



WORLD SERVICE CONFERENCE FELLOWSHIP REPORT

December, 1988

To: The Fellowship

From: Chuck Lehman, WSC Chairperson

Let me begin this report by wishing you and yours the happiest of holiday seasons, and by reminding the RSRs that their annual reports to the WSC will be due at the WSO March 1st, 1989, for inclusion in the March Fellowship Report.

This report comes on the coattails of our final WSC workshop meeting held November 11-13, 1988, in Dallas, Texas. All conference committees met. The Additional Needs Ad Hoc Committee and the ad hoc committee formed to study "special interest" meetings also met. Each committee will devote attention to the specifics of its work in its reports. But it is important to note that the committees enjoyed good attendance from members and reported successful work sessions.

Speaking of attendance, I wanted to discuss the subject of regions and areas utilizing their funds to send members from their local service committees to attend and observe the WSC committees at work at our quarterly workshops. This is part of an overall discussion concerning the utilization of funds for our services. All world service boards and committees are involved in this evaluation, encompassing every aspect of our financial situation. In the months ahead you will be receiving reports and information on this subject and I expect a great deal of time will be spent discussing the issue at the annual WSC meeting. Here is one aspect of this discussion.

Generally speaking, our WSC standing committees, ad hoc committees and service boards have defined membership and guidelines. Participation from non-committee/board members at quarterly workshops is generally limited to observation and listening, while the committee is at work. A more active participatory role is available during the one to two-hour "open forum" session offered at the discretion of the committee or board chairperson after consideration of their work schedule. The WSC quarterly workshop also provides for a three-hour "general forum" wherein committee chairpersons give reports and updates as to the progress and/or problems which their committees are experiencing. These reports highlight the activities that the committee is working on at the workshop. The general forum provides for participation from non-WSC committee/board members in the form of a question and answer session. It is important to note that the discussions and highlights offered in the general forum are for the most part presented in detail shortly thereafter in the *Fellowship Report*.

I have presented the above in hopes that our membership might begin to discuss and evaluate the merits of sending area and regional trusted servants to the WSC quarterly workshops.

In order to fully appreciate this situation, we must examine the history of our quarterly workshops and the rationale for encouraging attendance from local fellowships. Initially, our quarterly workshops were designed to conduct committee business and work on projects assigned to the committees by the WSC. Each committee was also encouraged to set aside an hour or two during the weekend to

facilitate discussion of any local service-related problems or issues. This assistance generally included experience, strength and hope on H&I, P.I., or literature issues relating to local group, area, or regional needs. It was never intended to become a multiregional trusted servant learning day/weekend. The WSC quarterly workshops are designed specifically to accomplish the work assigned to each committee by the WSC.

There is an obvious need for multiregional trusted servant learning days/weekends, but our quarterly WSC workshops are not the place to address this need. While area and regional trusted servants can gather valuable firsthand information from the work being done in conference committees, that same information is presented fellowship-wide as part of our *Fellowship Report*. The *Fellowship Report* is generally published shortly after the end of each WSC workshop.

The information following is provided in hopes of illustrating the approximate costs of sending area and regional trusted servants to the Dallas quarterly workshop. It is important to note that these costs are (1) approximate, (2) figured at the low end, and (3) presumably paid for by local areas and regions.

We have determined that the attendance at the WSC workshop totalled approximately 250 people. The 250 person figure resulted from an actual count which occurred mid-day Friday. For the purpose of this report, we have subtracted 25 persons believed to be from the local fellowship and 87 persons who were defined as voting members of WSC committees, WSC Administrative Committee members, and WSO support staff. That left us with 147 non-WSC committee participants in attendance.

We have set as an average \$250 per person air fare. We believe that most participants shared a room with someone, so we multiplied the cost of the room (\$53) times two nights and multiplied that figure by 74.5 (50% of 147). Finally, we figured that each participant spent approximately \$25 per day on food, transportation, etc. In some cases, those costs are also supported by areas and regions. We figured that one in four non-WSC committee attendees received this type of support from their area or region.

Using this scenario, areas and regions spent approximately \$47,297.25 to bring the 147 non-WSC committee members to the Dallas quarterly workshop. Since their participation was limited almost exclusively to gathering firsthand information, I would suggest that the \$47,297.25 expended by local fellowships to gather "firsthand" information was perhaps unwarranted since the same information is already presented in a timely manner as part of the *Fellowship Report*.

I have also heard it said that there is a value in having non-committee members present in order to provide direct input to the committee. While this sounds good in principle, the fact is that our committees treat written input with the same consideration and respect as that which is shown to direct verbal input.

I am not suggesting that non-committee members should never attend and observe. What I am suggesting is that the expenditure of \$47,000 for this purpose is certainly questionable.

It is my understanding that a few regions or areas may have sent as many as eight or ten trusted servants to the Dallas workshop. Perhaps those regions or areas were unaware that their area and regional trusted servants would be unable to fully participate in the committee work.

In any event, this matter should receive the widest possible attention. The funds expended to send area and regional service committee members to these quarterly workshops could be better utilized to support local fellowship needs and, as appropriate, passed on in support of our fund flow. It is my hope that this information will be widely discussed at area and regional business meetings. That careful consideration will be given to the value of sending members of area and regional service committees, who are not members of WSC committees or boards, to

quarterly workshops where their role is generally one of being an observer, and only occasionally as an active participant.

As always, I am hopeful that you will provide me with the guidance necessary to best serve this fellowship. Thank you for allowing me the privilege to serve you.

