



World Service Conference Report

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June 1991

1991 WORLD SERVICE CONFERENCE SUMMARY REPORT

To: The Fellowship

From: Barbara Jorgensen, Chairperson
World Service Conference

I have so much to report from the recent WSC that I am going to break this report down into sections to do so. Overall, the schedule was exhausting, but I wasn't as exhausted as I have been in past years. I believe that was due to the fact that the conference was not as emotionally wearing, hostile, or combative as past WSCs have been. Everyone seemed to do a better job of working together and tolerating different opinions than in the past. I believe the new format, which allowed for more discussion, contributed greatly to this.

We welcomed the following new regions this year: Freestate, formerly part of Chesapeake Potomac; Arkansas, formerly part of several adjoining regions; Mountain Valley, formerly part of New England; Southern Idaho, formerly part of Together We Can; and Bahamas, formerly part of South Florida/Bahamas.

RSR Panels

RSR panels presented issues and information on the topics of interregional communications, the need to establish an N.A. identity, and group conscience. RSRs were also asked to volunteer for continuing involvement throughout the coming year, working in small groups on issues of concern and interest to the fellowship. The RSRs who volunteered have been divided into seven small groups based on geography, and given topics to address that include interregional communications, conference format, and N.A. funding. These topics were also submitted by RSRs at the conference.

There is abundant opportunity for additional RSRs or RSR-alternates to become involved in this informal process. If there were more volunteers, more topics could be addressed.

At one point in the conference, an ad hoc of RSRs and others was formed to recommend action to the conference regarding the issue of support for the Fifth Edition as the currently approved edition of the Basic Text, and for the Board of Director's future actions. As a result of this ad hoc's discussions, the following issues were also reported back to the conference:

1. Do we hold our members accountable for their actions in the same manner that we hold nonmembers accountable?

2. There exists a need for thorough discussion by our fellowship of Traditions One, Two, Four, and Nine as they relate to this issue.
3. Is some type of interregional communication needed that allows a flow of experience, strength, and hope to promote healing within our membership?
4. How do we address the question of what is group conscience?
5. Are decisions made at the WSC expressions of the will of our membership?
6. How can we encourage recognition of and respect for the minority voice?
7. We need to discuss ways to promote healing and unity in *our* fellowship.

As noted above, some of these issues will be addressed by the RSR working groups during the coming year. Additional issues could be assigned if more volunteers offered to participate. In addition, regions are encouraged to discuss these issues during the coming year. Input to the RSR groups is welcomed and encouraged, and should be sent to the WSO to the attention of the Administrative Committee.

Motions

Motion 1, which was a system to address regional motions at future conferences, failed. Various suggestions and motions were made later in the week in attempts to resolve this issue. This issue will be addressed during the year by both the Administrative and Policy Committees.

Motion 2, the change in the makeup of the *Fellowship Report* and creation of the *Conference Digest*, passed, as did Motion 3, which changed the name of the *Fellowship Report* to the *Conference Report*.

Motion 4 passed, authorizing taping of 1991 WSC discussion and business sessions, and making tapes available for sale.

Motion 5 passed, making the site of WSC 1992 the Midwest, the East for 1994, and Van Nuys for 1993 and 1995. Rotation will be reevaluated at WSC 1994.

Motion 6, to divide the H&I guidelines into internal and external portions, failed. The next motion recommended doing the same thing with the P.I. guidelines, and it passed. Motion 8 pertained to Policy guideline division, and it failed. Because of the action on these three motions, Motion 9 was not made.

The motion made by the Administrative Committee to create a standing committee from the Ad Hoc on Isolated Groups/Meetings, failed. The responsibility for this project was returned to the Admin. Committee. Dave Tynes, the new vice chairperson of Admin., will continue to head this project, and those individuals who have been involved over the past year will continue to be involved. They currently plan to continue assembling information to eventually distribute to those seeking assistance in this area.

As a result of this portion of the discussion, the conference was asked to provide direction to the WSO to better enable them to provide services to these meetings and groups. The following resolution was approved by the conference: "That these isolated groups, whether they are currently groups or merely striving to be groups, that in either instance they deserve the service of the WSO, and we would request the WSO to respond to their needs."

As a result of the World Service Conference Board of Trustees (WSB) panel presentation, the issue of the difficulties experienced by the JAC in fulfilling its function was discussed, and then referred to an RSR ad hoc committee to bring back to the conference with recommendations. The ad hoc committee returned with the following recommendation to the conference: "That, for conference year 1991-1992, the fiscal responsibilities currently assigned to the Joint Administrative Committee be reassigned to a committee composed of the treasurer of the World Service Conference (WSC), and the chairpersons of the WSC, Board of Trustees and Board of

Directors. This committee shall be known as the Interim Committee. Further, the Interim Committee shall make necessary decisions affecting N.A. world services when the WSC is not in session, mindful of priorities previously established by the WSC. The Interim Committee shall report its actions throughout 1991-92 in the *Conference Report*. In the WSC Administrative Committee portion of the 1991 *Conference Agenda Report*, the Interim Committee shall report and offer recommendations on a permanent process by which decisions can be made when the WSC is not in session."

This resolution was presented as a motion and carried by unanimous voice vote. The first meeting of the Interim Committee is scheduled for June 1, 1991, and will be reported in future communications.

Motions referred to the Administrative Committee included ones dealing with regional motions and interregional communications, which have been addressed above. An additional motion was referred asking that alternative meeting sites, such as colleges and conference centers, be explored for future WSC events.

Format

This year's conference format was a fairly radical break from past conferences. There was a great deal of time scheduled for discussion and panel presentations of issues currently confronting the fellowship. It seemed as if we really got different on the first three or four days of the conference, and returned to old ways with "motion sickness" on the last two days. All in all, I think we did well. It required a big adjustment on the part of all present. The schedule required many hours, and we wound up putting in many more. Opinion surveys regarding the format were handed out to all participants, with contrasting responses received.

Some participants wanted the panel/discussion sessions to deal only with CAR motions and amendments. They believed that if we could reach agreement about proposed amendments, the time required for the business sessions could be shorter. Other participants suggested it would be more productive if panel presentation sessions were limited to issues not addressed by CAR motions.

