



# World Service Conference Report

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## WSC CHAIRPERSON'S REPORT

The items in this issue of the *Conference Report* provide information about some of the discussions which will take place at the upcoming annual meeting of the World Service Conference, to be held April 25 through May 2 in Dallas, Texas, USA. As you may know, this year there will be simultaneous discussions going on for one day of the eight day conference. In one room will be panels prepared to discuss the motions which appear in the *Conference Agenda Report*, along with possible amendments. In a second room, panels will be prepared to engage in discussion of current concerns or ongoing work not addressed in the *Conference Agenda Report*. This report is intended to provide background information for those non-*Conference Agenda Report* discussions. It is hoped that the majority of the information conference participants wish to provide about those issues is contained in this issue of the *Conference Report*. All regions, boards, and committees have been strongly encouraged to get their issues, concerns, projects, etc., written out and submitted for this report.

The idea here is that the panels will not do much in the way of presenting, because the participants will already have the information. We hope to be able to spend the bulk of our time in discussion rather than in bringing folks up to speed on the issues. We also hope to avoid any "surprises" for participants at the World Service Conference. This may not be possible if more information becomes available or if new issues arise between now and the WSC. However, at this writing, these are the issues to be discussed. Naturally, any relevant information received at a later date will be made available to participants. It is hoped that having this information early and in written form will aid groups, areas, and regions in their discussions prior to the WSC.

This year's conference meeting should be different in many respects from the past. Since it is not in Southern California,

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we should anticipate fewer services from WSO staff than we are used to. There will be fewer staff people there and far less office equipment and files available. Also, since we have not established a previous working relationship with the hotel, I want to encourage everyone to cooperate with the hotel. I am certain that we can all behave in a responsible way that will leave a favorable impression of Narcotics Anonymous.

It is critical that everyone do his or her homework! If a significant number of participants do not read the information provided here, the effort will have been wasted and we will return to informative panels rather than discussions panels. I know that at least some of my stress and exhaustion at previous World Service Conference meetings was due to the need to read lengthy reports on significant issues that had not been available before the conference. If you wanted to stay up with events, you had to continue to work after each day's recess. That pressure need not arise this year if we all prepare ourselves by reading these reports in advance.

If you refer to the proposed agenda in the 1992 *Conference Agenda Report*, you will see how and when these panels are to work. Each panel will have a moderator who will help discussion participants stay focused and keep within our time constraints. There will be some panel sessions during which a combination of related topics will be discussed.

For the WSC Administrative Committee, one panel will discuss the *motions* from the WSC Ad Hoc Committee on NA Service and the Translations Committee. The other panel will be open to *questions* pertaining to the other work of the WSC Ad Hoc Committee on NA Service. That panel will also entertain a discussion about regional forums (see the WSC vice chairperson's report). Discussion concerning the topic of interregional communications (from RSR working group input) will be appropriate in this panel.

A special panel on funding NA services will draw on both RSR working group materials (pp. 47-51) and the related trustee papers (pp. 27-32) appearing later in this issue of the *Conference Report*. Other specific issues to be combined into single panels will be announced at the conference.

We will have time and space for Narcotics Anonymous meetings every morning before the day's agenda begins. If we keep to the schedule, there is time for evening meetings later in the week. We hope this will aid in keeping the stress level down.

I really hope we can stay with the schedule. I believe we can, if all participants are committed to it. As I think about past conferences, some things occur to me as areas we might look to in an effort to save energy if not time. Participants seem to waver (sometimes the same person at different times) between fearing to approach the microphone and being unable to stay away from it. I have participated in small group discussions where everyone got their two cents worth in, even though only two or three differing points were actually expressed. This is a disaster when the numbers involved increase and the time is limited, as at the World Service Conference.

We also wind up spending time dealing with motions, amendments, and procedural matters which in fact have little or no support but must be disposed of in parliamentary fashion. We hope that there will be opportunity to address issues from all sides and

reach compromises, when possible, during the panel sessions so that the business sessions are less cluttered. If the body refuses to entertain items that were not mentioned during the panel sessions, this will really help. Once a motion has been seconded, it must be dealt with. It would serve all participants well to review *Robert's Rules of Order, Revised* before coming to Dallas. Please do not ignore the introductory and prefatory remarks, which make it clear that the purpose of parliamentary procedure is to allow a group to do business in an orderly and expeditious fashion. It is also clear that the correct amount of procedure to use is as little as possible. Our primary purpose still applies, even when we are in the motion business. Procedures should not be used to bog the body down.

I do not mean to imply that I am more devoted to keeping the schedule than to getting done what we need to do at the conference. I don't think that is the choice. If we get so bogged down that we work through meal breaks, go late every night, and so forth, the quality of our work and decisions will suffer. The conference meeting is longer than ever this year, and we will not do well with it if we do not adhere to scheduled breaks.

I've often wondered why the conference is so exhausting. I put in eight hours at work and regularly go on to school, meetings, and other activities, yet I am never so tired as at the World Service Conference. I think it must be the constant demand for a high level of concentration and the emotional involvement of commitment to the work that makes it different.

In case this will be your first conference, don't despair. The endurance marathon I'm describing is real, and it is important to rest when you can and take care of yourself, but it is also a wonderful experience. Why else do so many come back? There's something about being in a room full of addicts so devoted to the business of NA that has no peer.

Many of those folks will frustrate and madden you; others will inspire your admiration. Friendships are born. When I first moved to San Diego, the message here was mixed and many members attended other programs in addition to NA. Sometimes I would begin to doubt my own convictions and feel alone. Going to World Service Conference events recharged my beliefs and helped me to stick with them at home. It was great to spend time with addicts who were unified in their devotion to and belief in NA, even if we didn't always agree on everything.

One final note: Regional reports for inclusion in the March 1992 *Conference Report* must be received at the World Service Office no later than February 29, 1992. Please limit the length of your report to two pages.

If you have any questions, please feel free to contact any board or committee member or chair through the World Service Office. See you in Dallas.

*Barbara Jorgensen, Chairperson*



**WSC VICE CHAIRPERSON'S REPORT****MULTIREGIONAL FORUMS**

Various concerns have been raised during the past few years about the WSC "quarterlies." These concerns have included frustration about the limited opportunities for participation by interested members in committee meetings, lack of adequate time to discuss items of interest to local NA communities, and lack of adequate time for questions and concerns during reports given by committee and board leadership. In response to these and other concerns, as well as in an effort to provide an opportunity for interregional communication, the WSC Administrative Committee is proposing to hold multiregional forums.

These forums would be held in four geographical zones of the USA: west, midwest, southeast, and northeast. Each of these forums would provide recovering addicts from neighboring regions an opportunity to meet both with members of various world service boards and committees and with each other. The agenda for these events would include sessions facilitated by world-level trusted servants on topics like H&I, PI, and literature; meeting space for RSR working groups or RSR meetings; even a social activity of some type, possibly a speaker meeting and a dance. The forums would take place on weekends to allow both for significant interaction between representatives from world services and local NA communities and for meaningful discussions between representatives of various neighboring areas and regions.

In order to insure that these events would be financially prudent, regions would need to pay the cost of sending their representatives to the WSC multiregional forum being held in their zone. Additionally, the possibility of having a minimal (\$5.00 US) registration fee to offset costs has been discussed by the WSC Administrative Committee.

These forums would replace what we now call "quarterlies." Conference committees would still meet. However, instead of meeting at these multiregional forums, they would meet during the conference year in a manner similar to meetings currently held by the World Service Board of Trustees and the WSO Board of Directors. While such committee meetings would still be open to members of the fellowship, they would be strictly working meetings.

It is our hope that, through these multiregional forums, we can help improve communication between the fellowship and world services, provide means for face-to-face interregional communication, and allow more time for conference committees to complete their work.

*Dave Tynes, Vice Chairperson*

## WSC TREASURER'S REPORT

### WSC BUDGET PROCESS

The Interim Committee will include a complete list of the decisions it made in 1991-92 in its March annual report. In the meantime, I have been asked to provide a written description of the budget process to be used next year. First, I would like to offer some historical observations, followed by descriptions of how budgeting and spending have worked this past year. It is my belief that a description of "how we have done it" is the easiest way to explain and understand "how it is done."

For several years, the WSC Administrative Committee, the Joint Administrative Committee, or some other body or group presented a "budget" to the conference. The actual presentation usually became the responsibility of the WSC treasurer. Various ideas and procedures were used (such as WSO "guarantees" and baseline and optimal budgets) with some success. Other ideas (such as total funding of all WSC participants, the elimination of all funding, and separate funding for the World Service Board of Trustees) were either rejected or pursued only to a limited extent. Having recently reread the conference treasurers' reports for the last six years, I am surprised at how long some of our current problems have been with us and how many times the same ideas have been offered as solutions--each time, seemingly, as if they were entirely new. If these reports, as they are or in digest form, were to be bound into one document, it could be very beneficial as mandatory reading for anyone selected for involvement in the budgeting process.

As an RSR, I was never completely sure I knew what "budget approval" really meant. Were all the individual projects, ideas, aims, and goals approved? Were the conference committees and boards bound to each "line item" as presented in the budget? Did each conference committee and board have the authority to spend the dollar amount "approved," regardless of the amount of donations and/or the real or perceived importance of the various projects? I was not the only one asking these questions.

Between 1989 and 1991, the budget process developed two elements: a boilerplate document within which a few numbers and dates were changed each year to update the budget, and what was unofficially called a "wish list" that was used as a conference spending authorization. Budget development and administration often consisted of "turf war" mediation, with individual committees or boards disbursing their own funds and requesting sums that (given our fiscal condition) bordered on the absurd. Along the way, some pretty competitive attitudes were in evidence:

*"We will spend our 'allotment' first; you can get yours later."*

*"Our project or area of concern is the most important--you just don't understand."*

*"It's easier to ask for more and settle for less than to come up short."*

*"If you don't gore my ox, I won't gore yours."*

Once the "budget" was approved by the conference, it was unclear who was responsible to administer it or how it was to be administered.

Three changes occurred at WSC'91. First, the conference voted to continue work on the Budget Review and Utilization Committee concept to guide us in administering and developing a budget. Second, the conference created the Interim Committee to actually administer the approved budget and develop a budget for WSC'92 approval. And third, the WSO was no longer able to "guarantee" conference expenditures and provide unlimited labor and administrative support for conference activities and the activities of the conference committees and boards.

In addition to these changes, four significant procedural changes were attempted at WSC'91 that affected the conference's budget deliberations and decisions. First, we tried to match estimated expenditures with a realistic estimate of contributions (which leaned toward optimism). Second, we introduced the labels of "fixed" and "discretionary" expenditures. Third, we asked the conference to indicate the priority of "discretionary" expenses as well as a priority of reductions from the "fixed" expenses. Fourth, we attempted to indicate the financial impact of motions introduced to the conference for approval. These procedures, embodied in the Budget Review and Utilization process that was under development, were introduced to give the conference the means to provide the guidance and parameters needed to allow conference boards and committees to proceed during the 1991-92 conference year. In spite of being new, the process has served us well this year, so far.