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To: The Fellowship
From: Bob Hunter
WSC Vice Chairperson

The holidays are upon us and I wish peace and happiness for us all. The holidays can sometimes be a trying time in recovery, and there can also be much love and joy this time of year. I pray that whatever the atmosphere, we remember the addicts who are still using. During this time of year I seem to feel even more strongly that I need to give it away to keep it.

At the Dallas workshops I spent most of my time in the meeting of the Ad Hoc Committee on Special Interest Meetings. The committee is chaired by John F., the Board of Trustees Vice Chair. The motion that created this committee at last year's meeting of the Conference specifically asked that the committee "investigate the issue of special interest meetings in N.A." The committee is in the process of doing just that, by gathering information from within the fellowship on special interest meetings. When your region receives a request for information on special interest meetings, we ask that you gather this information as soon as possible.

The Cost Equalization Ad Hoc Committee, of which I am the chairperson, presented a third draft of the cost equalization plan to the Joint Administrative Committee, which met Thursday night prior to the Dallas workshops. The Joint Administrative Committee discussed the contents of the cost equalization plan and a few suggestions were made. This discussion of the content of the plan led to a discussion on the feasibility of implementing such a plan, should it pass at this year's WSC meeting. Many concerns were expressed about the requirement of 100% participation by all RSCs in order for the plan to work. It appears to be inherent in a cost equalization plan that everyone must participate for the plan to work. Anything less than 100% participation would not be in keeping with the intent of the motion passed at last year's WSC, which directed us to draft a cost equalization policy. The Administrative Committee is going to continue work on the cost equalization plan. A report will also be drafted which addresses the issue of 100% participation, as well as other issues surrounding a cost equalization plan. This report will probably be included in the Conference Agenda Report along with the cost equalization motion.

In my prior reports I have addressed the issue of how we gather our fellowship conscience on the Conference Agenda Report. I have continued to discuss this issue with RSRs and RSR Alternates. There seems to be somewhat of an agreement that there needs to be a more consistent and universal process for developing our fellowship conscience on the Conference Agenda Report. Currently it appears that there are as many methods for gathering a regional conscience on the Conference Agenda Report as there are RSCs. I have discussed some of these methods in my prior reports. I was discussing this issue with an RSR Alternate recently and we agreed that some sort of regional service conference, where the GSRs participate directly, may be a positive starting place. If such a process was implemented by an RSC it could still be up to the individual groups as to whether they would want to review the Conference Agenda Report (or portions of the Conference Agenda Report)

or trust their GSR to become familiar with the issues and represent them at the regional service conference, with a vote of confidence.

I don't know of any RSCs currently using a process similar to this, but if there are any, I would appreciate hearing from you, in care of the WSO.

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To: The Fellowship
From: Ed Duquette
WSC Second Vice Chairperson

For some time now the Ad Hoc Committee on N.A. Service has been discussing "Principles of Service" for inclusion in the Guide to Service in Narcotics Anonymous. It appears that many of us are quite interested in these discussions, primarily in what these "principles" will state and how they will affect our groups and services. I would like to take this opportunity to share with you some general history of how these discussions have come about.

In 1950, during a convention in Cleveland, several thousand members of Alcoholics Anonymous declared that A.A.'s Twelve Traditions constituted the platform by which their fellowship could best function and hold together for all time to come. One short year later, the first General Service Conference of Alcoholics Anonymous took place. Delegates from across the United States and Canada came together and discussed common interests and determined how they could function as a whole. All the pieces were solidified into a single structure. Their groups would now assume, through their chosen delegates, the responsibility for the conduct of its general services.

Their Conference structure, although very similar to ours, has some very substantial differences. The Conference is composed of districts and areas, much the same as our areas and regions. But these service committees don't usually involve themselves in providing actual services, such as H&I panels, phonelines or P.I. presentations. These types of services are handled by intergroups, which are not part of their conference structure. The main focus of the structure is "to perpetuate and guide its world services and provide the vehicle by which the A.A. movement can express its view upon all matters of vital A.A. policy and hazardous deviations from A.A. Tradition." In N.A. we have combined both of these functions into our conference structure, which has led us to view our structural units as separate parts and not as a continuously functioning whole.

As A.A.'s fellowship prospered and their reputation throughout society became better known, their service efforts became more complex. By 1955, A.A.'s world services had expanded to include a conference with a full committee system, a board of trustees with its own committee system, and a service office that performed administrative responsibilities for the conference and trustees, as well as distributing information and A.A.'s publications. At this point in their growth as a fellowship, A.A.'s world services began to experience many of the frustrations that we are just now facing in Narcotics Anonymous. Problems of authority and responsibility: what types of decisions can be made by trusted servants, and which must involve the groups? What are the responsibilities of trusted servants in service efforts? What rights does a minority voice have and how is that voice fairly heard? How do "groups" exercise their ultimate authority? What force do decisions made within service committees have ultimately? The questions go on and on.

In 1962 A.A. adopted the "Twelve Concepts for World Service." These principles offered the operational experience of their structure. These concepts provided guidance for their conference structure, much as the Traditions offer guidance to the groups and the Steps offer guidance to the member. They are a set of principles that outline the appropriate authority, responsibility, and relationship of their service structure to their groups.

N.A.'s growth has some remarkable parallels to A.A. We adapted A.A.'s Steps and Traditions and modified them to better serve our purpose. We now hold them in highest regard and apply their principles to our daily lives. We established our World Service Conference in 1976 as a coming together of our overall service efforts and to encourage our common welfare. Since then we have grown considerably. We now find ourselves with a completed service structure: groups, areas, regions, the Conference, the Board of Trustees and the World Service Office. But we also find ourselves with complexities as a product of our success, with many unresolved issues of how service responsibilities relate to an ultimate authority: a loving God as expressed in our group conscience.