I have been wondering about having two things going on at once during the conference. Two would seem to be the limit so that an RSR could attend one session, while the alternate attended the other. We might consider having one session deal with motions, discussion of proposed amendments, or regional motions addressing the area of a particular board or committee, while the concurrent session addresses other issues/discussions relevant to the same board or committee. This is just one idea for getting as much or more done with more time for discussion than we had this year, while shortening the session. Some of our most productive hours this year were spent in a committee of the whole; and dealing with recommendations formulated by RSR ad hocs which were sent out after discussion to return with information to present to the conference. It would seem that these features could be better retained and utilized if we all did not have to be present for all discussions, but could better utilize the two representatives from each region. Any ideas about format are welcome, and will be considered by Admin. and referred to Policy, as well.

Finances

As reported at the conference, WSB, WSO, and WSC financial conditions are at an all-time low. Last year, the office lost money, and this year donations to WSC have dropped alarmingly. Donations for May were small, and \$5,200 was returned to WSO when it was discovered to be a literature payment rather than a donation.

I hate to solicit increased donations. I have been reading or writing such pleas for years now, and I'm tired of them. I believe that groups, areas, and regions who refuse to participate in the self-support of the fellowship as a whole are not moved by them, and those who are already doing their best are offended.

This section of my report is notification about the level of services we are currently able to accomplish/provide in view of our financial state. The conference recommended a list of "fixed-cost" items, and a priority list of additional endeavors. When it meets June 1, the Interim Committee will make decisions about expenditures. It is already clear, however, that we will be deciding which "fixed cost" items will go forward. The prioritized list of additional items is out of the question at this time.

The Steps and Traditions Ad Hocs have already cancelled one meeting, and the production schedules presented at the conference are therefore in jeopardy. In spite of the need and desire for improved communications, the *Conference Report* will probably come out four times this year instead of bimonthly. The *Conference Agenda Report* will come out in January as usual.

Once again, the conference raised our awareness of the struggles of addicts outside the U.S. recovering through N.A., without the benefit of literature or support. In much of the world, it's the blind leading the blind. These needs will be minimally addressed at best. It seems that the disparity between our desire to carry the message and our financial ability to do so is growing. We are doing better, growing and prospering, but not in comparison to the prosperity of the disease. Our pledge that "no addict seeking recovery need die from the horrors of addiction" is a lie in much of the world. I remember a past conference chairperson, Leah G., telling me that as a fellowship we had to be active about our Fifth Tradition, to ask ourselves if we are carrying the message or waiting for folks to come and get it, because "the doorway to Narcotics Anonymous is covered with blood." While that may sound a little dramatic, anyone who has attended N.A. meetings also knows it's true. Being involved in world services has removed the difference, for me, between the addict on the other side of the world and the addict who walks into my home group.

These thoughts make me cry. They also make me feel helpless in the face of the level of need for our program. I recognize this could lead me to old behavior, doing nothing because I can't do it all or do it perfectly. I have decided that all my sponsees will get Basic Texts for their recovery birthdays this year. They all already have books, so I'll really be giving them the joy of passing it on. I also intend to ask my home group to give \$5.00 a month to WSC. I hope the group will agree. Maybe some of you have ideas about what an individual addict, who wanted to, could do. If so, please send them along. Our experience shows that we can make a difference; that addicts can make it possible for other addicts to recover if we resolve to do so.

The current Administrative Committee hopes to have a productive year. We intend to more fully utilize RSRs during the year. Any comments/input/suggestions etc., are more than welcome.

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To: The Fellowship

From: Dave Tynes
WSC Vice Chairperson

I hope everyone has recuperated from the World Service Conference. I first would like to thank the conference for its confidence in me, and the privilege of being able to serve the fellowship at this level.

In this report, I will give a brief summation of my impression of this year's WSC, and an account of the continued work on the isolated groups issue.

I felt this year's conference was much better in some ways, but less in one. One of the improvements I saw at this year's WSC was the general tone of the conference. I felt there was more unity and maturity expressed by the participants, along with a willingness to discuss issues rather than just do business as usual.

I believe the new format used this year was a good beginning. The format allowed for more discussion of issues confronting the conference.

The only major problem I had with this year's WSC was the length of the conference. I believe that it is unrealistic to expect ourselves to be coherent, much less productive, working the long hours that we do for that many days. The WSC Administrative Committee has already begun discussing ideas on how we can accomplish what we need to at the WSC without taxing ourselves as we have in the past. If you have any ideas that would help alleviate this problem, please send them to the WSC Administrative Committee, through the World Service Office.

I also need to remind ya'll that the isolated groups issue was given to the WSC Administrative Committee to continue work on. We will be discussing the recommendations presented in the Isolated Groups Ad Hoc Committee's report, working with past members of that committee, and the WSO. If you have any ideas, questions, or concerns about the work on this issue, please let us know.

Barbara J. (WSC Chairperson) has assigned me to work as the liaison to the WSC Literature Committee. As the new conference year begins, I am looking forward to this assignment.

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To: The Fellowship

From: Tom Rush
WSC Treasurer

This will be very brief, since I plan to provide a longer "year-end" report in late June or early July. WSC '91 adopted the budget which was presented for the 1991-92 fiscal year, with provisions. I have included copies of the adopted motion and the "statistical information" referred to in the motion. The newly created Interim Committee (chairperson of the Board of Trustees, chairperson of the World Service Conference, chairperson of the WSO Board of Directors, and treasurer of the WSC) is responsible for the administration of the budget until the practical use of the ratified budget review and utilization committee is decided upon.

The "basic budget," labeled "Fixed Expenses Proposal 1991-92," is based on a moderate and projected ten percent increase in donations over 1990-91. These adopted "fixed" expenses form the basis of budget considerations for the coming year. Should the anticipated increase in

donations fail to materialize or be lower than contributions received during 1990-91, then the document labeled "Fixed Budget Priorities--Negative Items" will be used for guidance to determine cuts and/or reductions. On the other hand, should donations be greater than anticipated and/or some of the "fixed" costs be lower than estimated, then the document labeled "1991 WSC Discretionary Priority List" will be used for guidance. Since we will have to act throughout the year, decisions may have to be based on perceived trends rather than on actual cash on hand.

After reviewing the minutes, I believe WSC '91 was like past conferences in that there were a lot of nice and wonderful things suggested and/or approved on which to spend money we don't have. Of the six that I have participated in, this is the first WSC that has courageously addressed world-service budgeting, and adopted a "realistic" budget to guide us during the coming year. Hopefully, we can "iron out the bugs," and have working guidelines in use for the Travel and Translations Committees by WSC '93.

As always, I would like to thank our fellowship for its generous support, both financially and personally.