The labels "fixed" and "discretionary" caused some confusion at WSC'91. Since they will be used again, some explanation is in order. There seems to be some perception that "fixed" items are more important than "discretionary" items. Although this may be partly true, it is not entirely true. It is the conference that assigns the "importance" to the items. Although I have to take responsibility for introducing those labels, I cannot take full responsibility for associating particular expenses with them. This was done at the direction of the Joint Administrative Committee by the chair and vice chair of the World Service Board of Trustees, the chair of the WSO Board of Directors, the chief financial officer of the WSO, and the WSC treasurer in consultation with the WSC Literature Committee chair.

"Fixed" items were those that appeared to be mandated by the *Temporary Working Guide to our Service Structure*: funding for the annual meeting of the conference, four full WSB meetings, development of the WSC Literature Committee "A List" items (requiring meetings of the full WSCLC), and JAC meetings. Another priority consideration was the funding of projects closest to completion and approved by the conference, such as the World Service Board's work on the traditions portion of *It Works* and the WSC Ad Hoc Committee on NA Service's work on the Twelve Concepts. Areas of concern or projects historically addressed by world services, such as additional needs, the H&I literature stockpile, and participation in selected PI non-NA events, were another consideration. Conference publications such as H&I's *Reaching Out*, *PI News*, the *Fellowship Report* (now the *Conference Report*), and the *Conference Agenda Report* were also considered. In addition, the direct expenses for copying, postage, and telephone communication

were added. Also included were costs for consultations at the WSO, interaction between committees and boards, and a WSC "quarterly" meeting. All of these expenses were trimmed to match the projected \$262,000 in contributions. All other requests by the trustees and conference committees were placed on the list of "discretionary" items that were prioritized by the conference.

Of course, the conference has always had the ability to influence and alter any spending plans it is presented with, and will continue to have that ability. In 1991, the WSC made a number of decisions that directly affected its finances. The conference removed fiscal responsibility from the Joint Administrative Committee and created the Interim Committee to manage its finances. The conference refused to dissolve either the WSC Policy Committee or the JAC, and in fact assigned tasks to both those committees. WSC'91 approved and created a World Services Translation Committee, and from the International Development Forum conducted by the WSB created the Multinational Development Forum, now a regular part of the WSC annual meeting. The conference approved the creation of a digest of the *Conference Report* and approved its translation into languages other than English. The WSC Literature Committee's "A" work list and a public information video project were approved. The annual meeting of the WSC was moved outside the state of California. The costs for some of these decisions were factored into the "fixed" expenses or "discretionary" items as the conference progressed. Others had to be included or changed after the conference.

Toward the end of WSC'91, a list of fifteen "discretionary" projects and areas of concern was presented to the participants. The list contained items submitted in the original requests for funding by the WSC committees and the World Service Board of Trustees, as well as items considered or approved at WSC'91. The participants were asked to assign a priority number (from one to fifteen) to each item. This voting was then tabulated (using a weighted statistical procedure) and the results were distributed to conference participants. This list has become known as the " 'priority' list."

There was some confusion, discussion, and questions as to why some items were considered "discretionary" and others "fixed." There were also discussions and questions about how the "fixed" and "discretionary" items could or would be interchanged and/or substitutions made. As a result of these discussions and concerns, the conference participants were asked to submit written recommendations concerning which items included in the "fixed" budget should be removed first or were least important. The procedure used in this process was very informal. A list of items mentioned to be removed, replaced, and/or altered, with a number indicating the number of participants that had mentioned the item, was then produced and distributed to the participants. This became popularly known as the "hit list."

On the last day of WSC'91, after hearing the WSC treasurer's assurances that budget and expenditure considerations would not be rigid, the conference approved the "fixed" budget to be administered by the Interim Committee with the stipulation that the "priority list" and the "hit list" be used for guidance during the year. The motion to do this was written and introduced by the trustees.



The Interim Committee has attempted to schedule its meetings in conjunction with other meetings at which its members would ordinarily be present, such as the August 1991 Tulsa workshop and the October joint board meeting in Van Nuys. The very first meeting occurred in May in Van Nuys and was not associated with any other meeting. This was necessary to approve any other expenditures for the June, July, and August quarter.

The meetings usually began with an evaluation of available funds. This amount was determined by adding actual cash on hand to an estimate of donations that would be received during the next three months and subtracting an estimate of what we owed for prior actions. For instance, at the first meeting, the expenses to be paid were mainly for WSC'91. In other words, we were not considering "real money" but an overall estimate of financial capability.

In advance of the meetings, the World Service Board and all conference committees were asked to submit information on their anticipated expenditures for the coming quarter. Expenses in the "fixed" portion of the budget and expenses arising from prior actions or discussions were considered first. Expenses that seemed to pertain to "discretionary" items, emergency items, and items that didn't seem to fit within either "fixed" or "discretionary" were considered next.

Factors in these considerations were the availability of clear objectives, work plans, goals, aims, and/or agenda as well as estimated costs. The decisions varied: approval; approval "in concept," with direction that the details be worked out in conjunction with the trustees, WSO staff, or another committee, costs not to exceed an approved dollar amount; approval "in concept" with more information requested; delayed action; delayed action with more information requested; or disapproval. The total estimated cost of the items approved were then lined up with our projected financial status for the coming quarter. The items that were delayed or disapproved were briefly reviewed again to make sure that they had been adequately and fairly considered. The overall financial picture and trends were then reviewed, and future items which would require major funding (such as the WSC annual meeting with its Multinational Development Forum) were considered. Of course, needed adjustments could be and were made during the Interim Committee's monthly telephone conferences.

The process was new to us, and I am sure mistakes were made this year; a review of all our decisions would almost certainly show some inconsistencies in our actions. The Interim Committee has attempted to follow the guidance provided in the "fixed" budget, the "priority" list, and the "hit" list. Any differences of opinion among committee members stemmed from differing evaluations of the material we had to guide us--which is not surprising, since the procedures the conference had used to create that material had been new and informal.

At the first Interim Committee meeting, though, the value of the WSC'91 priority lists became apparent. Because a significant number of participants had suggested removal of the funding for "consultation with the WSO" (number one on the "hit" list), it was decided to rarely, if ever, consider this type of expenditure, even though it was listed within the "fixed" portion of the budget. The next item on the "hit" list seemed to be the



elimination of funding for the Joint Administrative Committee. Because the conference affirmed that the JAC was the body that was to make decisions on the *Conference Agenda Report*, only the January JAC meeting was approved. Elimination of funding for the WSC Ad Hoc Committee on NA Service (especially the joint meetings with the WSB and the World Service Office Board of Directors) was suggested by many of the conference participants. The committee completed its work on the Twelve Concepts after voluntarily omitting joint meetings. This allowed the Interim Committee to address funding the number nine priority item, metropolitan services meetings. Other work on the *Guide to Service* was not considered for funding. Another item that seemed to be mentioned numerous times on the "hit" list was elimination of funding for one or more trustee meetings. Our existing guide to the service structure indicated that the World Service Board would meet at least four times during the conference year. It appeared that those meetings would need to be funded as "fixed" items unless there were either no funds available or the WSB voluntarily eliminated one or more of its own meetings--neither of which occurred this year--before other "prioritized" items for funding could be considered in their stead.

The priority list indicated a strong commitment to international development. Funding was approved for trustee attendance at the European Conference and Convention. Funding was provided for trustees to visit NA communities in South America and the Pacific Rim. Out of fifteen items considered, these were ranked first, third, and fifth, respectively, in priority. Funding for trustee attendance at the world convention was not provided, since that item appeared at the very bottom of the priority list. I do not want to list every decision, but funding for the Multinational Development Forum, the number one discretionary priority, was approved, and preliminary work on the number two priority, the PI video, was funded. Attendance at and support for regional and multiregional workshops, the number four item, was funded. The PI committee voluntarily omitted two issues of the *PI News* to allow consideration of a newsletter for professionals, which took care of the number seven item on the priority list. This was accomplished while still providing the conference committees and trustees with the basic resources they needed to continue working on existing and ongoing projects that were contained in the "fixed" portion of the budget. The cooperation and assistance of the conference committees, the WSB, and the WSO staff was invaluable throughout this process.

Although the discussions have been lengthy and the considerations of alternatives numerous, it is evident from the above description that the use of funds available depended very heavily on the guidance provided by conference participants at WSC'91. For this reason, the Interim Committee and WSC Administrative Committee felt strongly that consideration of "priorities" for 1992-93 (both positive and negative) would be beneficial. For this reason, three lists are included in the 1992 *Conference Agenda Report* (pp. 12-14) for discussion and consideration. At WSC'92, participants will again be asked to provide the direction for conference funding of world services. We realize that this may be difficult without knowing the approximate costs of the items to be considered. Some of the estimated costs will be provided to participants before WSC'92; others will be provided at the annual meeting itself.

We also realize it is very difficult to prioritize individual committee meetings and meetings of the WSB when the work done at these meetings is varied, can include many projects, and frequently is interwoven with the work and discussions of other world-level service bodies. Sometimes in this type of process the idea, ideal, or concern is perceived, but the means to achieve the aim or goal is not fully appreciated. For instance, it would be unreasonable to expect the conference to make any decisions if we never scheduled or funded the annual meeting at which such decisions are made. We are not necessarily asking you to make monetary decisions at this time, but to evaluate the priority of current world service projects and areas of concern in light of direction from your local membership. It is our belief that our membership will more actively support what they think is important when they have an active voice in deciding what that may be.

At the present time, it appears that 1991-92 contributions to the WSC will meet the "fixed" budget level of \$262,000. This may be viewed by some as generous; however, it has only been the prudent concern and cooperation of all members of world services that has allowed us to address the other items "prioritized" by the participants at WSC'91. It should be mentioned that, over the last few years, the WSO has provided accounting and bookkeeping services for the conference, all of which are subject to the review and approval of the WSC treasurer. This has simplified reporting to the US Internal Revenue Service and the State of California and has allowed for centralized record keeping. The WSC treasurer is responsible for reporting income and expenditures to the conference and the various committees and boards. A detailed report of the current financial condition of the WSC will be provided to conference participants prior to the annual meeting. A detailed annual financial report will also be provided after the fiscal year ends on May 31, 1992.

*Tom Rush, Treasurer*

#### **WORLD SERVICES TRANSLATION COMMITTEE**

The Translation Committee has one motion in the *Conference Agenda Report* this year, asking that we be allowed to continue our work for another year. This will give the committee an opportunity to examine its operating policy in more detail. We would expect to return to the 1993 WSC with recommendations about our future status and policy.

Even though our committee only met once, it was obvious that there is ample work to be done. By the end of the meeting, we were able to give the WSO staff some specific suggestions and guidance to assist local translation committees. We anticipate improved communications and collaboration with many local translation committees. In

fact, after reading our initial meeting report, several committees have already acted on some of our suggestions. This has been gratifying indeed.

Although we've only had the one meeting, I have been very busy with correspondence and ongoing translation projects. I believe I'm developing quite a close relationship with my fax machine! We are looking forward to the April meeting of the WSC as an opportunity to meet with conference participants to discuss issues related to translation work. The Multinational Development Forum sounds quite exciting, and we hope to share and learn from each other's experiences during those sessions.