As a committee, few of us knew of A.A.'s "Twelve Concepts" when we began our work and even less had an understanding of how they worked. After all, most of us were only familiar with applying the Steps and Traditions in our service work, even though there were times when we were clearly unable to confidently utilize the Traditions to resolve certain problems. Through this shared experience we became increasingly convinced that N.A. needed a set of operational principles that would clearly delineate and define responsibilities of our services in relationship to our groups. We thoroughly examined our Traditions and our previous experience for guidance.

The Ad Hoc Committee on N.A. Service and its predecessor, the Select Committee, have been working hard on developing these principles practical to our services. As the committee finalizes drafts of these principles, we will be reporting them to you. They may not address all the individual problems that exist in our service efforts, that will be taken care of in other parts of our work, but they do offer a substantial foundation on which to build and strengthen the N.A. service structure.

Well, if the creek don't rise and if there ain't no meltdown, I'll be talking with you soon. P.S. Did you notice I didn't beg for money?

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To: The Fellowship

From: Shari Bradshaw
WSC Treasurer

The WSC committees and boards have done a commendable job in keeping their expenses down. It is our responsibility, as it is any committee's, to spend your donations wisely, and I believe we have done so considering our current system for accomplishing the annual WSC worklist.

For the six months from June 1 through November 30, 1988:

EXPENSES:	Last Year		This Year
	Paid 6-1-87/ 1-30-87	1988/89 Reduced Budget	Paid 6-1-88/ 11-30-88
Administrative	\$19,961.25	\$39,000.00	\$10,749.69
Ad Hoc/Additional Needs	2,326.71	9,500.00	3,555.42
Ad Hoc/N.A. Service	4,996.95	16,000.00	4,756.66
Board of Trustees	18,028.20	34,000.00	17,250.52
H&I	5,017.50	16,000.00	6,082.87
Literature (1)*	18,682.38	34,500.00	6,461.82
Literature (2)	3,902.78	Incl. in 1	8,584.88
Policy	3,099.53	8,000.00	1,793.26
P.I.	8,105.19	18,500.00	5,063.24
Discretionary	.00	4,500.00	315.00
International	792.49	.00	.00
TOTAL:	\$84,912.98	\$180,000.00	\$64,613.36

*Literature (1) - general

Literature (2) - *It Works*

Note: Expenses paid through November 30, 1988 include only expenses submitted and reimbursed through October 31, 1988.

DONATIONS:

RSCs	\$77,608.39
ASCs	5,669.61
Groups	2,462.67
Members	458.00
Fundraisers	11,362.35
Adjustments (bounced check fee)	(5.00)
TOTAL:	\$97,556.02

Last year, donations for this same period were \$96,282.27.

CASH BALANCE:

Donations 6/1/88-11/30/88	\$97,556.02
Expense pd 6/1/88-11/30-88 for 88/89	64,613.36
Expense pd 6/1/88-11/30/88 for 87/88	24,797.07
	\$ 8,145.59
Beginning Cash Balance 6/1/88	46,378.93
Ending Cash Balance 11/30/88	\$54,524.52

Approximate expenses to be paid in the near future include but are not limited to: \$12,000 for the WSC workshop in Dallas in mid-November; \$3,000 for the Ad Hoc Committee on N.A. Service meeting in early December; \$6,000 for the Board of Trustees meeting in early December; \$5,000 for the Joint Administrative Committee meeting in early January; and several \$2,000 Literature *It Works* meetings.

The Joint Administrative Committee will be meeting in January to put the Conference Agenda Report together and to discuss next year's budget. If you have input, it is welcome.

I am still concerned about our budget process. What should our budget be based on: (1) hoped-for donations; (2) next year's estimated donations as reported by each RSR at the annual conference (similar to a pledge system); (3) the year-end cash balance; (4) our wish list; or (5) some other means?

In response to a motion at WSC'88, we are developing a proposal for cost equalization of RSR and RSR Alternate travel to the annual WSC meeting. If this plan is adopted, should it extend to the cost of supporting the work of the Conference, and should that cost be shared equally by all RSCs? If for instance the cost of supporting this year's WSC activities was shared equally among all regions, each region would have contributed about \$3,200 to match the \$180,000 budget. As a matter of information, as of 11/30/88, out of 57 RSCs, 16 have donated nothing, two have donated in excess of \$10,000 each, and two have donated \$5,000 or more. This is consistent with the pattern of donations to the WSC for the last few years. Some regions have been particularly generous while others have contributed very little. If we all share equally in the benefits, it stands to reason we should all share equally in the cost.

We are, however, very grateful for any and all donations we receive. This equalization of costs may not be a realistic proposal at this time, but it is certainly something we should seriously consider, even if we just agree that it is an ideal that we can strive for.

One of the most enjoyable parts of my job this year has been to read the letters that accompany the donations. The generosity and trust expressed remind me of what a privilege it is to serve this fellowship.

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To: The Fellowship

From: Stephen Ringer, Vice Chair
WSC P.I. Committee

Public Information work continues to have a positive influence for our fellowship as a whole. In the past few years we have had more communication with the public than ever before. The need for a comprehensive guide for use in our efforts becomes more and more apparent as we try to answer the increasing number of questions posed by our growing membership. It is for these reasons that we have continued to work on a number of projects to aid our members in doing the hands-on work of public information.