This motion is from WSC '91 on Friday, April 26. The motion carried unanimously by voice vote.

It was M/S/C Board of Trustees "That the fixed expenses proposal and the priority statistical study be referred to the newly established Interim Committee as the budgetary recommendations of WSC 1991."

FIXED EXPENSES PROPOSAL 1991-92
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FIXED CONFERENCE ITEMS

1. WSC annual meeting	4. Trustee meetings (4)
2. Quarterly (1)	5. Translation Committee
3. JAC (1)	6. <i>Conference Report & Digest</i> , CAR
7. Administrative expenses	
Total Fixed Conference Items.....	<u>\$134,455</u>

FIXED COMMITTEE ITEMS

1.	Administrative Committee	
	a. WSO consultation	
	b. WSO (5) & WSB (4) meeting attendance	
	c. Other meetings (Steps, Traditions, WSCLC, Isolated Groups)	
	Administrative Committee Total.....	\$7,865
2.	World Service Board of Trustees	
	a. WSO consultation	
	b. WSO Board meeting attendance	
	c. Traditions	
	Trustees Total	\$28,225
3.	Literature Committee	
	a. "A-list" items	
	b. Literature Committee meetings (2)	
	c. WSO consultation	
	Literature Committee Total.....	\$52,472
4.	Public Information	
	a. WSO consultation	
	b. Non-N.A. events	
	c. <i>P.I. News</i>	
	P.I. Committee Total	\$9,865
5.	Hospitals & Institutions	
	a. WSO consultation	
	b. Literature stockpile	
	c. <i>Reaching Out</i>	
	H&I Committee Total	\$16,865
6.	Policy	
	a. WSO consultation	
	Policy Committee Total	\$1,665
7.	Ad Hoc N.A. Service	
	a. WSO, WSB meeting attendance for Twelve Concepts	
	b. Meetings (2) for Twelve Concepts	
	Ad Hoc NAS Total	\$11,020
	Total Fixed Committee Items	<u>\$127,977</u>
	TOTAL FIXED EXPENSES	<u>\$262,432</u>

FIXED BUDGET PRIORITIES - NEGATIVE ITEMS ¹
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- 49 WSO consultation money
- 29 JAC meeting
- 18 Ad Hoc N.A. Service
- 13 WSO, WSB meeting attendance for 12 concepts
- 13 P.I. non-N.A. events
- 8 WSO consultation money except for policy
- 8 WSC Literature Committee meeting (1)
- 8 Trustee meeting (1)
- 7 Trustee meetings (2)
- 7 Reduce meal allocation
- 7 Policy
- 7 *P.I. News*
- 7 Concepts meetings (2)
- 6 H&I literature stockpile
- 5 Concepts meeting (1)
- 4 Literature Committee
- 3 WSO Board attendance by WSB
- 3 WSO & WSB meetings reduce
- 3 Literature (all projects but Steps)
- 3 Daily meditation guide
- 2 Traditions Ad Hoc meeting (1)
- 2 Traditions
- 2 Quarterly
- 2 Isolated Groups meetings (Admin committee)
- 2 Admin (other meetings)
- 1 1 item on lit "A-list"
- 1 One-fourth of trustee meeting cost
- 1 Five percent cut to all committees
- 1 Administrative expenses cut \$5,000
- 1 Administrative expenses (unnecessary mailing such as Basic Text, Third Edition, Revised)
- 1 Attendance at conventions rather than conferences
- 1 Budget without WSO support costs attached
- 1 Coffee, etc., at WSC
- 1 Cut *Reaching Out* \$1,200
- 1 H&I
- 1 H&I literature stockpile cut \$2,000
- 1 Lit Committee & Steps Ad Hoc, reduce membership
- 1 Lit drafts, reduce number in half
- 1 *Reaching Out*
- 1 Steps meetings (1)
- 1 Trustee meetings at Quarterly (1)
- 1 Trustee meetings (4)
- 1 WSC
- 1 WSC meeting (trim)

¹ The numbers indicate the number of conference participants who voted to remove this item from the list of priorities.

1991 WSC DISCRETIONARY PRIORITY LIST

- | | |
|---------------------------------------|-----------------------------------|
| 1. International Development Forum | 8. Conference Agenda workshops |
| 2. P.I. video | 9. Metropolitan services meetings |
| 3. International Development travel | 10. Non-Trustee member travel |
| 4. Regional workshops | 11. Phoneline Committee meeting |
| 5. European Service Conference travel | 12. Guide to Service |
| 6. H&I working group travel | 13. Policy working group meeting |
| 7. Some non-N.A. events | 14. Pamphlet development travel |
| | 15. World Convention Attendance |

1991 WORLD SERVICE CONFERENCE DISCRETIONARY PRIORITY LISTING

- | | |
|--------------------------------|-----------|
| 1. World Convention attendance | 15 - 6.09 |
| 2. Agenda workshop attendance | 8 - 4.23 |
| 3. Policy working group mtg. | 13 - 5.11 |
| 4. European Service Conf. att. | 5 - 3.50 |
| 5. Regional Workshops | 4 - 3.13 |
| 6. International Dev. Forum | 1 - 2.15 |
| 7. Non-Trustee comm. member | 10 - 4.55 |
| 8. Pamphlet dev. travel | 14 - 5.41 |
| 9. Phoneline Comm. meeting | 11 - 4.57 |
| 10. Some non-N.A. events | 7 - 4.16 |
| 11. Metropolitan services mtg. | 9 - 4.35 |
| 12. H&I working group meeting | 6 - 3.57 |
| 13. Video | 2 - 2.55 |
| 14. International Dev. travel | 3 - 2.55 |
| 15. Guide to Service | 12 - 4.57 |

To: The Fellowship

From: Rudy Stewart, Vice Chairperson
WSC H&I Committee

The WSC H&I Committee is looking forward to serving you this year. We now have a full complement of voting members, and we would like to welcome our three newly elected voting members to WSC H&I. Our committee has a newly elected chairperson, Ivan Faske, who has been in a motorcycle accident since returning home from the conference. We all hope and pray for his speedy recovery. I have been elected the WSC H&I Committee Vice Chairperson, and will be acting as the chairperson until Ivan's return to active duty.

Many of the existing WSC H&I Ad Hoc Committees were kept intact to complete their assignments. During committee meetings held at WSC '91, two new ad hoc committees were formed. The following will give you a brief overview of the current status of our ad hoc committees.

