The Twelve Traditions of N.A. are not negotiable. They are the guidelines that keep our fellowship alive and free.” (Basic Text p. 58)

Though the groups in the ABCD Region are aware of the fiscal issues in sustaining an ever-growing WSC, we feel other cost saving mechanisms must be explored. Blatant violations of Traditions and Concepts for monetary gain risks NA as a whole.

The groups in the ABCD Region are similarly minded in spending and donating 7th Tradition funds, the running, organizing and funding of events, the types of events they wish to participate in and the types of services our groups request, so they joined together. The Region is fiscally solvent, is able to provide requested services and it is geographically central to our Areas. In keeping with our Traditions and Concepts, it is the groups themselves that should decide what type of service structure they need and want and they should not be threatened with losing their seat at the WSC if they maintain their current functional service structure.

Proposal D1: California Mid State Region and Utah Region: To form a Workgroup to explore WSC cost reduction methods that do not include the reduction of WSC seated Regions.

Intent: To task a Workgroup with the responsibility of researching viable cost reduction alternatives for the WSC without dismantling Regions that were formed by need and group conscience. Workgroup will consist of NA Members experienced in technology, budget reduction and cost-cutting practices, facilitated by a qualified World Board Member. This Workgroup will not include a corporate consultant. This will allow for continued growth, using group conscience as the primary criteria for service-related decisions.

Regional Rationale: It will not serve our Fellowship to dismantle existing Areas or Regions as a cost-reduction measure. We are a Fellowship led by group conscience, defined by our Traditions, possessing the knowledge and capability required to explore alternate ways to reduce expenses at the WSC that are more in line with the spiritual principles of our program as defined by our Traditions.

Proposal D2: Louisiana Region: Proposal D2: To propose to the World Service Conference that through the use of teleconference technologies World Board members will no longer travel to the WSC, but instead be available by video conference to the body for the purpose of responding to questions and providing information to the Regional Delegates. The exception being that the Board Chairperson, who should be familiar with all areas of Board business will travel and be present to represent that body during the WSC and Board members essential to items being discussed on that WSC agenda.

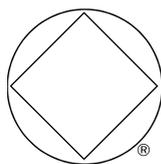
Intent: To help downsize the WSC and save on travel and WSC expense

Rationale: For the World Board to use new technology and show willingness to cut expenses at the WSC and this would not affect voting.



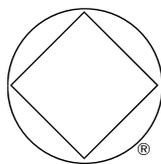
The Twelve Steps of Narcotics Anonymous

1. We admitted that we were powerless over our addiction, that our lives had become unmanageable.
2. We came to believe that a Power greater than ourselves could restore us to sanity.
3. We made a decision to turn our will and our lives over to the care of God *as we understood Him*.
4. We made a searching and fearless moral inventory of ourselves.
5. We admitted to God, to ourselves, and to another human being the exact nature of our wrongs.
6. We were entirely ready to have God remove all these defects of character.
7. We humbly asked Him to remove our shortcomings.
8. We made a list of all persons we had harmed, and became willing to make amends to them all.
9. We made direct amends to such people wherever possible, except when to do so would injure them or others.
10. We continued to take personal inventory and when we were wrong promptly admitted it.
11. We sought through prayer and meditation to improve our conscious contact with God *as we understood Him*, praying only for knowledge of His will for us and the power to carry that out.
12. Having had a spiritual awakening as a result of these steps, we tried to carry this message to addicts, and to practice these principles in all our affairs.



The Twelve Traditions of Narcotics Anonymous

1. Our common welfare should come first; personal recovery depends on NA unity.
2. For our group purpose there is but one ultimate authority—a loving God as He may express Himself in our group conscience. Our leaders are but trusted servants; they do not govern.
3. The only requirement for membership is a desire to stop using.
4. Each group should be autonomous except in matters affecting other groups or NA as a whole.
5. Each group has but one primary purpose—to carry the message to the addict who still suffers.
6. An NA group ought never endorse, finance, or lend the NA name to any related facility or outside enterprise, lest problems of money, property, or prestige divert us from our primary purpose.
7. Every NA group ought to be fully self-supporting, declining outside contributions.
8. Narcotics Anonymous should remain forever nonprofessional, but our service centers may employ special workers.
9. NA, as such, ought never be organized, but we may create service boards or committees directly responsible to those they serve.
10. Narcotics Anonymous has no opinion on outside issues; hence the NA name ought never be drawn into public controversy.
11. Our public relations policy is based on attraction rather than promotion; we need always maintain personal anonymity at the level of press, radio, and films.
12. Anonymity is the spiritual foundation of all our traditions, ever reminding us to place principles before personalities.



Twelve Concepts for NA Service

1. To fulfill our fellowship's primary purpose, the NA groups have joined together to create a structure which develops, coordinates, and maintains services on behalf of NA as a whole.
2. The final responsibility and authority for NA services rests with the NA groups.
3. The NA groups delegate to the service structure the authority necessary to fulfill the responsibilities assigned to it.
4. Effective leadership is highly valued in Narcotics Anonymous. Leadership qualities should be carefully considered when selecting trusted servants.
5. For each responsibility assigned to the service structure, a single point of decision and accountability should be clearly defined.
6. Group conscience is the spiritual means by which we invite a loving God to influence our decisions.
7. All members of a service body bear substantial responsibility for that body's decisions and should be allowed to fully participate in its decision-making processes.
8. Our service structure depends on the integrity and effectiveness of our communications.
9. All elements of our service structure have the responsibility to carefully consider all viewpoints in their decision-making processes.
10. Any member of a service body can petition that body for the redress of a personal grievance, without fear of reprisal.
11. NA funds are to be used to further our primary purpose, and must be managed responsibly.
12. In keeping with the spiritual nature of Narcotics Anonymous, our structure should always be one of service, never of government.