The projects we have worked on this year include the following:

1. An outline for speaking to non-addicts.
2. A task force on phonelines and their importance as an information source.
3. Mass media and how to prepare to use it.
4. A sample interview for radio, TV or press interviews.
5. A poster, possibly to be sold through the WSO, which could be adapted for use by any area.
6. An informational pamphlet to be used to explain our fellowship to the non-addict.

We believe it is the responsibility of this committee to provide our members with some of the answers to their questions. We will be submitting some of these projects for fellowship approval at the World Service Conference in April, and some of the projects will continue to be worked on next year.

We also focused on projects addressing other areas of need we perceive within the fellowship:

1. A section to replace Section 4 in *A Guide to Public Information* entitled "Keeping the Fellowship Informed" which includes a how-to section on learning days and workshops.
2. P.I. start-up or re-start information.
3. An information pamphlet entitled "P.I. and the N.A. Member."

This committee asked the WSO to stock some tabletop display panels and they are now available for approximately \$550.00. You may order them from the WSO directly.

The need for an experienced committee has become more apparent as we continue to work on these projects. It is for this reason that we urge you to select your nominations to this committee with thoughtful consideration of their abilities to help the fellowship of N.A. Our membership is now comprised of about 35 addicts. The average clean time is over four years and their experience in P.I. work is quite varied. We hope to continue to attract a good cross section of our membership which in turn provides us with a fair representation of our fellowship as a whole.

The most important area of P.I. work which we hope to focus on now is N.A. phonelines. One of our members from Iowa created a poster-size copy of the phonenumber flow chart which may be produced by the WSO and made available to the fellowship as a learning tool for phonenumber subcommittees. We have also asked the members of this committee to call their own area phonelines and ask a few questions which may help us determine what else we might do to improve the effectiveness of our phonelines in general.

Other discussions at our meeting in Dallas included P.I. in other languages and cultures, a newsletter for professionals, an internal and external survey (still using addicts, professionals, and the public at large), and sample letters for communication with non-addicts.

We believe that the purpose of this committee is to serve our fellowship and that the best way to do this is to provide help where we can, instruction where it is needed and direction when sought. We ask you to write or call the WSO or communicate your needs or questions to the P.I. contacts in your area or region.

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To: The Fellowship

From: Barbara Jorgenson, Chairperson
WSC H&I Committee

Our sessions during the Dallas Quarterly were very productive. We completed our editing of the Handbook draft. A copy edit, "proofreading," will be done before the draft appears in the Conference Agenda Report. Because of time constraints, no revised copies will be distributed prior to the Conference Agenda Report. The opportunities for further input have passed and there have not been any major conceptual changes in the draft.

We also finalized our motions to amend the *Temporary Working Guide To Our Service Structure*. All of these are "housekeeping" motions to bring the language of

the *Temporary Working Guide To Our Service Structure* up to date and into line with current practice. These motions, and the motion to approve the draft, are all we shall have in the Conference Agenda Report.

We reviewed a first draft of the proposed booklet directed toward addicts recovering in a correctional setting. Input is still needed for this. If you have experience to share, contact Steve L. at the WSO for more specific information.

An ad hoc committee was appointed to review and provide input for "A Guide to Service" on the areas which affect or address H&I work and H&I committees. Another ad hoc committee is working on a starter kit for use in responding to inquiries from addicts in facilities. Further work is being done on scripts for an audio tape of a mock panel presentation.

We approved the new format for *Reaching Out*. This format includes articles by committee members and information from Area and Regional H&I Committees. If your committee has had problems, successes, solutions or events which might be of interest or assistance to other committees please let us know. Your H&I committee may be contacted by a WSC H&I member seeking information about local events to use in *Reaching Out*.

We believe our current projects can be completed within the upcoming Conference year. We continue to move toward our goal of having information and education as our highest priorities, rather than projects. Thank you for your support and for allowing us to be of service.

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To: The Fellowship
From: Reuben Farris, Chairperson
WSC Policy Committee

The recent WSC workshop in Dallas saw the conclusion of some of our items, which will appear as proposals for fellowship action in the Conference Agenda Report. Other items remain incomplete, and will be carried over to next year's workload.

The Conference Agenda Report will contain proposals to amend language in the *Temporary Working Guide To Our Service Structure* regarding voting participation at ASC and RSC, as well as ASC election procedures. Current language is rigid and directive, and in direct conflict with actual practices in many areas of our fellowship.

The Conference Agenda Report will also contain proposals to increase participation on the floor of the conference for WSC Committee Vice Chairpersons and RSR Alternates.

An additional item to be sent out in the Conference Agenda Report will also contain proposals to increase participation on the floor of the conference for WSC Committee Vice Chairpersons and RSR Alternates.

Another item to be sent out in the Conference Agenda Report for fellowship consideration is a process for dealing with regional motions in the Conference Agenda Report. Under our proposal, regional motions submitted to the WSC Chairperson would be assigned to the appropriate WSC Committee and appear in an addendum to the Conference Agenda Report entitled "Regional Motions--Assigned to Committee." They would not appear on the Action Item List for fellowship consensus. Language in the proposal stresses ongoing communication between the WSC Committee and the submitting region. Should the region be dissatisfied with the WSC Committee action, they may then elect to request the WSC Chairperson to place the item on the Action Item List of the Conference Agenda Report.

The above process is the WSC Policy Committee response to a motion committed at WSC'88 calling for unconditional regional access to the Conference Agenda Report. Our proposal sets conditions which encourage the utilization of the WSC committee system, yet assures a prompt mechanism of redress if such is desired. At the same time, it restricts a single region from dictating an agenda for the fellowship as a whole. Recognized during committee discussions was the fact that NO mechanism currently exists, with the exception of the annual meeting, for regional service committees to address the fellowship at large.