The Panel Tape Ad Hoc Committee developed an audio H&I orientation presentation to be included as the second side to the mock panel presentation they have developed in the past. It will be sent to the full committee for review within the next two-to-three weeks.

The Handbook Review Ad Hoc Committee has received input from various sources, and is in the process of reviewing the input for possible additions to the existing *Hospitals & Institutions Handbook*.

The Guidelines Ad Hoc Committee presented changes to the existing WSC H&I Internal Guidelines. With a few exceptions, the committee was happy with the majority of the suggested changes. The sections in question were referred back to the ad hoc committee for further work.

The *Reaching Out* Subscription Ad Hoc Committee was dissolved. However, the newly elected chairperson and vice chairperson, along with the WSO H&I Project Coordinator, will continue to stay abreast of the subscription plan and its effectiveness. A little reminder that beginning with the July issue, the *Reaching Out* newsletter will be available by subscription to any facility housing addicts, as well as any area or regional H&I Committee wishing to augment their current allotment with a subscription. Area or regional area service committees are welcomed to subscribe should they want to make the newsletter available to GSRs or ASRs. The subscription plan does not affect current allotments to area and regional H&I committees, nor does it affect the single issues sent to incarcerated addicts. Hopefully, you have received your *Reaching Out* subscription forms so that you may order your subscription.

The *Reaching Out* Articles Ad Hoc Committee was dissolved, as well. The chairperson of that committee (although dissolved) has been assigned the task of keeping informed of the current status of *Reaching Out* input. The committee as a whole is now responsible for input. All voting and pool members of WSC H&I are now required to either solicit or write at least one article every six months. The *Reaching Out* articles have been coming in at a remarkable rate. We still encourage members involved in H&I service to send input, as well as to ask members they have contact with during their H&I meetings to send in stories, as well.

The Learning Day Ad Hoc Committee, which put together learning days presented at both WSC quarterly meetings last year, has been assigned the task of developing an expanded learning day report form, which includes a report from the attending member(s), as well as a report from the host region.

The External Ad Hoc Committee, created at the quarterly meeting in Van Nuys, has nearly completed the survey it wishes to send out to those professionals involved with addicts in either a treatment or correctional setting. This ad hoc committee is assisting the Board of Trustees External Committee in evaluating N.A.'s image with the professional community. Once completion of the survey to professionals is distributed, the committee will develop a similar survey designed to assess the overall H&I picture throughout the fellowship, e.g., the amount of facilities we serve, what problems committees may face in trying to establish H&I meetings/presentations in certain facilities, or any other major problems faced by our committees. The Board of Trustees External Committee has already established contact in Singapore, and has presented the need for H&I efforts in different parts of the world to WSC H&I. With information gathered from professionals (judges, probation/parole officers), and professionals involved in treatment, we could begin to show facilities that we are a fellowship of men and women for whom drugs had become a major problem, and that by following a program of recovery offered in Narcotics Anonymous, our members have found a way to live clean while being responsible, productive members of society.

There was a motion from the WSC Isolated Ad Hoc Committee on Isolated Groups/Meetings to establish a standing Outreach Committee at the world level. After considerable discussion, it was decided that the WSC Administrative Committee would fulfill those needs as opposed to creating a standing committee. With that thought in mind, a WSC H&I Outreach Ad Hoc Committee was created to assist with this task. The committee will focus on goals and objectives, helping to define outreach efforts and to develop concepts and ideas focused to assist isolated groups and meetings to become a part of our fellowship. It was felt that H&I's experience, knowledge, and insight in this area would prove beneficial to the WSC Administrative Committee's efforts.

To assist with identifying needs and difficulties they face trying to fulfill their purpose, a Multinational Ad Hoc Committee was created to gather information from existing H&I committees within our multinational community. The committee will also attempt to contact countries where N.A. exists but have no functioning H&I committees. Existing laws or views on addiction and treatment may hinder the forming of H&I committees. However, if this is not the case, we would like to be able to assist these N.A. communities in developing H&I efforts via shared information. We will respond to any request for help.

I would like to close my report with a damper. We thought we were through with the distribution of illegal copies of the Basic Text. There now exists an edition with a red cover. As you are probably already aware, Motions 13, 14, and 15 contained in the *Conference Agenda Report* were defeated. May I now take time to quote the following motions which were carried. Motion 112, "To reaffirm and ratify that the ownership of all of N.A.'s intellectual and physical properties prepared in the past, and to be prepared in the future, is held by WSO, Inc., which holds such title in trust on behalf of the Fellowship of Narcotics Anonymous as a whole, in accordance with the decisions of the World Service Conference," and Motion 113, "To reaffirm that the World Service Office, Inc. is the exclusive publisher and distributor of all World Service Conference-approved literature, including all books, pamphlets, handbooks, and other intellectual and physical properties, as directed by the Fellowship of Narcotics Anonymous through the World Service Conference."

A subsequent motion was carried. It read, "The voting participants of the 1991 World Service Conference, after much discussion and consideration of several motions, voted to issue the following statement to the fellowship:

The Basic Text, Fifth Edition is the only edition of the Basic Text that is currently approved by the World Service Conference of Narcotics Anonymous for sale and publication. The World Service Office Board of Directors is entrusted with the responsibility for protecting the fellowship's physical and intellectual properties, including the Basic Text, and at the Board of Directors' discretion, shall take legal action to protect those rights against any and all persons who choose to infringe upon this literature trust."

The WSC H&I Committee unanimously and wholeheartedly endorses these motions and statements. We are asking area and regional H&I subcommittees to let facilities you are involved with know this book is not a piece of N.A. conference-approved literature, even though it has a printed statement on the back cover which states it is for institutional use. In closing, WSC H&I extends its gratitude for allowing us to be of service.

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To: The Fellowship

From: Mary Jensen, Chairperson
WSC Literature Committee

The 1991 World Service Conference culminated a very productive year for the literature committee. During our meetings at the conference, we were able to make final edits on *In Times of Illness* and release it for a one-year approval period. *For Those in Treatment* was approved by the conference and is now in final stages of production. Our "A-list" priority projects (the steps portion of *It Works: How and Why* and the daily book) were approved, and we submitted production schedules for them. Finally, our motion to create two sections in our guidelines was approved. Internal guidelines can be changed by a two-thirds vote of the WSCLC, with acceptance of those changes by the JAC. These changes are then communicated to the fellowship so that action, if needed, could take place at the next meeting of the World Service Conference. Policy guidelines may only be changed by the conference itself. We believe that this motion allows us to make some "housekeeping" changes in our guidelines and grants us flexibility in developing diverse literature projects.