The Translation Committee may not have a panel presentation as such, but some arrangements will be made to accommodate our discussion topics. Besides discussion of the motion to continue our committee's work, we have a variety of additional topics to present: how to form a local translation committee, developing a production schedule and planning work, problems about wording, and the list goes on. I would like to particularly invite those members attending the conference whose regions or countries are involved in translations to participate in that session. Best wishes to everyone in their recovery, and many thanks for the congratulatory notes from many of you on my election as chairperson of this committee.

*Vivianne Ronneman, Chairperson*

#### **WSC HOSPITALS AND INSTITUTIONS COMMITTEE**

Greetings to all! The purpose of this report is to bring all interested members of Narcotics Anonymous up to date on the doings of the WSC Hospitals and Institutions Committee. Although we don't have any items of business to be included in the *Conference Agenda Report*, we have been hard at work. As they say, "No news is good news." In this report, I will do my best to give detailed, accurate information about the work done to date by each WSC H&I ad hoc subcommittee. I will also fill you in on what our committee is looking at administratively for the near future. To minimize the amount of time the WSC H&I Committee will need at the conference in April, this report has been designed to help participants get straight to the H&I issues that concern them most. Please utilize this information accordingly.

#### **Administrative**

We have been in touch with either the chairperson or vice chairperson of each of the other conference committees. There is a general consensus that we all need to work together more closely. The chairpersons and vice chairpersons of the WSC committees met prior to the opening of the Joint Administrative Committee meeting, held at the

beginning of January in Van Nuys, to discuss how we can work together more effectively. Some things already in the works pertaining to H&I are as follows:

- 1) A combined effort is being put together between literature and H&I members to review the information pamphlet, *H&I and the NA Member*.
- 2) A mailing to facilities is being developed, describing how they can purchase NA literature directly from WSO.
- 3) We have begun identifying primary contacts at the local, state, and federal levels to help facilitate both PI and H&I services.
- 4) "Sunshine letters" are being translated for use worldwide.
- 5) An informational packet is being developed for professionals, describing how to start and conduct an NA meeting. This would certainly be an effort between PI and H&I.
- 6) An internal survey is being put together to gather needed information on such things as the number of H&I meetings worldwide.

Although there is already a liaison between PI and H&I, this combined effort between all committees would entail creating a Liaison Ad Hoc Subcommittee within the WSC H&I Committee.

Another administrative concern we are considering is international H&I support. We have asked the World Service Board of Trustees to add the WSC H&I Committee to the Multinational Development Forum agenda so that we can talk about providing H&I services outside the USA. We will also be scheduling time on our own agenda time to address international concerns within the H&I committee as a whole.

### **Internal guidelines**

We are reviewing material on what constitutes "appropriate input" by WSC H&I members on our committee's projects--how much, when, and what kind. This will be used to determine who is or isn't producing the minimum work necessary to remain a member of the committee. We are also developing guidelines outlining the specific responsibilities of our ad hoc subcommittee chairpersons.

### **Handbook review**

Response from the fellowship concerning the 1989 *H&I Handbook* has been extremely favorable. There have not been any requests to change or delete any information contained in the handbook, only to expand it and give more direction. Areas being looked at are: forensic units; H&I orientation programs; the difference between learning days, workshops, and orientation programs; ideas on developing a section in the handbook for use internationally; and, any perceived need for changes or additions to the resource section.

### **External**

We are developing an improved survey by conducting a needs assessment with individuals working in state correctional programs in the USA. This project will be in



conjunction with the WSC PI Committee and the WSB External Affairs Committee. Input we are looking for at this time is:

- 1) A list of state correctional facilities where we are currently having problems, as well as states where we perceive ourselves to be doing well.
- 2) A list of the names, addresses, titles, and phone numbers of the administrators of these facilities. In states where substance abuse professionals are hired within the state correctional system, the state-level substance abuse coordinator would be a key person for us to target.
- 3) A list of questions we should ask when we make contact with these individuals.

### Panel and orientation tape

For about four years, WSC H&I has been working on an audio tape to be distributed along with the *H&I Handbook*. Although we believe this instrument would be an excellent tool in orienting individuals to H&I work, we must put a deadline on its completion. We hope to have this tape completed and ready for approval by WSC'93. We plan to tape the panel-format side, including questions and answers, in Nashville, Tennessee, USA during the month of January. The results are not in yet. We are gathering input for the orientation side of the tape.

### Outreach

Although most of the services needed by NA members "behind the walls" lie outside the scope of H&I, we feel that, as individuals, we are best prepared to represent those who cannot attend outside meetings. The WSC H&I Committee feels very strongly about this issue. Our ad hoc outreach subcommittee is gathering information to help us meet the needs of those NA members whose access to regular meetings is limited. We believe that addicts anywhere and everywhere should have access to the tools for recovery--sponsorship and regular contact with other recovering addicts, either by phone, mail, or personal visits. We also believe that we must make it easier for them to get involved in all areas of service work, including voting on all levels of service--especially in a home group--and any other avenue of recovery that is available to those of us on the "outside." This is a

#### REACHING OUT Subscriptions

*Reaching Out* is a recovery-oriented newsletter made available by the WSC H&I Committee. It contains letters written by NA members who are either in hospitals and institutions or involved in H&I service. The newsletter is now available by subscription @ \$28.00 per year for 20 copies mailed each quarter.

#9300, \_\_\_\_\_ subs, \$28 ea. \$ \_\_\_\_\_

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tough assignment, and we encourage and appreciate all input on this very important matter.

### International

Hopefully, a letter to specific key members in the fellowship outside the USA will have been sent out by the time you read this report. We are asking for input to help us develop a presentation for the Multinational Development Forum as well as for inclusion on the agenda of the WSC H&I Committee as a whole. Although most of the work has already been done, we are still and always looking for names and addresses of key members outside the USA, especially those members who can translate H&I correspondence into other languages.

We continue to gather stories and subscriptions for *Reaching Out*. Please help us carry the message to our incarcerated members. Buy a subscription and distribute it today. You can use the clip-out form on the previous page to order your subscription.

Since the WSC H&I Committee only had the opportunity to meet once during the year, all of our ad hoc subcommittees have been set up geographically--we do our best work when we meet together, as opposed to contact by phone or mail. I am very proud of the committee for the work that is presently being accomplished, especially considering the circumstances that have come up during the year.

I hope this report has provided the information you need to spark discussion of H&I issues in your region, discussion that will generate some questions, some answers, and some input for the WSC H&I Committee in the coming year. Thank you, and thank God, for allowing me to serve.

*Ivan Faske, Chairperson*

### WSC LITERATURE COMMITTEE

It's amazing to me that we are talking about the 1992 conference already. This year has flown by. The literature committee has immersed itself in work, as you know from earlier reports. After having reviewed the tapes from last year's conference, I believe that we approached the year appropriately. Over and over again, members spoke from the microphone about how we need new literature *now*. Our committee has pointed itself in that direction. This year, we will have two completed pieces for your approval at the conference. We will also have a plan which will allow us to complete the approval form of the steps portion of *It Works* within a similar time frame as the approval form of the traditions.

### November committee meeting

I'd like to tell you about our November 1991 meeting, including a brief review of our motions appearing in this year's *Conference Agenda Report*. Substantive discussions regarding those motions appears in the *Conference Agenda Report*; you will see more in our annual report this March.

Two new members were formally approved at the November meeting. They are Gretchen Deckard from the Lone Star Region and Mike Cooley from Free State. One member resigned for personal reasons at the end of the meeting, so we currently have only ten registered members.

We approached our November meeting with some anxiety. We had a lot of work to accomplish; we couldn't help but wonder how we were going to be able to review the entire daily book, plus material on six steps, in a single four-day meeting. We began by making final revisions to *Just for Today* and establishing a criterion for sequencing entries. Final changes were made by staff following the meeting and were sent to the WSC Literature Committee for approval. The final drafts resulting from this meeting were sent to literature subcommittees outside the United States during the first week of December. We received approval for this earlier mailing so that those subcommittees would have some extra lead time in the event that they chose to translate parts or all of the book. The book was then mailed to regional literature subcommittees in the USA prior to its appearance in the *Conference Agenda Report*. Others interested in receiving the approval form of this book may order it directly from the WSO.

Next, we reviewed and revised material on the first six steps. We used fellowship input received from the prereview release of the first three steps, which was extremely helpful. The review draft of the first half of the steps portion of *It Works* was sent to regional literature committees in mid-December.

We considered several options for completing the approval form of the steps. It seemed clear that the current WSCLC Steps Ad Hoc Subcommittee would finish its work on the review form before the April conference. This opened up the possibility of completing the approval form of the steps in time for consideration at WSC'93. We believe that it is our responsibility to submit this work to the fellowship as soon as we feasibly can. A discussion of the plan we agreed upon is presented in the *Conference Agenda Report* and will be elaborated in our annual report.

The revisions and evaluations working groups reported their recommendations from the Tulsa workshop. The revisions subcommittee listed the following three IPs as priorities: *Youth and Recovery; Hospitals, Institutions, and the NA Member; and Another Look*. This list was based on fellowship input from the IP review questionnaire used last year for regional and area literature subcommittee assignments. We will discuss revision of these IPs at our next meeting. It seems clear to us, however, that any changes made to the H&I piece will best be done in consultation with the WSC H&I Committee or by having a working group made up of members from both the literature and H&I committees.

The evaluations subcommittee recommended the following work list for the 1992-93 conference year:



- A-List:** 1) The steps portion of *It Works: How and Why*  
2) The step writing guides
- B-List:** \* Currently there are no items for this list.
- C-List:** 1) *Living Clean*
- D-List:** 1) History of NA  
2) "Practicing the Principles of Our Traditions"  
(Also submitted to the WSB Traditions Ad Hoc  
Committee for use as source material)  
3) "NA Service"

The IP proposal "Unity" was removed from our working list and submitted to the WSB Traditions Ad Hoc Committee for use as source material.

I'd like to add a few words about the "History of NA" project. This piece has been on our D-list for a long time. It seems to be a very unwieldy project to approach using our literature development process. Although some research and interviewing has been done over the years and some archival records have been located, the material is by no means definitive. We will be inviting discussion about this item, as well as any other items on our "C" and "D" lists, during our "B" panel discussions at the conference.

We discussed our handbook and noted that there are problems with it due to changes made in literature guidelines and practices over the last two years. We will discuss the handbook more at our March meeting.

We also briefly discussed the Basic Text moratorium, which may be lifted in 1993. It is our understanding that the moratorium ends at the close of the 1993 World Service Conference. We anticipate that, once again, proposals for revision of the Basic Text would be considered following that conference unless the moratorium is extended. We have been compiling the motions tabled from previous conferences along with written suggestions for changes to our text. Additional motions may accrue, and we are hopeful that if local literature subcommittees or interested members suggest changes to this book, they will submit those recommendations to the WSC Literature Committee for consideration in the revision process.

The only motions the literature committee submitted in the 1992 *Conference Agenda Report* are for the approval of *In Times Of Illness, Just For Today--Daily Meditations for Recovering Addicts*, and our "A" work list. We have no motions related to our guidelines to present this year, and we're sure you won't miss them! Further discussion related to our motions will be found in the *Conference Agenda Report* and in our annual report. Any discussion at WSC'92 related to these three items will be held during our committee's "A" panel.

### **"B" panel topics**

Following the guidelines established by the WSC Administrative Committee, our "B" panel will entertain your discussion on the following issues. This is only a partial list at this point, of course; more will be revealed in the March *Conference Report*.