Our proposal for regional motions in the Conference Agenda Report is part of a greater document, "Procedural Guidelines for the WSC," which will also be presented for fellowship approval.

Regarding our work on WSC election procedures, we started with two goals: (1) to streamline or expedite WSC nomination/election procedures, and (2) to provide for a more informed electorate. Our work took the direction of using a written ballot (which we have asked the Chair to use at WSC'89), the formation of a Nominations Committee, and distribution of a nominee "service resume" prior to the election. The work on a Nominations Committee proved not to be as complete as we had thought in Detroit, and will not be presented for consideration at the '89 Conference. This work will remain as a priority item on our agenda for the '89-'90 year, unless the Conference directs otherwise.

Our work to date on the formation of new regions has produced only documents of a guiding/experience-sharing nature. We have yet to accept/agree upon a process or procedure for the seating of new regions at the annual meeting of the Conference. The WSC Policy Committee has been grappling with this issue for several years, and still cannot reach a consensus. In an effort to gain input and direction from the fellowship at large, the following question will appear in the Conference Agenda Report:

Should the WSC Policy Committee propose requirements on the formation of new regions and the seating of these regions at the annual meeting of the Conference?

If yes, what requirements should be set?

It is our hope that by addressing this question to the fellowship, we can get a better idea just what it is you want us to do.

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To: The Fellowship

From: Vince Daley, Chairperson
WSC Literature Committee

It's Christmas and I hope you're enjoying the holidays and your recovery.

RING OUT THE OLD

The World Literature Committee has several items of business for the conference agenda. A revised *Starter Kit*, a new N.A. literature committees handbook and a few amendments to the world literature guidelines are the items of business. You will also be asked to help us set our priorities for next year. These items will be presented in detail in the Conference Agenda Report.

It may be possible to have a comprehensive review form draft out on our steps this time next year. Inadequate funding would be the only obstacle for the completion of this project.

Steps One and Two are completed and Step Three is almost finished. A proposed January meeting of the World Literature Committee to review, accept or reject these drafts was postponed until March due to overall WSC budget priorities. It's frustrating sometimes, but I keep telling myself, "Patience is a spiritual principle, practice it".

The budget presented at the last World Service Conference would have allowed us to accomplish our tasks and priorities responsibly. However, because of the financial situation we had to reduce our budget by \$20,000. Unfortunately, this has affected the quality of all we've been asked to complete. We will have similar delays if we encounter the same financial constraints this next year.

At this time we will be unable to prepare approval forms on *Questions and Answers, In Times of Illness* and *For Those In Treatment*. If our step book is all we can do then that would be a large accomplishment. We most certainly will be seeking your help and assistance at the conference.

RING IN THE NEW

The main focus of this report is on the release of the review form traditions input book. For the next year, while the World Literature Committee is developing the steps book, the traditions draft will be out for your review and input.

Two or three traditions have been assigned to every region for development. The only exceptions are regions that are actively engaged in translations. All literature committees will be responsible for developing drafts within their region on their assigned traditions. All regions should have received these development plans. The assignments are requested priorities and are not intended to discourage anyone from writing on any other tradition.

Assignments were made because it would be nearly impossible for a region to develop twelve drafts in one year. We also hope to have an even geographic balance on each tradition. Assignments will ensure drafts on every tradition so we ask for your cooperation.

The development plan is very similar to the one used for the steps portion of *It Works: How and Why*. The difference will be that regional literature committees will be responsible for hosting workshops where members can participate in the drafting of the traditions part of *It Works*. To promote easier documentation of input, we request the use of the input form sheets.

Please do not assume someone else will come forth and write on our traditions. The World Literature Committee received very little input on the traditions portion of *It Works* when it was released years ago in the blue review form. Without your input the World Literature Committee has no guidance in this effort.

Although the traditions input material contains many good concepts, there are some weak and outdated ideas. Nevertheless, all of the material should be helpful in your discussions and workshops. Supplemental information can be ordered with the form included in the input book. Much of this extra information is condensed within the traditions book itself.

The content of each step is focused primarily around the wording of that step and expanded towards the action it necessitates. We encourage a comparable style with your work on the traditions. This would allow more essay type development on either a specific portion or the entire tradition. For example, in Tradition Eleven you may only wish to expand on the first portion dealing with attraction versus promotion. These are simply ideas to help you begin your work.

The traditions input book is available to all registered fellowship literature committees. All literature committees not currently registered with the WSO should do so as soon as possible so they may participate in this project. The cost of this book is \$8.00.

In closing, we wish you a happy New Year and to remind you that we are here to assist you in your endeavors.

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To: The Fellowship
From: Billy Zimmerman, Chairperson
Ad Hoc Committee on Additional Needs

Greetings from the WSC Additional Needs Ad Hoc Committee, the committee that boldly goes where no other committee has gone before. This report will be short, brief, and to the point.

We arrived in Dallas with a skeleton crew. Our primary mission for that weekend was to develop a motion suitable for the Conference Agenda Report. This motion was to assure that the issue of additional needs continues to be addressed and that the Fifth Tradition of our fellowship is offered to all.

Due to lack of funds, we were unable to meet as a full committee. This was unfortunate, but all WSC committees are operating under a reduced budget. However, the following six people input and drafted the motion: chair and vice chair of additional needs, the chairman of the Board of Trustees, the WSO Office Manager, the Additional Needs coordinator and the second vice chair of WSC.

We also held two informal meetings to interface, share with and be of service to the local fellowship. This interfacing was the highlight of my weekend.