During our panel presentation, we described the process used by the Steps Ad Hoc Committee and the content of the material we are developing. We shared our production schedule, which covers not only work to be done this coming year, but what our efforts must be through the completion of this process. Our projection is that fellowship review of the first six steps will occur during the winter and spring of 1991-1992, Steps Seven through Nine during the fall of 1992, and Steps Ten through Twelve and the introduction during the winter of 1992. This would allow us to release an approval-form draft in the summer of 1993 for action at the 1994 World Service Conference.

This year's production schedule for the daily book uses the same process from last year, but at an accelerated pace. Four review panels composed of registered and general world literature members will review and suggest revisions for first and second drafts. Second and third drafts will be reviewed by the WSCLC. Three sample batches will be sent for fellowship review and input.

We believe that this modified review and input process is responsible and reasonable for this project, since each entry stands on its own, unlike a book where each page contributes to one theme. The diversity in style, content, and audience produced in one batch will be similar to the variety expressed in the book as a whole.

Two types of regional and area literature assignments were distributed last year. The first involved committees working on items from our "C" and "D" lists. The evaluations working group of the WSCLC will be using the information from areas and regions to determine which, if any, of the pieces are ready to be moved up on the list for next year. The second assignment asked committees to complete evaluation survey forms for a number of informational pamphlets currently on the tables at N.A. meetings. This year, that information will be used by the revisions working group of the WSCLC to determine which I.P.s need to be revised. Because of our "A-list" work load, we do not plan to make revisions this year, but to identify our weaker pieces of literature so that they may be rewritten or revised in the future.

The conference gave the literature committee responsibility for producing a table of contents and a survey form to poll the fellowship to determine the appropriate content of *An Introductory Guide to Narcotics Anonymous*. We are now in the process of creating this preliminary table of contents and will be sending it to all conference participants and registered literature committees. The deadline for fellowship input is August 1, 1991.

We had one motion referred to us at the conference. Motion 96 reads: "That the next edition of the Basic Text reflect the following footnote on the cover page of Book Two, 'Personal Stories': The language used in some of these stories is not always consistent with what we understand to be the language and terminology of N.A. recovery today." The committee had discussed this motion at its Friday morning meeting. We recommended that it be tabled and kept on file with other suggestions for Basic Text revisions until the moratorium on changes expires.

I felt that the use of panels, followed by question and answer periods, provided for a healthy exchange of ideas. There was a spirit of unity--all of us working together trying to find a point of acceptance. It was very encouraging to feel that so many area and regional literature committees are looking forward to being a part of the literature development efforts this coming year. We will be asking for your help a lot as we submit material for your review and input.

Our financial resources are limited right now. Sometimes, as was the case with the first mailing of daily book entries to regional literature committees, we may need to ask regions to transmit information to areas, simply because we can't afford the mailings right now. We are hopeful that this is a temporary situation, and will keep you posted.

Please feel free to send us any questions, input, suggestions. You can write or call us in care of the Literature Department at the World Service Office.

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To: The Fellowship

From: Mitchell Soodak, Chairperson
WSC Policy Committee

Hi, everybody. I hope everyone arrived home safely and is enjoying the comfort and security of their local fellowship. In writing this report, I hope to convey the WSC '91 response to Policy Committee business, what Policy will accomplish this year, and my personal feelings about the conference.

There were three items of Policy Committee business:

1. **Seating of regions:** At last year's conference (WSC '90), direction was given for concrete guidelines for the seating of regions. The actions of this year's conference (seating five new regions easily without any guidelines) has confused the WSC Policy Committee. Do we need any guidelines? If so, how restrictive? By sending out a survey to answer these and other questions, we will be able to come closer to meeting the needs of the conference.
2. **Rotation and Continuity proposal:** The conference seemed receptive to formalizing specific lengths of terms for adoption for WSC positions. The committee is close to wrapping up a rotation and continuity proposal.
3. **Policy committee guidelines:** The motion for the new Policy Committee guidelines *failed*. The motion to disband Policy *failed*. The motion to make Policy directly responsible to the Board of Trustees *failed*. A motion to make Policy an ad hoc committee *failed*. These conference actions sent a definite message to us. The committee will look at adjusting parts of our current guidelines this year.

As for new projects this year, the committee will work closely with our Administrative contact (Barbara J., WSC Chairperson). Revising the conference format (including a new election procedure) and RSR communication/participation in world services during the year have been assigned to two Policy Committee working groups. At the end of the year, the results of work on these two subjects will be given to the Administrative Committee as input. These two new projects, along with resolving the three issues pending and working on committed motions, will be our agenda for the year.

Now, for my personal reflections on the conference. Some RSRs were surprised by many issues, and indicated their desire for, at the very least, continuing to improve on honest and open communication during the year. I think we turned a corner by implementing a new format and approach. The new order of things (dialogue and communication) is great, and I hope we don't drop the ball. If we should revert to doing conference business through motions, we can expect twelve-to-fifteen-hour days for seven days. Physical and mental exhaustion are not conducive to making spiritual decisions. By Friday, most of us were basket cases. It showed in my report to the conference, which was embarrassing. I have learned that I cannot serve in this fashion. The need for N.A. meetings, rest, and proper nutrition must be part of the World Service Conference. It is my hope that by improving on meeting these needs we will be able to keep ourselves emotionally, physically, and spiritually fit to make the responsible decisions expected of us.

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To: The Fellowship

From: Rogan Allen, Chairperson
WSC Public Information Committee

As evidenced by the number of issues that were discussed, this year's World Service Conference was very successful. After seeing the new format for conducting business actually work, I know I felt a great sense of relief at the close of this year's conference. Presentations followed by their respective business sessions proved to be an excellent way of involving the participants with each and every committee and board. This was no exception for your WSC P.I. Committee. Our presentation consisted of three topics: an outline and proposal for an N.A. video, work with international groups, and information on our public relations policy. All three were well received, particularly the N.A. video project.

The N.A. video is in advanced planning stages. We have sent out requests for proposals to a number of reputable video production companies. The proposal presented at the conference came from Culver Productions in Nashville, Tennessee. It was an in-depth look at how the video would be filmed protecting the anonymity of our members while giving a clear, concise, positive look at our program of recovery. The conference overwhelmingly supported the production of such a video. The only obstacle is money. A motion was passed for the WSO to fund the video because it will become an inventory item and hopefully will be sold in large numbers. Because we have yet to receive proposals from a number of companies, I won't quote a cost here. It would be wonderful to have this project completed in the next few months if the funds become available.