1. Content and process issues related to the steps portion of *It Works*.
2. Items on our "C" and "D" work lists (*Living Clean*, *History of NA*, and two IP proposals) and items being considered for revision. Is this the material you want us to develop next? What other literature development priorities should be established?
3. Regional literature issues unrelated to literature motions in the *Conference Agenda Report*.

I'm grateful for the opportunity you've given me to serve in this capacity. My next communication with you will be our year-end report in the March *Conference Report*.

Mary Jensen, Chairperson

### WSC POLICY COMMITTEE

The WSC Policy Committee submitted a proposal for the seating of new regions in the 1992 *Conference Agenda Report*. Discussions related to the development of that proposal led the WSC Policy Committee to recognize several issues that have prevented us from formulating a long-term plan for the seating of regions. These issues include regional diversity, conference effectiveness, and worldwide representation. In this report, we will attempt to relate our findings and the substance of our discussions.

#### Regional diversity

"Regional diversity" refers to the different types of regions that exist within the fellowship. Well-developed regions exist in several countries, including the USA; they have a long history and many experienced members in service. Developing regions exist in both the USA and other countries; they have a much more succinct service history and limited numbers of experienced members in service. Many regions provide a broad range of services, while others provide a minimum. Some regions have ample financial resources to use in providing services, while others have limited resources. The number of groups within a region may vary greatly, ranging from two groups to twelve hundred groups. In terms of geographical boundaries, some regions serve an entire country, whereas some states in the USA contain up to five regions. Several regions outside the USA have literature and service materials in their own languages, while others have none. Each of the different types of regions has diverse needs, and many have difficulties to surmount that are unique to them alone.

We believe that, because of the diversity of these regions in terms of size, development, and needs, there is no equitable way to define regional participants of the WSC. Members of the policy committee are unified in their belief that, at the present

time, one system of seating would not work for all regions throughout the world. Recognition of regions should be considered only on a case-by-case basis.

### **Conference effectiveness**

The term "conference effectiveness" refers to the ability of the World Service Conference to further our fellowship's primary purpose. Most participants get frustrated when issues of considerable importance are not fully addressed at the annual meeting of the conference. At times, this may be due to time spent on regional or culturally specific issues brought by representatives to the floor. At other times, the conference has become lost in parliamentary procedure. In both these cases, regions are poorly served and other issues affecting NA as a whole are neglected. The conference leadership is continuing to make helpful changes in the annual meeting format. However, the WSC Policy Committee believes that improving overall conference effectiveness is not only a matter of format but of who the conference participant serves. Can a representative serve his or her region's individual needs, and at the same time serve the needs of NA as a whole?

Questions of local interest such as structural needs, public information and H&I "how to's," and line-by-line review of literature have definite importance. The necessities and laws concerning such issues, however, vary widely around the world. We believe these issues need to be explored and resolved where they are needed and understood rather than at a World Service Conference. When specific issues like these dominate the World Service Conference, our effectiveness in furthering our primary purpose is diminished.

### **Worldwide representation**

Narcotics Anonymous groups currently meet in more than sixty-six countries. Interestingly enough, ~~almost the same number of regions are seated at the WSC.~~ Members from the USA comprise an overwhelming majority of the body of conference participants. Non-North Americans represent about 10% of the conference body. Germany, Australia, the UK, and Ireland regularly send representatives to the WSC. Representatives from Japan, Israel, and New Zealand have attended occasionally. In order to discuss a broad range of issues, participation from representatives of NA communities all around the world needs to occur. When one national community imposes its brand of service on any other national community, the WSC becomes ineffective and its decisions inappropriate. Domination by national, zonal, or continental issues diminishes the effectiveness of the conference. We believe that an additional level of service is needed, providing an arena in which parochial and territorial issues can be resolved.

The proposal submitted by the WSC Policy Committee for the seating of new regions is the best alternative we could provide without proposing further major changes to our structure. As reported in September 1991, we discussed a temporary moratorium on the seating of new regions as part of a transition plan. Consideration of such a moratorium, combined with the other issues discussed above, resulted in these conclusions:

1. That an additional level of service needs to be created between the regional and world level. That level could be defined on a national, continental, or zonal basis.
2. That representation at the WSC should be redefined. Representatives could be from nations, continents, or zones.

Members of the WSC Policy Committee will participate with members of the WSB Internal Affairs Committee and the WSC Ad Hoc Committee on NA Service in a panel discussion of these issues at WSC'92. We invite conference participants to join us in open discussion on:

1. Redefinition of participation in the World Service Conference and the possible inclusion of a national, continental, or zonal level of service between the world and regional levels.
2. Transition plans for a World Service Conference that is redefined both in terms of format and participation.

*Mitchell Soodak, Chairperson*

#### **WSC PUBLIC INFORMATION COMMITTEE**

This report is an opportunity for the WSC PI Committee to present issues for discussion at the 1992 World Service Conference. Please present these issues to your respective regions for discussion. You, in turn, will have the opportunity to bring those discussions to the conference floor during our presentation forum. We are hopeful that this opportunity for discussion will provide helpful insights on these issues.

#### **Fellowship survey**

The first issue we would like to see addressed is a survey of our fellowship. This past year, the New Jersey (USA) Department of Health asked us to cooperatively participate in a survey of our membership to be done by an agency or group of persons outside NA. Although there are concerns regarding such a project--mostly due to the nature of the survey, the timing for a decision, and a follow-up they requested--discussions are slowly moving forward.

One thing we've heard, over and over, is that in order to gain credibility with the professional, scientific, and legal communities, we must have information about our fellowship that speaks to those communities in their own terms. We must recognize that, for the most part, their education is not based on spiritual assumptions. In order for many professionals to take the leap of faith needed to identify Narcotics Anonymous as a viable recovery resource, we must provide them with information that will inspire their confidence. As noted at the last World Service Conference, the information contained in *NA: A Resource in Your Community* reflected an informal poll we conducted, not a

scientific analysis of our fellowship. Now, we would like to look at conducting a more scientifically based survey of our fellowship, including random sampling, proper questions, correct analysis, appropriate presentation, etc. The goal of such a study would be to have some statistically reliable information to offer professionals about our organization, so that hopefully they would refer to NA as a primary alternative to drug addiction. We would like to discuss the possibility of having an objective consultant help us in this effort.

It should be clear that the information we would collect in such a study would be used only for NA purposes. From these findings, we could publish figures that were truly representative of our fellowship as a whole. We would then have another tool to use in approaching professionals when asking for referrals to our program.

Data gathered in such a survey would not only help us communicate more effectively with the public, but could also reveal some facts about NA that would help us carry our message more effectively. Obviously, we choose to think that NA works for addicts that come to our program. However, we see a percentage of newcomers come to NA meetings for a short while, only to return to their previous lifestyles. I believe an internal survey would give our fellowship some new ideas on how we could best use the energy we have to more effectively carry our message in the future.

### **PI, H&I cooperative project**

The second issue that we would like to have discussed at WSC'92 is a proposed cooperative project with H&I. The possibility of this project arose from discussions with the WSB External Affairs Committee. The focus of this project would be to get public information subcommittees directly involved with hospitals and institutional facilities. Working with the WSC H&I Committee, we could have a greater impact in this area. Our efforts would be concentrated in several ways:

1. Help conduct a survey of facilities not served by H&I subcommittees.
2. Inform these facilities of NA and the benefits of our program.
3. Encourage them to purchase our recovery literature directly from the WSC or RSOs.
4. Create an outreach project to help facilities use a simple format to start their own meetings.
5. Contact counselors inside these facilities to evaluate the needs of addicts in their programs.
6. Establish ongoing communication with state correctional departments in the USA and their counterparts in countries outside the USA.

From reading H&I's remarks earlier in this issue of the *Conference Report*, you can see that we are already thinking along the same lines.

The goal of this project is to continue our involvement with facilities that house addicts and to impact the treatment programs targeting them. This plan is designed to take advantage of the in-house treatment programs many correctional institutions have begun setting up for their inmates of late. A substantial sum of money is being allocated by various governments to fund these treatment programs. We believe that NA can be of great benefit to them. We would also encourage these facilities to purchase our



recovery literature for the patients placed in their programs. After all, these programs will have to buy *someone's* text or literature for their patients, so why not ours?

### **Investigating AA as a source of PI experience**

The final issue we would like to see discussed has to do with seeking public relations experience from outside sources. We believe that there is a lot of experience in regards to PI work that we are not seeking. It would be arrogant of us to think that we could not benefit from the experience of those who have gone before us. We would like to discuss the possibility of initiating a cooperative exchange of information with the Fellowship of Alcoholics Anonymous. A discussion regarding the video project could certainly have a tremendous impact. Guidance on our newsletter for professionals may give us some added insight, maybe even a mailing list. Our lack of willingness to use AA as a resource may have kept us from moving smoothly forward on past projects. We need not always blaze our own trails. Let's investigate AA as a resource, take what we need, and leave the rest. We can only benefit from the effort.

*Rogan Allen, Chairperson*

## **WORLD SERVICE BOARD OF TRUSTEES**

This report provides information about some of the items that will be discussed during WSC'92. Since there is a limited amount of time available for panel discussions, even in an eight-day conference, we would encourage everyone to read and discuss the available material. The discussion process will be greatly facilitated if conference participants come prepared to offer their concerns, their comments, and especially their solutions. The better prepared we are, the better use we can make of our time.

We are unsure whether some of these items will be discussed during our own panel time or if they will be combined with topics being addressed in panels conducted by other committees or boards. More information will be available in the March annual reports. Our "A" panel session for *Conference Agenda Report* business at WSC'92 will focus on the Fellowship Intellectual Property Trust and the proposed WSB policies and guidelines. Complete information on these two items is available in the 1992 *Conference Agenda Report*.

### **The Multinational Development Forum**

The second Multinational Development Forum will be included as a part of this year's conference. This two-day event will begin the conference week, with one-and-a-half days being used for presentations, discussions, and working groups. Later in the week,

another half-day session will be held to review the 1992 conference's impact on international development and formulate some ideas for the future.

Last year's forum was focused on broad discussion about how local NA communities and world services can share their experience, strength, and hope with each other to help carry the recovery message worldwide. As a result of the forum, conference participants decided these discussions must continue but that greater involvement was needed from representatives whose communities would be directly impacted by conference decisions. Having representatives in attendance from outside North America who could share with us what is helpful and what is a hindrance was also seen as a necessity.

This year, the WSC is funding the travel and lodging for eleven representatives from around the globe who have never been able to send someone to the conference before. The countries that have been invited are Argentina, Brazil, Colombia, France, India, Israel, Peru, the Philippines, Portugal, Spain, and Sweden.

Letters have been sent to all NA communities, whether invited to attend or not, requesting input to the agenda for this event. To date, we have kept the agenda broad in scope, identifying only two topics--the provision of services for the worldwide fellowship and the development of NA around the globe, now and in the future. We welcome input to the agenda and will compile everything that is received into a finalized agenda at our February board meeting in Montreal.

This effort to facilitate wider participation in the WSC is a first. We believe it will have a dramatic effect on the direction taken by world services. We encourage all NA communities to discuss the MDF between now and the conference meeting this April.