I found out today by mail that the motion drafted in Dallas was not agreeable to the full Board of Trustees. This means that our job is not yet done. It is our hope to reach a compromise amenable to all at the Joint Administrative Committee meeting in January. Along the way, however, it is our duty, as well as our responsibility, to remember what we are doing and who we are serving.

As always, we remain dedicated to the proposition that no addict need die without knowing a better way of life.

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To: The Fellowship
From: WSC Ad Hoc Committee on N.A. Service

We would first like to apologize to any of you who may have gotten the impression that a draft of our work on "Principles of Service" would be included in this report. We are almost finished but not quite. Our draft is now being prepared and will be forwarded to the Board of Trustees for their February meeting. Once they have had the opportunity to review the work, and the recommendations they may have are considered, we will publish them as a whole. Meanwhile we will give you a brief outline of them in this report.

The Principles of Service lay down the framework of relationships between our groups and their service structure. This is a very important aspect of our work because as our fellowship grows and the number of groups and meetings increases, the proportion of members and groups involved directly with our service structure will decrease. This is a reality experienced by every society and organization throughout history and it has already begun in N.A. As a result, the groups will become more and more reliant on the stability and integrity of their service structure and trusted servants. The responsibilities of the service structure and how it will operate are to be clearly stated in these principles, as will the ultimate authority and responsibility of our groups.

Our groups and members should always be encouraged to participate and to remain informed. The groups should also feel confident that the service structure will not take action or make decisions on matters directly affecting their nature or purpose, without their consent. This relationship, outlining the ultimate authority and responsibility of our groups, and the delegated authority and responsibility of the service structure, is the subject of our first two principles.

Principle Three calls for balanced authority and responsibility. It describes the relationship of authority to responsibility and provides that trusted servants will have enough delegated authority to fulfill their responsibilities, which are always to be carefully defined. This principle also goes on to state that there should always be a point of final decision when there are overlapping or conflicting responsibilities or authorities involved. For some things this would be the groups, for other issues it may be the ASC or RSC when their subcommittees are involved. For world services this point would be the WSC or, when it is not in session, a combination of the three service arms.

Principles Four and Five discuss decision making and participation. The principle of decision establishes that trusted servants are given the freedom to decide, within the framework of their defined responsibilities, how best to respond to problems and situations as they arise. But the principle of decision does not relieve our trusted servants of the obligation to seek guidance prior to important decisions, or to make regular reports of all significant actions taken by them. The principle of participation simply states that those we trust to serve us are entitled to participate in our decision-making process, which includes casting their vote.

The Sixth Principle describes the value of minorities and minority opinion, and our responsibility as a service structure to listen to them. It also insures that any member has the right to petition any element of the service structure to be heard with a personal grievance.

Principle Seven discusses the nature and purpose of leadership in N.A: that of service and not government. The foundation of the service structure begins in the group: if we are able to choose stable, qualified members as leaders at this level, then the remainder of the structure will be sound. Our service structure can only be as good as the individuals who serve in it.

Our December meeting went very well and we made progress on many issues we had previously been unable to resolve. The other work the committee has been working on includes the approval of a single board approach to world services. This plan outlines how a single board (a combination of the Joint Administrative Committee, WSO, and Board of Trustees) would administer our world services and its relationship with the WSC. This proposed board is composed of thirty members: nine would be elected directly to the board by the RSRs in that district (multi-regional), nineteen (including six non-addicts) would be approved by the WSC, and two would be sustaining members according to their position. All would serve four-year terms. The specific duties and responsibilities of this board are being finalized now and will also be sent to the Trustees for their consideration.

We will now spend much of our time before our next meeting in March revising Chapters 1-5 of the Guide to Service. We also plan to finish our work on the proposal for future international development prior to that meeting, which will be attended by members from overseas.

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To: The Fellowship
From: Bob Rehmar, Chairperson
Board of Trustees

In the last *Fellowship Report* the Board of Trustees announced the implementation of our internal committee system. At our November meeting we again utilized this system and found it to be a very productive way of handling our business. It is our intention to continue our committee system and report to the WSC its value and usefulness in serving the needs of the fellowship.

At both our August and November meetings we had the opportunity to review the work of each WSC Committee, and then in November to go over the material which will be included in the Conference Agenda Report. This has required a combined effort from the Trustee Committees, WSO staff, and all Board of Trustee members. As a result of our review, a memorandum has been sent to each WSC Committee offering additional ideas or specific recommendations we believe are necessary to their proposals for the Conference Agenda Report. In these instances, the concerns we expressed were simply recognition that certain proposed items need to be improved or developed further. These recommendations are not meant to undermine the work of our WSC committees but are intended to support the process and to insure that only the highest quality material will be presented for approval.

We hope that these ideas and recommendations will be considered thoroughly but we recognize that this is a new procedure and will take time to operate smoothly. We have already realized the obvious scheduling conflict this presents in relation to the meetings of the WSC committees. When we met in November, the WSC committees had completed their work the week before. Since the work was not in final form prior to that meeting, the Trustees did not have the opportunity to meet, review the proposals and then advise the committee of their recommendations. We are now in a very awkward position: having recommendations to the work of the WSC committees but not having the opportunity to present them appropriately to the full committees. Although we have advised the leadership of each committee of our concerns, the members of each committee do not have the opportunity to consider them and decide any modifications or reconsideration. Then there is the other side of the question where we would simply stand aside while the fellowship is asked to take action on proposals that we believe deserve further consideration.