The projects the WSC P.I. Committee is working on this year include revisions of *A Guide to Phoneline Service*, international outreach, rural public information, and continuation of our work on a public relations policy. The new phoneline guide is reaching its first draft stage, and promises to be a more informative piece of service literature. After following our review and approval process, we hope to have it completed for inclusion in the 1992 CAR. Working in cooperation with the Board of Trustees, we hope to do more work with P.I. committees in developing N.A. communities. Lending our support to these committees will assist them in contacting and informing the public in their respective countries. Rural P.I. is not really a new project. It seems that we have more requests from isolated groups providing P.I. services without the coordination of an area or regional service committee. We hope to share the responsibility for isolated groups with the Administrative Committee.

We are continuing to explore the meaning of our Eleventh Tradition as it relates to public information work. There are many members who still believe that public service announcements are promotion, or who are afraid to embark on various forms of P.I. service due to a lack of understanding of this tradition.

I expect our committee to find all of these projects exciting and rewarding. I choose to maintain a positive outlook on all of our endeavors in public information. We have an excellent committee this year, and we're looking forward to some great results.

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To: The Fellowship

From: Dave Tynes, Chairperson
WSC Ad Hoc Committee on N.A. Service

Greetings. This report will serve two purposes: First, it will provide a brief summary of WSC '91 as it pertained to our work, and second, it will present an overview of our work plan for this new conference year.

Our presentation to WSC '91 consisted, primarily, of the revised Twelve Concepts for N.A. Service, and a brief overview of our plans for the following conference year. Our presentation was followed by a question-and-answer session. During this portion of our session, the conference participants generally indicated their support of the work on the Concepts, while a few members voiced their concern that the approval process was too brief.

During the new business section of the conference, two points emerged as the weather vane for the conference's perceptions and desires about our work. While the conference wanted to continue the work of our committee, a considerable number of participants voiced their concerns about our position within the service structure. These participants felt that having our work continue under the leadership or direction of either the World Service Board of Trustees (WSB) or the WSC Policy Committee would be preferable. During the new business session, a number of motions were raised about our work. These motions ranged from a stoppage of our work for a definite or indefinite time, to assigning our work to either or both of the bodies mentioned above. While the conference chose not to accept the motions regarding the stoppage of our work, the margin of votes regarding the reassignment of our work was far narrower, and left some confusion in our minds. As a result, we will discuss the issue of the reassignment of our work after next year's conference to the Board of Trustees both within our committee and with the Board of Trustees, as well.

Our work plan for this year consists of completing the approval version of the Twelve Concepts for action at WSC '92, and if the resources are available, completing our work on metropolitan services. To complete our work on the Concepts, we will schedule three committee meetings, starting in September, after the deadline for fellowship comment on the final input form of the Concepts. We have also requested specific input from the Board of Trustees and the WSO Board of Directors on the Concepts, and hope to gather that input at their upcoming meetings in June. Depending upon the availability of resources, we may also have one or two meetings to complete our work on metro services, but if the resources are not available, I will continue to remain in contact with members on the local level regarding this issue. As previously stated within various fellowship publications, we are not planning to do any more work on *A Guide to Service in Narcotics Anonymous* until after the conference decision on the Twelve Concepts next year.

Updated versions of *A Guide to Service in Narcotics Anonymous*, including the revised Twelve Concepts and study notes, will be available from the World Service Office in June. The item number is 2100, and the price remains \$5.00.

Due to the specific nature of our work and the limited resources available, the membership of our committee stands at five, with two non-North American, corresponding members serving as a resource to our committee. The membership of the committee is as follows: Debbie Ott, Jon Thompson, Becky Meyer, Walter Johnson, and Dave Tynes, with David Taylor of the United Kingdom and Mario Tesoriero of Australia serving as corresponding members. We thank you for the opportunity to be of service to Narcotics Anonymous.

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To: The Fellowship

From: Jack Bernstein, Chairperson
World Service Board of Trustees

For those of you who were present during the conference, the Board of Trustees would like to express our appreciation for the time you spent and effort you expended during this year's WSC. Our format and agenda was drastically different than in previous years, which produced periods of confusion, apprehension, and discomfort. In spite of this, the trustees want to acknowledge everyone's attempt to maintain the ideal of respect, care, and concern for one another.

We want to extend congratulations to the newly elected trustees: Jamie Scott-Hopkins (London Region), Bob McKendrick (Mid-Atlantic Region), Pete Cole (Carolinas Region), and Stu Tooredman (Southern California Region). With the addition of these four trustees, we are now up to thirteen members. This will give us the opportunity to better serve the fellowship, and we are very grateful that the conference participants assisted us by electing these new members. We also want to thank Stretch Gars for his service as a trustee during the past two years. His participation has been much appreciated and of great value to us and to the fellowship. We will still be calling on him as a resource for our board. We also want to welcome the newly elected WSC administrative officers, committee chairs and vice chairs, and new committee members.

Prior to the opening of the World Service Conference on Sunday, our workweek actually began with the International Development Forum on Saturday. This forum was well-attended by members from both outside and inside the U.S., making it a truly multinational event. The reports during the morning session provided a brief overview of our fellowship's development in several areas of the world: Australia, the Pacific Islands and Southeast Asia; the Caribbean Islands; Canada; Central and South America; and the Middle East and Europe. Following the lunch break, the forum participants divided into five small discussion groups to discuss how our fellowship can help developing N.A. communities grow and flourish, with a secondary topic of how N.A. can carry the message to places where N.A. does not already exist. These group discussion sessions went extremely well, with much lively and thoughtful discussion. Reports on the discussions were then presented to all the forum participants by the WSO staff members who had facilitated the groups.

Several common themes emerged from the discussion groups, including development fundamentals in newly emerging N.A. communities; how emerging and newly developing N.A. communities can effectively communicate with each other and world services; that development efforts are an investment in the future of N.A.; the need for development of world service priorities; our relationship with government and health officials in areas of the world where there is presently no N.A.; and, of course, translations of existing literature for non-English speaking communities. While these are far-ranging issues, we are hopeful that the heightened awareness that was created during the forum will remain with the conference participants throughout the next year.