### **Traditions Ad Hoc Committee**

We have developed a release schedule for both the review and approval forms of the traditions. As you know, the review and input form of Traditions One through Six has been out since early April 1991. During a meeting to be held later this month, we plan to factor in the input we have received. After that meeting, we will be mailing out the first approval draft of Traditions One through Six to the trustees and members of the WSC Literature Committee, with input due by the end of April 1992. A compilation of the input received on these drafts will be sent to trustees and members of the WSB Traditions Ad Hoc Committee by the end of May. At our June meeting, we plan to spend an entire day reviewing the approval form of the first six traditions. We then plan to have a meeting in September to review the revised approval drafts of Traditions One through Six, as well as to review the available steps drafts. The traditions ad hoc committee also plans to meet later in September to factor input into Traditions Seven through Twelve. The first approval draft of Traditions Seven through Twelve will be mailed to WSB and WSCLC members, with input due in late October. A list of input received will be mailed to the trustees and traditions ad hoc committee members at the end of October. Once the input has been factored in, we will spend one day of a regular trustee meeting (probably in late October or early November 1992) reviewing the approval form of all Twelve Traditions. We have not yet determined whether we will try to coordinate the release of

this portion of *It Works: How and Why* with the WSC Literature Committee's work on the steps portion or whether we will release it separately. We have attempted to keep the review process open as long as possible. Most of the input already received has not conceptually changed the material contained in the drafts. The difference between the review and approval forms is expected to be minor. As a result of the minimal revisions, we are planning to ask for a relatively short approval period. The release dates for the review and approval forms are definitely what we are proposing, even though we are not completely certain what will be required for full board review.

We hope to discuss this issue during the conference. We are also hoping to combine the discussion of the traditions release schedule with the WSC Literature Committee discussion on the steps agenda. We are hopeful that the approval version of the traditions portion of *It Works* will be out in time for action at WSC'93.

### **Prejudice in NA**

A position paper on this topic was released by the World Service Board of Trustees during the 1990-91 conference year. It was printed in the *Conference Report*, the *Newsline*, and *The NA Way Magazine*. It was prepared from a discussion held during a July 1990 open forum held at the WSC workshop in Arlington, Virginia, USA. We have encouraged this discussion throughout our fellowship since that time. It is difficult to hold this type of discussion at the conference, but we believe it could help begin a dialogue that could continue in fellowship forums all year. We encourage local discussions and are hopeful that ideas on how we can address this problem will be brought to the conference. Additional material from the trustees follows this report (p. 26) as a basis for your discussion.

### **Fellowship funding concerns**

The current problems being experienced with finances at the group, area, and regional levels, as well as at the WSC and the WSO, indicate this is an area we must address. Two of the papers following this report (pp. 27-32) are intended to be a part of the discussions we hope to begin this year.

The trustees have received many letters during the past few years on funding practices currently being used in different areas and regions. Additionally, members have been calling the World Service Office with questions on funding NA services, fundraising protocol, what contributions should be made to whom, misappropriation of funds, and many other such subjects. A short, fairly routine letter was developed to send to members in response to questions such as these. Over the past year, we made a decision to expand this letter and develop it into a position paper from the World Service Board. After the board discussed what needed to be included in the paper and how to approach this issue in a way consistent with the Twelve Traditions, development of this project was assigned to the WSB Literature Review Committee. The paper which was developed has been approved by the trustees for distribution to the fellowship.

Additionally, two motions on funding NA services were referred to the trustees during the 1991 conference meeting. After full discussion by the entire board, development of

responses to these motions was assigned to the WSB Internal Affairs Committee. A paper has been developed covering both motions, with the recommendation that no action be taken on either of them. This paper has been approved by the full board. An expanded paper on direct donations to specific projects, such as translations, is being developed and should be available for distribution prior to the conference.

### **Participation and representation at the WSC**

The issue of voting rights at the World Service Conference continues to be raised each year. As agenda items for the upcoming year were being discussed at our June 1991 meeting, it became apparent that this issue is one which needs full and open discussion throughout the fellowship. We determined that we did not want to release a paper on this topic just prior to the conference, as we did in 1988. Development of a paper discussing this topic was assigned to the WSB Internal Affairs Committee after discussion by the full board of the issues involved. During our October 1991 meeting, further discussions were held and a decision was made to present a paper outlining the opposing viewpoints instead of a "position" paper. We are hopeful this topic will be given consideration by members at the group, area, and regional levels. We know the paper includes only a partial discussion of the topic, but hope it will be helpful. The paper appears following this report on pp. 33-36.

### **Thoughts on the world services budget process**

It is not easy for the trustees to lay out our plans for the next conference year. It is and has been the board's desire to facilitate better long-range planning, communication, and goal setting within our board and the conference. The decisions that will come out of this year's conference could greatly impact our plans for the next year. The best that we can provide at this time is an outline of what we would like to see occur.

During this past year, we found ourselves locked into the specifics that were decided at last year's conference regarding the budget. There was no latitude for adjustment as the year evolved. It is our hope that we are not put into this position again. To begin setting priorities through the adoption of fixed and discretionary budgets was a step in the right direction for the conference. The fact is that not everything can be anticipated by any of us in that one hectic week. The way the budget was approved set up a "hit list" for fixed items to be cut only if funding was not available to cover those items. The discretionary items were prioritized by the conference, but items on this list could only be considered for funding after all fixed items were covered. The Interim Committee believed that they had been mandated to follow those two lists exactly as approved, and did so all year.

We, as a board, left last year's conference with a clear idea that our two top priorities for the year were the traditions project and the Multinational Development Forum. Because the MDF was listed as a discretionary item, funding could not be assured for any of the expenses associated with this event. This included the translation of correspondence and reports on the first international forum and the allocation of staff support for this project throughout the year. The Interim Committee and the WSO staff



did the best they could with limited resources, based on the decisions made at WSC'91. We understand the financial condition of both the WSC and WSO, and our issue is not with them. Rather, we believe that what would have allowed us to make the best decisions possible, given the limited availability of resources, would have been for the World Service Board of Trustees to have been allotted a budgetary allowance for each quarter to be used at our discretion.

There were many times during the past year when we could have decided to cut travel, a meeting, or administrative expenses on our fixed budget to insure that a discretionary item could be covered; however, we did not have this latitude. This was most evident in a couple of areas, the first being items associated with the MDF; another was the inclusion of WSC committee chairs on trustee committees to help begin long-term planning, more effective communication, and the reduction of duplicate efforts. Even if we found a way to cover both fixed and discretionary items with already-approved funding, we did not have the ability to make those changes.

Two items that will be discussed at this year's conference could have a dramatic impact on how the World Service Board of Trustees would choose to spend its available funding this next year. The first is MDF'92. We cannot know what will be necessary or appropriate for follow-up on this year's event until after it happens. The second is a discussion that has occurred in the WSC Administrative Committee regarding multiregional forums or service weekends to be held throughout the USA in the coming year. This would provide an opportunity to discuss a variety of issues and topics concerning our fellowship that currently do not happen on any wide-scale basis. We are extremely supportive of this idea and would do everything we could to help such events occur if the conference approves the idea. It might be necessary for us to cancel one regular board meeting in order to send participants to each of these events.

Please keep these thoughts in mind as you prepare for WSC'92 this April. The trustees believe that our budget process must be the servant of our fellowship, not its master. We must find a way for the conference to give the Interim Committee clear direction on budget priorities while also building enough flexibility into the process so that world service work can be developed throughout the year.

I am aware that both the *January Conference Report* and the *1992 Conference Agenda Report* contain an incredible amount of material to be discussed in workshops in your local NA communities. We are at the point where we must begin to deal with a number of difficult and challenging issues if we are to change and grow. This is never easy for us, either as individuals or as a fellowship, but the results always seem to be worth the struggles. I truly believe that, together, we can accomplish anything, if we use the principles we have been taught in our recovery and come together in an atmosphere of trust, respect, and love. Thank you for your support and encouragement to the board throughout the year.

*Becky Meyer, Chairperson*

## TRUSTEE DISCUSSION PAPERS

### FREEDOM FROM PREJUDICE

While we may not have adequate time at this year's conference meeting to do more than allow for open discussion on this and other issues, the board of trustees hopes these points will stimulate dialogue and that discussions will continue throughout the year at fellowship forums. As a board, we are committed to furthering these discussions to help us, as a fellowship, find solutions. Following are the proposed discussion points:

*How can the conference* and its participants effectively address the issue of prejudice within our fellowship and set a course toward freedom from prejudice?

*Discuss the challenges* facing a spiritual fellowship that exists within cultures and societies heavily weighted with prejudice.

*As NA members*, as sponsors, as members of home groups, as leaders in the conference, what can each of us do to contribute to the fulfillment of the words from our White Booklet, "Anyone may join us, regardless of age, race, sexual identify, creed, religion or lack of religion."

*Unity, not uniformity*, is vital to the growth of NA. As we recover, we emerge as beautiful, distinct, unique children of God. As a conference, how can we set the example by nurturing unity while encouraging the magnificent diversity manifest in Narcotics Anonymous worldwide?

*How do we greet newcomers* who may not meet "the image" we have of an addict in our particular NA community? We will not have to cultivate our "tolerance" if we can learn to apply the principles of acceptance, love, and compassion first.

*What about PI and H&I efforts?* Are our communities working to reach *all* kinds of addicts from *all* walks of life? Who *isn't* here?

*How do we*, as a fellowship and as individuals, deal with the inherent prejudices within our fellowship and within our own hearts?

Specifically, we need to encourage discussion of prejudice within NA as it has affected and is affecting the following:

<b>Gay &amp; Lesbian Addicts</b>	<b>Hispanic Addicts</b>	<b>Asian Addicts</b>
<b>Women Addicts</b>	<b>"Older" Addicts</b>	<b>Black Addicts</b>
<b>Handicapped Addicts</b>	<b>Overweight Addicts</b>	<b>Addict Professionals</b>
<b>Language Differences</b>	<b>Religious Differences</b>	<b>Atheist/Agnostic Addicts</b>
<b>"Anyone-Different-From-Us"</b>		

This is only a beginning, but it all starts with a first step, doesn't it?

## **THE GENERATION OF FUNDS (FUNDRAISING) AND THE SEVENTH TRADITION IN NARCOTICS ANONYMOUS**

*This article was generated by the World Service Board of Trustees in December 1991 in response to the needs of the fellowship. It represents the views of the board at the time of its writing.*

Questions about fundraising and how fundraising relates to the traditions, especially Tradition Seven, have been asked on numerous occasions in the past few years. As groups, areas, and regions grow, the perceived need for finances to help fulfill the Fifth Tradition may also grow. When the cost of ancillary services--such as helplines, meeting lists, and literature for use in H&I meetings, among others--is considered, many groups, areas, and regions find themselves in the position of needing or wanting more funds than are provided by members' donations to the "basket" at the group level. It is at these times that questions arise as to how to fund the services that help carry our message to the still-suffering addict. This article will attempt to answer some of these questions as well as offer some simple guidelines about raising funds. We will try to provide a brief historical perspective on fundraising in NA, look at some of the problems that may result from various efforts, and strive to show the relationship of Tradition Seven to this issue.