We are certainly not unfamiliar with being in this position. Last year, however, we had to wait until March to publish our concerns about a motion being proposed by a WSC committee and already well into discussion around the fellowship. We have been given a formidable responsibility: to serve the best interests of the fellowship, to maintain our Twelve Traditions, and to deal with those things which may affect the continuation and growth of N.A.. But implementing this responsibility is often misunderstood as interference or meddling. That is certainly not our intention, but until we resolve the scheduling conflicts and clarify the role of trustees and their committees, we will continue to experience this dilemma.

There is also the matter of having individual trustees serve on each WSC committee, conceptually, for this same purpose. However, our experience has shown that when individual trustees participate on the WSC committees, they have a tendency to become more of a committee member rather than serving as a trustee to the committee. During our next Board of Trustees meeting we will be working to improve the interrelationship of the trustee committees with the WSC, and examining how changes in our role will better serve the fellowship.

During the 1988 World Service Conference, the Board of Trustees was directed to work on a project "to define addiction as it relates to N.A., as drug addiction, and whether or not "drugs" includes: caffeine, nicotine, sugar, etc." We have worked on this project and hope to have a finalized draft of our findings available to distribute to the participants at the 1989 Conference.

The Board of Trustees will also be placing several proposals in the Conference Agenda Report for consideration at WSC'89. These proposals concern the general policies of the Board, including a plan for financing trustee activities. Another of these proposals will specifically ask the Conference to adopt a plan to bring the Board to its full complement of members and to stagger the terms. It has become very evident to all of us this year, that the number of Trustees needs to be increased to accomplish our work and that we should insure that there is always an adequate number of experienced members serving at all times. All of our proposals will be finalized pursuant to a conference call scheduled for mid-December.

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To: The Fellowship
From: Donna Markus, Chairperson
WSO Board of Directors

Inasmuch as this will be getting to you in January, I send you Seasoned Greetings - I hope your holidays were full of love and warmth, and that the coming year is one of good health, contentment, and growth for us all.

Although we have been quite busy at the WSO, I don't have much that is new to report; for the most part I would like to bring you up to date in several areas.

For those who may not have received a copy of the most recent *Newsline*, a building became available immediately adjacent to our existing facilities. We entered into a lease, and accordingly, will not be moving (elsewhere) as had been indicated in recent reports.

The effort to open the European branch office of WSO has been moving along, but slowly. Jim W., the member selected to initiate this office, has been in London for about two months and is working on finding an office location. Many members of the fellowship in London have been helpful in this effort. Communications have already begun with members in other countries. We are hopeful that the office will be in full operation by spring time.

In previous reports and articles, we have discussed the unrestricted production of merchandise using the N.A. logo, by private vendors for personal profit. It has been our conclusion that if this practice should continue, it would seriously undermine the legal protection carried by the fellowship, through the WSO, for its copyrighted properties.

We have discussed this issue at our board meetings for some time and examined various alternatives we could recommend that the fellowship take action on. These have included: 1) to convince our members to voluntarily refrain from

purchasing such items altogether. This option does not seem realistic as our members seem to want these items; 2) to license each manufacturer of this merchandise separately. This option does not seem practical as it would require extensive monitoring of the manufacturers themselves; 3) to make the WSO the producer and distributor of these types of items. This option would require additional staff attention concerning design, purchasing, and developing a process for bidding the job.

Of the three alternatives, the most prudent course of action seems to be number three. It allows the fellowship to benefit directly from the monies generated by these items and to have a say in how the logo is to be used. This does, however, require a three step process. The first step would be to seek authorization from the WSC to include these items in the WSO inventory. (It should be noted that this was essentially accomplished by a WSC motion adopted in 1984, that allows the WSO to sell N.A. approved merchandise, such as t-shirts and jewelry; but we have never approved such items.) The second step would be to develop such a list of approved items, and the third step would be to attempt, within reasonable bounds, to prohibit other manufacturers from producing these items, and develop a bidding system for their production.

Subsequent to the above discussions, the WSO Board has developed a recommendation to the fellowship which will be included in the Conference Agenda Report. The recommendation is based on the following concepts: That the logo is the property of the fellowship at large, and every effort should be made to protect it; that the use of the logo for private or personal gain is undesirable, except under direct contract to a specific fellowship service board or committee; and when the sale and/or distribution of such merchandise extends beyond the limits of a single region, that it should then be handled by the World Service Office.

We hope that the discussions centering on this issue have been clear and simple. I have not received input on this issue from the fellowship at large - I would like to interpret that as concurrence (rather than merely waiting until the Conference Agenda Report comes out to vocalize discontent or concerns).

Narcotics Anonymous is about to reach another milestone in our growth. We have exhausted our supply of the Fourth Edition hard cover Basic Texts. In the next few weeks we will have shipped the last of the soft cover Texts. This means that we will have sold 942,477 copies of our book since it first became available in April 1983.

At this time we are having approximately 70,000 copies of the Fifth Edition printed. Somewhere in this printing is the one millionth copy of the Narcotics Anonymous Basic Text. Discussion at the WSO and with other trusted servants have centered on how to appropriately commemorate this.

Among the suggestions is that a special commemorative edition of several thousand copies be produced for our members. This special edition would probably have a special cover and a commemorative insert page. The insert page would have something simple printed on it to indicate that the book is one of the special commemorative editions of the one millionth copy of the Basic Text. This milestone represents a significant event in the growth of N.A. and the reader might take comfort in being one of a million to have obtained this book. The book might be sold for \$25 or more, and all the money received above the usual selling price would be set aside and used specifically for non-English translation and production of the Text into other languages. This issue will be discussed at our next WSO Board meeting, and you will be kept informed of any further developments.