It is our plan to have a two-day International Development Forum at some point during this upcoming year. This plan was supported by conference participants, as was evidenced during the development of the list of discretionary priorities later on in the week. We are gratified that the participants made the proposed two-day forum the first priority on the list. Also, we want to remind everyone that the three-tape set of the International Development Forum is available from the WSO for \$9.00, plus shipping and handling. Additionally, a written report of the forum will soon be available.

At the same time the WSC committees were meeting on Sunday night, the Board of Trustees held a meeting. During this meeting, we finalized the list of names we planned to present for nomination to the board; reviewed the Additional Needs report for presentation to the conference and the proposal for the two-day International Development Forum that we presented later during the week; and reviewed the report from Becky M., WSB Vice Chairperson, on her recent trip to Brazil and Argentina. Considerable time was spent discussing the difficulties presently occurring within the N.A. community in Brazil as a result of the merging of the N.A. and T.A. groups. The N.A. literature committee has written to the WSB requesting advice and direction regarding the terms "addiction and addict" or "drug addiction and drug addict" for use in their written literature. Some contention remains among the Brazilian members regarding the use of these terms. We feel that these problems are compounded by the merger of the two fellowships into one. Presently, the board's response is to urge them to come to a solution within their own fellowship.

During the trustees' portion of the agenda on Monday, our board gave a series of presentations on the work we have done over this past year. We received considerable support for the work done on the traditions project, through the Traditions Ad Hoc Committee. We also received considerable support from conference participants regarding the International Development Forum and our intention to propose a two-day forum later during this conference year. However, when our panel presentation occurred on the topic of the interrelationship of the WSC boards, committees, and the N.A. Fellowship, it became very apparent that we, as world services, still have a lot of work to do in the area of communications among the boards, committees, and the fellowship.

During this presentation session, representatives participated from each of the service arms--the Board of Trustees, WSO Board of Directors, WSC Administration and a WSC Committee Chairperson. We included this diverse group in an attempt to show the myriad of opinions and beliefs that exist in world services. During this past year, considerable discussion has occurred regarding the duplication of services by conference boards and committees; the "turf wars" over different projects and priorities; the possibility of merging some of the conference committees with the WSB committees; placing the WSB in an administrative/managerial role with reference to projects and the difficulty in effectively communicating discussions and/or decisions among the WSC Boards and Committees.

These issues were initially brought into the open by the WSC Chairperson during one of the Joint Administrative Committee meetings. Although most of the world-level trusted servants were privy to these continuing discussions throughout the year, we failed to communicate the depth and scope of the discussions to the remainder of the conference participants. We found it difficult to accurately report these discussions as we were, and still are, in the process of trying to determine the best, and most efficient way to deliver services to the fellowship. Our uncertainty over the issues made for some very confusing moments, along with considerable discomfort and some anger on the part of conference participants. The one clear conclusion that could be drawn from the presentation and ensuing discussions was that our present system is not effective and does not serve us well. Therefore, changes will be necessary.

This confusion was compounded by some of the motions made later in the week. There were motions to disband the JAC, disband the Policy Committee, assign the administration of the Policy Committee to the WSB, and to disband the Ad Hoc Committee on N.A. Service, giving that project to the WSB to manage until completion. It is our understanding that these motions were an attempt to coordinate efforts on projects to better utilize the present resources of world services.

We also perceived that many of the conference participants had the feeling that we, the Board of Trustees, were out to "take over" the World Service Conference. Rest assured, this is not the case. We were as surprised by most of these motions as was everyone else! While we had held preliminary discussions during the past year about the feasibility of combining some of the conference committees with our committees, the full board had not developed a consensus on whether to pursue any options to this effect. Several individual trustees have strong feelings about the possibility of dissolving the conference committees and merging them with the WSB subcommittees, but didn't feel that it was appropriate for them to speak to the issue since the board had not engaged in discussions, made recommendations, or arrived at any decisions on the issue. We had hoped that the panel presentation would open the door to these discussions. It was evident from the probing questions and vigorous arguments, both pro and con, that this issue and these concerns will need much more discussion during the upcoming year. Issues like these are broad in nature, covering the entire spectrum of service; therefore any hasty proposals much less decisions made without broad discussion would be wrong.

Prior to the opening of new business on Friday, we had only a short time to discuss several of the motions that eventually were committed to us. This put us in an awkward position, since we did not have time to adequately discuss these motions, or to develop well-thought-out recommendations for conference participants' consideration. Further, when we did have recommendations, no time was provided us to explain to conference participants why these specific recommendations were made. We will continue our discussions on the issues raised by the motions committed to us during this next year.

Several options for change were presented during this conference. Among them was the possibility of either combining the WSB and WSC committees or having the WSB absorb some of the WSC projects. We hope these proposals will provoke continuing discussions within the fellowship. If any regions have recommendations that they would like us to consider, please send them to us in care of the WSO. We will do our best to provide full reports on the input we receive from the fellowship and on any recommendations or proposals we develop during this next year as a result of our discussions. Certainly these questions and concerns are of as much interest to the fellowship as they are to us. We hope that these issues will receive wide discussion within the fellowship throughout the upcoming months. This year, we also plan to work in close cooperation with the WSC Administrative Committee to fulfill the direction given to world services by the World Service Conference.

We consider the formation of the Interim Committee a step in the right direction for World Services in following up on the priority list and financial considerations of the WSC. The development of the priority list by conference participants will provide guidance and direction for the committee throughout the year. The formation of this committee has also defined the parameters within which decisions can be made to act on the direction of the conference. It is our hope that this will reduce some of the apparent stress among the different service arms of the conference. Members of our board will also be involved with the travel, translations, and budget review plans which were ratified at the conference. As our world services begin to explore different methods in planning and decision-making, we believe this will allow us to further carry the message of recovery to the still-suffering addict worldwide.

Our final comments have been reserved for some serious concerns we have regarding the agenda we followed for the World Service Conference this year. The attitude and behavior of the participants during the International Development Forum on Saturday was a powerful and positive message regarding the growth and maturity of our fellowship. As was evident from the respect and concern with which we treated each other during this event, we are making great strides in our relationships with each other as members of a truly multinational fellowship. The

small group meetings during the international forum allowed for open dialogue and discussion of issues, providing an opportunity for conference participants to hear and be heard! This attitude carried over into the first part of the week as we heard the RSR panel on regional issues, along with their recommendations, early in the day on Monday.