In looking at this topic, it is helpful to understand how fundraising started in our fellowship. Many early groups held a variety of activities such as dinners, picnics, and other social events to promote recovery, unity, and a sense of belonging. While these activities were not specifically intended to raise funds, a number of them turned out to be financially successful, allowing the host group to purchase additional literature or other supplies for their meetings. As the fellowship grew and the need or want for additional services became greater, the purpose of some of these activities changed; instead of celebrating recovery, they were designed to raise funds.

As the fellowship continued to grow and more area and regional service committees were formed, the focus continued to change--in some instances, to make up for the perceived lack of funds being donated from the groups' Seventh Tradition collections. As time went on, more and more service committees began relying on this form of funding, reaching the point, at times, where the success or failure of an event such as a convention determined the area or region's ability to provide services and participate in the fund-flow. In other instances, groups, areas, and regions had such success with their social events that they began to put an extraordinary amount of time and effort into these activities, becoming invested in having a "successful" convention, dance, or campout.

A considerable number of problems arose from such practices. The accountability of service committees to their groups was affected as the committees began to rely upon these events instead of on contributions from the groups' Seventh Tradition collections for their funding. In some cases, the various service bodies began to get diverted from their original purpose by "money, property, and prestige." Some groups and service committees began to amass huge "prudent reserves," in some cases amounting to many thousands of dollars. For some groups and committees, this "prudent reserve"

grew so large that the body holding it did not have to rely upon contributions for upwards of six months or more, despite the fact that in various fellowship service publications the recommended amount for a prudent reserve is one month's expenses. Merchandising efforts became a "business" in some cases, leading us away from the spiritual focus of our program. It became harder and harder to insure that donations to our fellowship came only from our members at various social events. And some members began to raise concerns that we could be perceived by those outside our program as a fellowship that is more involved with social functions and merchandising efforts than with helping addicts recover from the disease of addiction. As these problems became apparent, members began to share their concerns and started questioning the need for such practices. Some of the questions focussed on the relationship between Tradition Seven and fundraising.

While this tradition specifically talks about self-support--declining donations from outside sources--some of the principles underlying the tradition, such as simplicity and faith, may prove to be of assistance in answering questions about funding our services. Our experience has shown that, as recovering addicts, all of our needs add up to the need for ongoing freedom from active addiction. To attain this freedom, we need the principles contained in the Twelve Steps and the Twelve Traditions of NA, recovery meetings where we can share our experience, strength, and hope, and other recovering addicts to help us apply these spiritual principles in our lives. These three things are simple; they do not require us to obtain college degrees or expend vast sums of money.

In our active addiction, most of us seemed to have one thing in common: self-centeredness. As we begin the recovery process, we learn that we "keep what we have by giving it away." We start to learn the value of being a contributing member of our fellowship and of society as a whole. We begin to learn the simple truth that if we want to keep attending NA meetings and help carry the message, we need to contribute our fair share financially as well as with our time and energy. Self-support, within the context of Tradition Seven, goes far beyond mere financial support. Along the way, we learn that contributing our fair share is one way in which we can express our gratitude for what has been freely given to us. Over time, we develop faith that as long we are doing what we're supposed to--practicing the principles of our program--the God of our understanding will take care of us and show us a new way to live.

When looking at the needs of the group, simplicity once again comes to mind. Our needs are simple: a place where we can hold our meetings, literature to help carry our message, and, in most cases, simple refreshments. We do not need spacious, luxurious meeting facilities, excessive quantities of literature, or refreshments of every type to attract addicts to our meetings. The simplicity of our message and the effectiveness of our program is sufficient. We do not need large financial reserves if we have faith that the God of our understanding will take care of our needs. Our experience has shown that when a group's financial needs are not met, and that fact is communicated to the members, those needs are generally taken care of. The simplicity of our needs is reinforced by the simplicity of our primary purpose--to carry the message to the addict who still suffers. Our experience has shown that we must carry out this simple task to



the very best of our ability, for it is the very essence of who we are and what we do in NA. We have discovered that if everything we do is done to fulfill that purpose, generally, we will find the funds necessary to do what we must.

Many groups and service committees have decided to avoid controversy by simply seeking to carry the message to the addict who still suffers. In this manner, they rely solely on attracting new members to their groups by striving to strengthen their personal recovery, working and living NA's Twelve Steps. As new members are attracted, groups grow, Seventh Tradition collections increase, and more money is available for group needs. Accordingly, excess funds are accumulated and passed on to the area, the region, and world services, as per our suggested fund-flow system. (For further information on this topic, please refer to IP No. 24, *"Hey! What's the Basket For?"*) As services are funded more efficiently, the NA message of recovery is carried farther and better than ever before. The result is that more addicts seek recovery through Narcotics Anonymous and more NA meetings begin. This approach is seen as practical and realistic by many members of our fellowship. These members have reported that frustration over lack of funds and the sense of urgency to raise money can be counterbalanced by the spiritual unity which results from this focus on our primary purpose.

One of the things that has become evident over the past few years, however, is that large segments of the fellowship want activities and merchandise. If we don't assist in these efforts, members may end up conducting them on their own. Whenever this has occurred, the resulting problems have had considerable impact on all elements of NA, affecting our fellowship's overall success in achieving its primary purpose. We strongly believe that fundraising activities which divert us from the spiritual nature of our program are inappropriate and should not be encouraged within the fellowship. Social activities designed to enhance recovery and further unity and members' sense of belonging, however, are not only acceptable but should be encouraged.

We believe that fundraising for the sake of fundraising is questionable, at best. There may be times, however, when a group or service committee finds itself in extraordinary financial constraints and begins to consider holding a fundraiser. At such times, we suggest that careful attention be given to the following questions: Are the funds collected from ordinary Seventh Tradition contributions enough to support the group or service committee's actual needs? Are *wants* supplanting *needs*? Is the need for the fundraiser of such a nature that not holding it will result in our primary purpose going unfulfilled? In addition to these questions, we recommend that all aspects of sponsoring a fundraising event be carefully considered.

When these events are held, members of the hosting group or service committee should examine the event with respect to all our traditions, lending their collective experience, strength, and hope to these examinations. One of the major points to consider is the motivation for holding such an event. An examination such as this helps keep us in tune with our principles. The following general concepts have arisen from the experience of our fellowship, and we present them here as starting points for your consideration:

1. Fundraising activities at an NA meeting are not usually appropriate because they may detract from our primary purpose and can present an inaccurate impression of the NA message, especially in the eyes of the newcomer or the nonaddict visitor.
2. In order to follow the guidance of our traditions, a fundraising event should be planned and held by and for Narcotics Anonymous members.
3. In order to conform to the ideals of the Seventh Tradition, donations from nonmembers should not be accepted.
4. Since there are often times when we sponsor activities where there is a fixed charge for full participation, the term "donation" should not be associated with these types of fees. In this way, we are not confusing contributions with assessed charges for activities.
5. It must be determined whether the local NA community is willing and large enough to support the event.
6. All aspects of the fundraising event should be consistent with our goal of encouraging recovery from addiction. We should avoid hosting events which might encourage gambling, appear to offer "something for nothing," or award prizes that are either not recovery-oriented or that otherwise may be seen as being inappropriate. For example, a raffle prize such as a car or a television might make someone's living circumstances more comfortable, but at the same time may not be directly related to his or her recovery, whereas a prize of NA literature or tickets to an NA workshop or convention would be recovery-oriented. It should also be noted that, in many USA states and in some other countries, raffles are illegal. It may also be helpful to consider whether raffles--and especially cash raffles or lotteries--appeal more to the spirit of self-interest than the spirit of voluntary support implicit in our Seventh Tradition.

All of the solutions we see to the problems addressed in this article involve communication. We believe that improved communication about the needs of our service bodies would result in increased support from NA groups and members. Improved communication would improve the accountability of the service structure to our groups and members. Finally, we believe that improved communication would help us maintain our focus on spiritual principles like faith and trust, leading us away from fear, distrust, and self-centeredness.

### **DIRECT CONTRIBUTIONS**

At last year's World Service Conference, a number of motions were referred for recommendation to the World Service Board of Trustees. Among them were two motions related to the direct funding of NA services by NA groups:

*"That the WSC encourage funding all levels of service by direct group contributions."*

*"That the WSC create a translations fund which only groups and individuals can make direct donations to."*

1. *The fund to be administered by the WSO.*
2. *Priorities for translations to be determined by the Translation Committee."*

We believe that there are valid reasons to actively encourage the discussion of direct group contributions within our fellowship. We believe that further discussions may show that a direct group contribution plan might stand a better chance than the "fund flow" plan of providing adequate funds to each level of our service structure, while at the same time maintaining group autonomy, reinforcing the responsibility and authority of the NA group in service matters, providing motivation for regular fellowshipwide communication and service accountability, and promoting NA unity. However, we do not believe that earmarking direct contributions for specific purposes--whether for H&I, PI, or translations--allows the service structure sufficient flexibility to effectively coordinate the responsibilities assigned to it.

The earliest editions of our fellowship's service manual recommended direct group contributions to each level of service. Those manuals suggested that, after a group had paid its bills and set aside a little extra money for emergency use, "excess funds should be diverted to help NA as a whole. A group can do this by contributing to the area or regional committees which serve the group or through contributions directly to the World Service Office of Narcotics Anonymous."

It wasn't until 1982, when the World Service Conference approved a revision of the service manual sections on the group, area, and region, that groups were encouraged to donate all their excess funds to the area committee. Area committees were then to donate *their* excess funds to the region, and the region's excess was to flow on to the world. This is the "fund flow" plan for funding NA services.

Various problems have been noted over the years with the "fund flow" plan. First, the *funds* often *don't flow*; they are frequently used up at the area or regional levels, leaving little or nothing to fund regional or World Service Conference operations. At the regional level, this has led to increasing dependence on profits from fundraising activities such as conventions, dances, memorabilia sales, and NA literature markups, and decreasing reliance on group support. At the world level, this has produced a stagnant budget and periodic shortfalls at a time when global NA growth rates are skyrocketing.

Direct group contributions to all levels of service may provide a more stable financial base for our service structure. Each group would decide what proportion of its excess funds it would contribute to its area committee, its regional committee, and its World Service Conference. Each level of service would be guaranteed a source of income as stable as the NA Fellowship itself. With this stability, service committees might be able to reduce their reliance on fundraising activities for operating income, thereby increasing their ties directly to the NA groups they serve.

Certainly, if an area committee found in any given month that it had surplus funds, it would be encouraged to directly donate them to other levels of service. The same would apply to contributions of regional surpluses. However, if an area or regional committee experienced surpluses month after month, it would probably want to inform the groups it served of the situation so that those groups could adjust their contributions accordingly. This would maintain the integrity of the direct contribution system while making allowance for periodic cash flow fluctuations.

Direct group contributions would reinforce the autonomy of the NA group. Each group would determine for itself how much it would give to each element of the service structure, based on its own evaluation of how well those elements were meeting the group's needs and the needs of NA as a whole. Our groups have created a service structure to serve their collective needs in better carrying the message, and should have responsibility for and authority over that structure. A direct group contributions policy may put the groups in a better position to carry out their responsibilities and may provide them with a better opportunity to financially impact the service structure.