The office is presently working on the next WSO catalogue. This will include several items added to the inventory since the last printing. As part of our work on the catalogue, we have evaluated the cost and price for all items in our inventory. There were a few items where the current price was so close to the actual production cost, that little if any income was generated. While this can be accommodated for

some items, we would not be able to afford it to have a significant impact on overall WSO income.

As a result of this evaluation (and the "Georgia Study"), there may be some price changes on a few items. The WSO has not changed basic prices on inventory items since 1983 or when the newer items were introduced. During this period inflation has increased the cost of living approximately eighteen percent. This factor alone has effectively reduced the real income of the office by that amount. The amount of the increase being considered will not even offset the affect of inflation during the current year, much less impact the inflation of the prior four years.

The office has attempted to accommodate inflation by improved production and purchasing of inventory items. This has been accomplished reasonably well, and the unit cost of many items has remained the same. However, our total costs have increased. The continuing increase in total sales has not alone been sufficient. The board has delayed considering any price increases until we reached the point that there was no alternative. We have reached that point and many prices need to be increased.

Another factor impacting the financial situation of the office is the cost of shipping orders. This is especially true outside the U.S. The current shipping policy does not make provision for recapturing the full cost of this expense. If the policy did require that orders from outside the U.S. include the complete cost of shipping, the cost to the fellowship there would be prohibitive. As the fellowship continues to grow, the amount of this loss will grow. In the last *Fellowship Report* I reported on a meeting planned for Canada that would address some of these problems for our Canadian members. Unfortunately, the WSO has not been able to get adequately prepared for the meeting that was discussed. A letter was recently sent to the regions in Canada informing them that, regretfully, a delay was necessary. A new date has not been scheduled, although it will certainly not be held before June 1989.

As always, any input is welcome and can be sent to me and the Board in care of the office. At this time of year I am always grateful for all that is in my life, and the opportunity to be of service is certainly a major gift...on behalf of the rest of the board, thanks, and our best wishes for a Happy New Year. Godbless.

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To: The Fellowship

From: Stu Tooredman, Chairperson
World Convention Corporation

The Florida Host Committee, in conjunction with the World Convention Corporation, has been working earnestly to plan an enjoyable World Convention. Flyers for the 19th World Convention (WCNA-19) should be available around the middle of January 1989.

Because of the distances between the various facilities, bus transportation will be available for those who purchase it. The cost of the Bus Tickets is \$5.00 and will be included on the convention flyers. Again it is important to note that walking from the hotel properties to the convention facility will not be practical. Members are encouraged to consider their transportation needs when planning to attend WCNA-19.

For a couple of years now, the Florida Regional Convention has been using a seating system to help facilitate Banquet seating. That system, based on the time at which you purchase your ticket, calls for the use of a color coded ticket that allows

members holding a particular color ticket to sit in a specific area of the Banquet Hall. The Convention Corporation will be initiating this same system at the world convention this year. It will primarily benefit the members who purchase their Banquets tickets early, because the first tickets sold are the seats closest to the podium. Subsequent tickets will be in designated areas that are to the rear of the primary color. For example : if the first section was red then all persons holding red tickets would be admitted at 5:15 pm and would be seated in the first 875 seats. Then the holders for tickets in the next section would be admitted at 5:30 pm and would be seated in the next 875 seats. This process would continue until all of the color sections were full. This will hopefully allow for a more orderly entrance into the Banquet hall. **It is important to note that if someone wishes to sit with you at the Banquet and does not have the same color ticket as you do, they will not be able to sit in your section.**

We realize that this process may seem complicated and difficult; however, it is extremely important that we have an orderly entrance into the Banquet Hall. For those members who purchase Banquet tickets when you pre-register, your confirmation will specify the section in which you will be located. Based on our preliminary discussions there will be approximately four sections of 875 each in Orlando. More specific information about WCNA-19 will be provided in a later *Fellowship Report*.

The World Convention Corporation has been in contact with several regions in an attempt to assist them with their convention matters. Additionally, the World Convention Corporation would like regions that are willing to send the WSO copies of the minutes from their convention committee meetings. This will allow WCC to have on file examples of various convention practices, and to supply information to the many requests we receive for this type of information. WCC is also in the process of trying to purchase tapes from regional conventions to build a tape resource for the WCC Program Committee. We are requesting that regional conventions forward the necessary information, and permission where necessary, to purchase the tapes from their convention. If you have any questions about this please contact Anthony T. at the WSO.

At our November meeting in Orlando the WCC selected Portland, Oregon for the site of the 20th World Convention. We have already begun preliminary discussions with the facilities in Portland and plan to send representatives to their next regional meeting in Salem in January to meet with the Ad Hoc Convention Committee members. More details about the Portland convention will be forthcoming in later reports.

The World Convention Corporation will present a detailed report to the 1989 WSC about the finances of the 18th World Convention and the financial activity of the WCC for the past year. The gross income from WCNA-18 was approximately \$411,000 with expenses of approximately \$320,000. The approximate income over expenses directly related to WCNA-18 is approximately \$91,000. The report to the Conference will detail expenses associated with WCNA-19 and WCNA-20, as well as the administrative expenses of the corporation.

The Convention Corporation has reported to the fellowship about the disadvantages of the current system of electing two members by the Conference to the Board of Directors, for one year terms. The board believes that the fellowship is better served if the number were increased from two to three members, and that their terms of office be for three years instead of one. Accordingly, the Board will propose a motion to the Conference to accomplish this change. This will enable the members of the Board elected by the Conference to be more effective in their service as Board members. It will allow the Convention Corporation to use these members for assignments to future world conventions, and to help spread the responsibility.