With the beginning of the presentation sessions on the "old business" of the conference, the positive attitude began to slip, and conference participants began to take on their "parliamentary personae" from years past. As was observed by one of the RSRs after the conference was over, "I was not at the microphone at all for the first couple of days when things were happening under the new agenda, but was at the microphone constantly the last few days when the parliamentary gymnastics were occurring." As a board, we also have considerable concern regarding the amount of new business that we tried to accomplish on the last day of the conference when everyone was emotionally and physically drained. One of the trustees stated that the agenda, the lack of breaks, and the late hours kept by everyone present made for a conference that was "brutally irresponsible" to everyone in attendance, and as a result, to the fellowship at large. It is our hope that the experience gained from this year's WSC will allow us to structure our agenda in such a way that we are able to accomplish the business at hand without being unduly harsh on the participants.

Once again, we would like to thank you all for the opportunity we have been given to serve the Narcotics Anonymous Fellowship. We look forward to a busy and productive year for our board and for N.A.

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To: The Fellowship

From: Bill Winterfeld, Chairperson
World Convention Corporation

You have probably received copies of the World Convention Corporation (WCC) report that was distributed at the conference. I will give a synopsis of the narrative that accompanied that report. We had no conference action items this year. Because of the open-forum format, I was able to address the body on behalf of WCC during the WSO presentation without requesting a change to the rules of order.

Our financial position has forced us to modify our administrative plan for 1991-92. Corporation business will be accomplished with one meeting in November, two conference calls of the full board, and a minimum number of site visits.

Portland's registration and merchandise sales were lower than we anticipated. The sluggish preregistrations for Australia seem to reinforce what we experienced in London. Conventions held outside the U.S. continent draw fewer American attendees primarily because they have a higher individual expense matrix. As a result, we are reshaping our estimated attendance for WCNA-21. We believe that we will be in a better cash-flow situation, and out of the financial slump when we go to Chicago for the 1993 World Convention,

Bids for the 1994 World Convention in Zone One are due to be postmarked by July 1st. Those received at the WSO after that date will be considered ineligible. The bids should be submitted with all documents as described in the convention guidelines. If for any reason a complete bid package cannot be mailed before the deadline, contact the WCC Coordinator at the

WSO. This provision is created to allow bidding regions, on a case by case basis, the opportunity to receive letters of support after the July 1 deadline. Additional information may be requested from qualified bid committees.

The assigned liaison and the staff are busy planning WCNA-21 in Sydney, Australia, as well as WCNA-22 in Toronto, Canada and WCNA-23 in Chicago, Illinois.

On behalf of the WCC Board, I want to thank the fellowship for the opportunity to serve.

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To: The Fellowship

From: Stuart Tooredman, Outgoing Chairperson
WSO Board of Directors

The World Service Office presented eight motions to the 1991 WSC participants. Each one of them represented a number of significant issues of past, present, and future concern. We appreciate the fellowship's attention to these matters, and look forward to the coming year.

The WSO panel presentation consisted of reviewing the information provided in our annual report. Questions from WSC participants followed, and several commented that they liked the report's new format and the new information about WSO operations.

Our first items of action for the conference concerned the role of the WSO as a trust and as the sole publisher and distributor of fellowship literature and other properties. During the discussion, the participants asked many questions and requested additional information from the WSO's intellectual properties attorney. The conference then voted to reaffirm those entrusted responsibilities by a two-thirds majority vote.

Looking toward the future, the WSO offered three new proposals regarding world service operations. These were proposals creating a Translation Committee, a world service Travel Committee, and creating a Budget Review and Utilization Committee, whose first task is to prepare a unified budget plan for all world service operations. The WSC participants ratified the implementation of all three, and will review their progress again at next year's conference.

Motions 13, 14, and 15 were provided to obtain a clear understanding and determination from the fellowship concerning the Fifth Edition of the Basic Text, the production of a low-cost version of the text, and if those decisions should be made by a group-by-group tally. None of the motions received enough support to pass. However, after the motions were decided, the WSC went into a committee of the whole to discuss the issues underlying our motions. From these discussions, an ad hoc committee was appointed and asked to prepare a motion concerning the issues discussed in the committee of the whole. Their motion and report can be found in another section of this *Conference Summary Report*.

The WSO also requested that the WSC approve the production of an introductory guide for the newcomer, consisting of already approved literature items, as a low-cost inventory item. The conference approved the concept, and the table of contents is now being considered by regional literature committees. In August, the World Literature Committee will review the input and recommend which items should be included. We believe this item will be in production in early September.

The WSO is preparing all items approved by this year's WSC for inclusion in our inventory. As is our practice each year, we are working first on the new approved items (*For Those in Treatment, N.A.-- A Resource in Your Community, P.I. and the N.A. Member*, etc.), then we will produce the changes made to the handbooks.

One other production note concerns a new inventory item discussed at the conference, the Basic Journal. This new item is for our members who want to keep track of their daily progress through recovery. It is now being readied and will be available soon.

On the last day of the conference, a motion was referred to the WSO Board calling for a report to be given at the next WSC workshop. This report involves seeking a special ruling from the IRS in regards N.A.'s tax status. As you may recall, a report was given at the 1990 WSC on the options N.A. has in order to fit the existing IRS rules on nonprofit tax exempt status. We have already begun work on that report, and will be fully prepared to provide information to the fellowship on the costs, time, and requirements associated with seeking a special ruling. Since this type of decision will affect our U.S. groups most directly, the information will be widely distributed so that the issues may be informatively discussed by all concerned.

As we have previously mentioned in past reports, work continues on the Literature Trust Document. What we hope to eventually present to the fellowship is a document that clearly outlines the roles and responsibilities of the fellowship, the WSC, and the WSO, in relationship to N.A.'s properties (literature, logos, etc.). Currently, the document is being reviewed by a committee of current trusted servants of the WSC and other interested members who have previously served at the world level. The review group is headed up by me, and includes Becky M., George H., Bob M., Bo S., Dave M., Bill A., Jim M., and we have recently included Roy D. and Billy E. Both boards will discuss the document during their joint meeting in June. We will update you regularly on our progress.

The new executive director of the WSO, Joe Gossett, was introduced to the WSC participants on Tuesday. Joe began working on April 1st and immediately became involved with a review of current WSO policies and procedures. We hope that you will all give him a warm N.A. welcome.

As a result of my election to the World Service Board of Trustees this will be my last report as the WSO Board Chairperson. Bill Winterfeld will assume the duties as the Board Chairperson until the elections in June. I would like to take the opportunity to thank you for your support as a director, and the privilege of being of service.