If the groups were funding each level of service directly, all service bodies would thereby be encouraged to communicate effectively and directly with the groups. This would allow groups the most flexibility in deciding where their money goes. If groups were not aware of the work or needs of a particular service body, the chances would be great that they would choose not to participate in funding that body. Direct funding would also provide a way for each level of service to determine the level of support they had from the groups. If funds were not coming in, service committees would be able to infer one of three things: either the groups didn't have the money available, the groups didn't understand or know about what services had been requested, or the groups didn't support the work that was being done. As you can see, direct funding would also give the groups a greater opportunity to make their voice heard in service matters.

This is not to suggest that groups earmark contributions for translations, PI, H&I, or any other special purposes. The groups have created the service structure not only to deliver services on their behalf, but to *coordinate* those services. In delegating to the service structure the authority necessary to fulfill its responsibilities, the groups have also delegated the authority to coordinate the allocation of service resources at each level of service.

In studying the financial condition and means of funding employed by several other fellowships, it became obvious that we are not alone in facing a money crunch at all levels of service. Direct contributions are not a magic answer that will relieve us of all our financial concerns. Our responsibility as members to fund the services we request is an issue that needs broad discussion. If we truly believe that the solution to our financial difficulties rests with our membership, then it makes sense to put the responsibility and ability to impact finances directly in the hands of our groups.

These recommendations are provided for information purposes only; they are not intended as a mandate given by the World Service Board of Trustees to the fellowship. We are not suggesting that we implement a direct group contributions plan at this time, but that this idea be a part of the discussion that we must begin to have as a fellowship concerning the funding of our services. We believe that a direct contributions plan could play a part in helping us to provide greater financial stability through enhanced group autonomy, responsibility, and authority. It might also encourage better communications between the service structure and the groups, provide more direct means of service accountability, and better promote the NA unity upon which our personal recovery depends.



## **PARTICIPATION AND DECISION MAKING AT THE WORLD SERVICE CONFERENCE**

For over ten years, Narcotics Anonymous members have debated who should participate in the decision-making processes of our World Service Conference. Some believe all conference decisions should be made directly by the NA groups, and only by the groups. Others believe all conference members should fully participate in all phases of its decision-making processes, from discussion to voting.

As a fellowship, we have recognized no hard and fast participation rule to be applied throughout Narcotics Anonymous. In 1989, our World Service Conference overwhelmingly approved a motion which replaced restrictive language on local voting in the *Temporary Working Guide to our Service Structure* with words that allow for variation in local practice:

*"GSRs are the only voting members at ASC meetings; ASRs are the only voting members at an RSC meeting..."*

was replaced with,

*"Although individual area and regional guidelines differ regarding which participants may vote..."*

Regarding participation in the voting of the WSC, however, it's been a different story. From 1982 through 1987, various motions accompanied by heated debate were presented to limit WSC voting to RSRs. A 1982 motion, tabled until 1983, was opposed by fully two-thirds of the voting participants. Each of four motions related to conference voting made in 1984 were defeated by an average of 80% of all voting participants. The following year, when yet another voting rights motion was made, fully two-thirds of conference participants objected to even considering it. With that, many members believed the matter to have been settled. They were mistaken.

In 1987, another motion was made to restrict conference voting rights to RSRs. Tabled to the next year, the motion appeared in the 1988 *Conference Agenda Report*. A package of papers for and against the motion was widely distributed by the WSC Policy Committee, and the World Service Board of Trustees prepared its own statement on the matter. Following fellowshipwide discussion of the issue, the conference defeated the motion, 27 participants (36%) voting in favor, 40 against (53%), and 9 abstaining (12%). A breakdown of the voting revealed tremendous disparity of opinion between RSRs and the other conference voting participants. RSRs were split fairly evenly on the motion, with 27 voting yes, 24 no, and 7 abstaining. However, the trustees, conference administrative officers, and committee chairpersons were in virtually unanimous opposition to the motion, 16 voting no and 2 abstaining. RSRs cast *all* the votes in favor of the motion; 40% of the no votes were cast by non-RSRs. Clearly, the issue had not by any means been definitively settled.

Three years later, the motion to restrict WSC voting rights to RSRs was revived. The conference participants had not been given the opportunity to discuss this issue for any significant length of time prior to voting on the motion. The motion was introduced at the

very end of the last of seven long conference days. Voting on the 1991 motion showed an overall 12% increase in support of restricting conference voting rights over the 1988 vote, with 35 yes ballots (48%), 28 no (38%), and 10 abstentions (14%). RSRs voted 31 yes and 21 no with 5 abstentions, an increase of 10% in support of voting rights restrictions. Most significant, perhaps, was the marked shift in votes cast by conference administrative officers, committee chairs, and trustees. A quarter of these trusted servants voted in favor of the 1991 motion, while none had approved the 1988 proposal; less than half voted con, and almost a third abstained. Lack of adequate discussion might account for some of the shift in favor of voting restrictions, but certainly not all of it. The movement to limit conference voting rights to RSRs, decidedly *not* laid to rest with the 1988 WSC meeting, appeared to be gaining strength.

Clearly, the question of who should vote at the World Service Conference is still an open one, requiring further discussion. It is our hope that your NA community will discuss this issue thoroughly. Our board believes that the voting rights issue is by no means a simple one, but that there are many subjects which need to be considered in relation to it. This issue will be a topic at one of the WSB panel presentations at WSC'92. To the best of our ability, we have presented below some of the arguments we feel need to be addressed in considering the issue of voting rights, along with brief summaries of the opposing points of view on each subject. While these are not the only arguments, they demonstrate the polarity of opinions held by members within our fellowship. We hope you find these summaries useful in your community's discussions of voting rights as you prepare for the World Service Conference meeting this April in Dallas.

### **Group conscience**

*RSR-only:* "Our Second Tradition says that God speaks to our service structure only through the conscience developed in our groups. The decisions registered at the World Service Conference should reflect only the gathered conscience of the groups as expressed by the votes of RSRs."

*All WSC participants:* "The World Service Conference develops a group conscience when its members gather to consult their consciences, seek God's guidance, and make decisions. That group conscience is developed from discussion among all members of the conference, and is expressed by the combined vote of all conference participants."

### **Authority of members, groups**

*RSR-only:* "Unlike some organizations, our members and our groups bear the final authority in NA. Only those representing members and groups should vote at the conference. If trusted servants other than RSRs vote at the WSC, they dilute the authority of the NA groups."

*All WSC participants:* "Members and groups are responsible for our common welfare, and group autonomy should not affect NA as a whole. With full participation, the interests and authority of members and groups at the conference is spoken for by RSRs; specialized experience of other trusted servants is blended into the WSC mix; the result is a balanced conference decision-making process which best serves our primary purpose."

### Leadership

*RSR-only:* "Our 'leaders' are only trusted servants, taking their guidance from the conscience of the groups. In giving conference officers, committees, and trustees direction for the fulfillment of their responsibilities, only RSRs should vote because only they speak for the groups."

*All WSC participants:* "We carefully select our WSC leaders to serve us. When the conference makes decisions, we want full access to the insight and specialized experience of conference officers, committee chairs, and trustees. We allow them to participate fully in all phases of the WSC decision-making process."

### Direct representation

*RSR-only:* "Because NA service authority arises from NA members and NA groups, conference decisions must be made on a representative-only basis. Other trusted servants should not vote on WSC decisions because they do not represent the conscience of any NA groups."

*All WSC participants:* "If the WSC was NA's government, passing laws and levying taxes, we would want representative decision making at the conference. We would also want a better-proportioned breakdown for representation; today, a region with 60 groups has the same WSC power as a region with 600 groups. However, the conference's concern is not to pass laws and levy taxes, but to serve. A mix of representation and specialized experience produces the most balanced conference decisions for NA."

### Accountability

*RSR-only:* "When committee chairs, trustees, and WSC officers vote in service decisions, they set their own terms for how accountable they are to be held. This is inappropriate. Officers, trustees, and committees should take their direction from decisions voted on by those representing the groups--the RSRs--establishing the degree to which those trusted servants will be held accountable for their duties."

*All WSC participants:* "Unless conference officers, committee chairs, and trustees take part in voting on WSC decisions, they cannot be held accountable for the consequences of those decisions because they are not co-responsible for them."

### Inclusiveness, equality, anonymity

*RSR-only:* "All NA members take anonymous, equal part in the conference's decision-making processes by voting in their home groups. When RSRs vote at the conference, they express the collective group conscience of all NA communities equally. To allow other trusted servants a special vote violates the spiritual principle of anonymity, setting a few members up with rights not given most members."

*All WSC participants:* "Officers, committee chairs, and trustees should have the same rights as representative members of the WSC. To exclude them from full participation in the conference makes them less than equal members of the WSC, specially set apart from other members. This is inconsistent with the spirit of anonymity."

### Balanced decisions, primary purpose

*RSR-only:* "Our primary purpose is served best by balanced decisions. Balanced service decisions can only be made by those who do not have a personal stake in the outcome. Conference decisions made by NA group representatives--RSRs--are balanced because they are objective."

*All WSC participants:* "Representatives, trustees, committees, and officers all have stakes in the decisions of the conference. All of them, however, serve first in the best interests of NA as a whole. The insight and experience of both RSRs and other trusted servants are necessary parts of balanced service discussions and balanced service decisions."

### Nature of the WSC

*RSR-only:* "The World Service Conference exists to carry out the directions of the groups. RSRs bring NA group votes together at the conference. Discussion is necessary only to provide new information."

*All WSC participants:* "The conference exists to draw together the best information available on issues at hand. For good decisions to be made, everyone must have the ability to cast a vote based on the information presented in conference discussions, not solely on prior instructions."

### Partial participation

*RSR-only:* "Trustees, WSC committee chairpersons, and conference officers should offer insight and information in the discussions that shape a group conscience, but only RSRs should vote in expressing a group conscience."

*All WSC participants:* "If it is important to include trustees, committee chairs, and WSC officers in discussions, then it is equally important to include them in the decisions arising from those discussions. Otherwise, WSC votes do not represent the full circle of the conference's group conscience, but only a piece of it."

### "...Ought never be organized..."

*RSR-only:* "Responsibility, not authority, is delegated by the groups to the World Service Conference. Decision-making authority resides only with the groups. By restricting conference voting rights to RSRs only, we keep our groups directly involved in all our fellowship's decisions."

*All WSC participants:* "When groups do not delegate decision-making authority to the conference, they must become highly organized in order to assess WSC issues and make decisions. This distracts the groups from their primary purpose."

We hope the preceding examples of some of the differing viewpoints throughout our fellowship have assisted local communities in their discussion of this topic. Since there is representation on both sides of this issue within the World Service Board of Trustees, the WSB could develop a comprehensive paper after the WSC'92 discussion, presenting both pro and con viewpoints, if the conference believes such a paper would be helpful.

**WSO BOARD OF DIRECTORS**

I was reminded last week that it is a tremendous privilege to be allowed to serve our fellowship and to have an opportunity to give back a little bit of what has been given so freely to me. I am truly honored to be able to serve as the Chairperson of the World Service Office Board of Directors. I'm halfway through my fifth year of service on the board, so I have been present to watch our World Service Office and our world service structure go through many changes. Watching the trend of interaction between the World Service Office, the World Service Board of Trustees, and the World Service Conference as it grows and develops has been especially gratifying.

Five years ago, our board of trustees seemed to be a philosophical body ("beard combers" to some, "guardians of the traditions" to others) with no visible functional purpose other than to interpret the traditions. Today, the WSB is an extremely dynamic board with a committee structure and members dedicated to providing active guidance for our fellowship. For years, it seemed that the conference committees spent most of their time working on their own guidelines; now they are actively developing literature and other useful tools to help us carry the message. In prior years, the World Service Office, in my opinion, often acted as a fairly independent entity, setting its own course to carry the message to addicts in other countries and even guiding the development of our service structure. Today, that is not the case. Our World Service Office is dedicated to serving the world service boards and committees and the fellowship as a whole. Our primary goal is to be of service.

Attached to this report is a summary of an analysis of the income received by the WSO and the cost of services provided to the fellowship in 1991. The figures in the summary are estimated and do not reflect year-end financial information, nor do they include income and expenses for the European Service Office or the Canadian Service Office. After the 1991 income statements are completed, a detailed analysis will be prepared to accurately reflect actual income and expenditures. I am including this preliminary summary at this time to give the fellowship an approximate idea of how we've allocated our resources this past year.

As you have seen in our reporting, and especially in the development of the annual work plan process and the sharing of information between the chairpersons of the primary world service entities, the World Service Office is making every effort possible to be accountable to the World Service Conference and to be responsive to the requests of its boards and committees. We are totally committed to being of service and to providing the best services we can. Due to severe financial constraints, our staff is working with approximately twelve percent less personnel but is still managing to keep up with the projects assigned by the conference. Thanks to a tremendous effort by office staff and committee and board members, all major projects have stayed on their time schedules this year.



At the 1991 World Service Conference, the WSO staff and directors made it very clear that our financial situation was precarious and that we were existing solely by juggling our inventory levels and the accounts receivable and payable. The conference gave no indication that it wanted the office to curtail its support staff or its ability to provide services. We, therefore, have continued to provide support for the World Service Board of Trustees, the conference committees, and international development and translations, as well as responding to requests from the fellowship at large and from local service offices. As reported throughout the year, we have implemented a number of cost-cutting measures to address our financial condition. At our October board meeting, it became clear that these measures would not be sufficient to enable us to continue to pay our bills and maintain the level of service delivery to the fellowship. Our alternatives were to either severely curtail our operations or take more drastic action to increase revenue.

As you know, the price of literature has not increased in over eight years despite inflation, rising costs in all areas of production, and continually increasing demands for services. The WSO Board of Directors has discussed a price increase a number of times in the past five years and has refrained from taking action until it was absolutely necessary. In October, we began the process of implementing a ten percent increase on the price of all inventory items except those that we added this year. A number of members of the fellowship have asked why we didn't wait until the 1992 World Service Conference before raising literature prices. We certainly would have preferred to have the luxury of waiting that long and being able to enjoy the comfort of letting the conference take responsibility for the increase. That was not an option, however, because our diminishing ability to meet our operational expenses demanded that we exercise the responsibility you had entrusted us with.

We made the final decision at our January meeting after giving notice to our customers and the fellowship in general. The price increase goes into effect February 1, 1992. Since most of our major customers meet order levels which allow them up to ninety days before payment under the current sales policy, we will not begin to see the effects of the price increase until March at the earliest. We do not expect any significant impact to be realized until May or June. The total process takes approximately six months, from the time a decision is made to the time that our ability to meet our operational expenses is effected. If we had waited until the end of April 1992 before making a decision, it would have been too late. If we can't pay our printing bills, we can't order more books, so we then have nothing to sell. If we can't meet the payroll, we have to lay off our employees and stop providing services to the fellowship. I don't believe that the fellowship wants us to stop producing literature or delivering services.

The WSO Board of Directors is taking very positive actions to responsibly manage our resources. We fully expect to be able to report a turnaround in the WSO's financial condition by the second quarter of 1992. We are preparing very detailed reports of the use of the WSO income and are regularly doing an analysis of income and expenditures so that we can keep the fellowship fully informed of our financial situation.

Some members have asked why the board of Directors didn't change the discount policy instead of raising the price of literature. The sales policy is being reviewed in its

entirety. We have formed a committee to study all of the ramifications of changes to the discount policy, seek input from the fellowship concerning the discounts and their effect on service offices, and develop a uniform sales policy that will equitably address all of our customers, including those outside the United States. This group has been mandated to provide a recommendation for sales policy revisions to the WSO Board of Directors at its October 1992 board meeting.

Our sales policies were initially developed to promote the formation of service offices both in the United States and in some other countries. A number of regions now have large service offices which depend on substantial purchase discounts for their existence. Other regions feel that this situation may not be equitable and question having to subsidize those large offices through the WSO sales policy. Additionally, we have nonfellowship customers who must be treated fairly and reasonably. It would be irresponsible for the WSO to arbitrarily cut the discounts to any of our customers without first seeking input from the fellowship. At the 1992 World Service Conference, one of the WSO panel discussions will address the sales policy questions. We will be encouraging input from as many regions as possible so that we can determine the best action to take. In addition, please feel free to write to the WSO Board of Directors with any comments and suggestions at any time.

The board of directors is evaluating its responsibility to the regional service offices in another context, as well. The board authorized development of several new products in 1991 as additional means of increasing revenue (Basic Journals, Mugs, Calendars, etc.). Since these are not the type of items that would normally be purchased by groups and displayed at meetings, we developed a catalog for individual members and a direct mail-order marketing plan to reach the entire fellowship. As a marketing test, we approached a cross-section of regions, requesting their permission to mail the catalogs to all groups in the region. Several of the regions with large service offices refused to grant permission unless we listed their service office as the address from which to order. This brings into question another aspect of our accountability--is the WSO supposed to serve the fellowship as a whole, or the local service offices?

We are pleased to report that a number of the new items on our inventory are being ordered by the fellowship. The pamphlet *NA: A Resource in Your Community* has been reprinted three times. Our original order of 5,000 Basic Journals is selling rapidly, and we will need to reprint in February. The *Introductory Guide to Narcotics Anonymous* is selling well, although fellowship awareness needs to be increased about its availability. The Spanish and Portuguese Basic Texts are in stock and are currently being sold.

At the combined world services meeting in October, a group of directors, trustees, and conference officers was assigned the task of preparing to answer the fellowship's questions at WSC'92 about NA's tax status in the USA. A panel discussion has been arranged to allow this group to interact with RSRs. The group is investigating the possibility of applying for a group exemption for the American NA community. Any USA regions with questions about tax status should plan to attend that panel discussion.

*Bob McDonough, Chairperson*

**WORLD SERVICE OFFICE INC.  
ANALYSIS OF INCOME AND SERVICES  
ESTIMATED VALUES FOR 1991**

**SALES**

Gross sales.....	\$4,080,869
Less discounts.....	<978,709>
Less cost of sales.....	<1,500,994>
Less shipping costs.....	<368,613>
<b>NET SALES.....</b>	<b><u>\$1,232,553</u></b>

**SERVICES**

European Service Office.....	\$23,000
Group services.....	66,083
<i>The NA Way Magazine</i> .....	87,968
World Service Board of Trustees.....	86,322
Hospitals & institutions.....	61,163
International.....	42,434
Translations.....	89,773
Literature.....	110,231
Policy.....	20,265
Public information.....	40,005
Special project--traditions.....	69,298
Special project--daily book.....	55,912
Special project-- <i>Guide to Service</i> .....	27,349
Special project--steps.....	102,854
World Service Conference.....	194,342
<i>Reaching Out</i> .....	17,046
<i>Meeting by Mail</i> .....	20,334
<i>PI News</i> .....	9,833
Professionals newsletter.....	5,366
<i>Conference Report/Digest</i> .....	36,345
Conventions/offices.....	25,224
World Convention Corporation.....	81,689
<i>Newsline</i> .....	<u>20,677</u>
<b>TOTAL SERVICE COSTS.....</b>	<b><u>\$1,293,513</u></b>

**NET INCOME < LOSS >**

NET SALES.....	\$1,232,553
LESS TOTAL SERVICE COSTS.....	<1,293,513>
LESS COSTS NOT ALLOCATED TO PROJECTS.....	<282,003>
<b>NET INCOME &lt; LOSS &gt;.....</b>	<b><u>\$ &lt;342,963&gt;</u></b>

**NOTES**

This is a simplified summary of a detailed analysis which will be provided after the 1991 WSO income statements are completed. The figures are in USA dollars. It is included to give the fellowship a general idea of the allocation of WSO resources in 1991.

The figures in this summary are estimated and do not reflect actual year-end financial information, nor do they account for European Service Office or Canadian Service Office activity.

Each figure in this summary represents that portion of the major categories of expense--salaries, rent, utilities, etc.--attributable to each item. Overheads are allocated to each department or project based on a percentage of salaries attributable to each department as indicated by an employee time study.

## WORLD CONVENTION CORPORATION

Your convention board met November 14-15, 1991, in Toronto, Ontario, Canada. We were prepared to meet Sunday the 16th as well but were able to complete our agenda by working late on Friday and Saturday. Elections were held and, as a result, I will serve as chairperson for a second year. Randy Jones was elected vice chairperson, Gary Grien (WCNA-21) secretary, and Janice Williams (WCNA-18) treasurer. The Toronto host committee treasurer and the chairperson from WCNA-23 were both seated on the WCC Board of Directors at this meeting.

### **WCNA 21--Sydney**

It has been reported that Sydney is aglow with a new NA enthusiasm as a result of the convention there. I believe that all who attended were touched with the realization that this is indeed a worldwide fellowship. We have met all of our financial obligations connected with the event, and all merchandise back orders are in the process of being filled. Our thanks to the Australian committee for a job well done.

### **WCNA 22--Toronto**

Things are buzzing in Canada as preparations are being made for the 1992 World Convention of NA. The board and the host committee worked very hard in November to develop a workable initial budget. Now that has been approved, we expect things to move very rapidly. Registration forms should be distributed.

"Imagine the Freedom" is the theme for this year's convention. This will be our first bilingual convention. All the main meetings and some of the workshops will be translated into French. The registration form and the program will also be in both languages.

Another convention first this year will be the inclusion of organized pre- and post-convention activities. Since many members make their vacation plans around the convention, the idea of sharing this time with other NA people seemed like a good one. Trips to Niagara Falls, fishing, boat cruises, and golfing are a few activities that will be offered. The registration information booklet will include details of these events. If you are interested in any of them, it will be important to book early so that all the arrangements can be made.

Early registration will not only help organize the event, but will also save you money. *On-site registration and event tickets will cost more.* USA members who plan to attend need only two forms of identification to cross the border. Passport, driver's license, voter registration, birth certificate, and picture IDs are all acceptable forms of identification. Crossing the USA/Canadian border is generally casual. However, those of us with criminal records who raise the suspicions of the border agents may be denied admittance.

The Toronto Sheraton Centre is the primary hotel which will be used. Located in the central business district, it is ten minutes from the convention center. For direct reservations, call (416) 361-1000. Mention WCNA-22 for our room rate of \$105.00 Canadian (about \$90.00 US) for single or double occupancy. L'Hotel, a small luxury hotel connected to the convention center, is also being used. Reservations for single or double rooms at L'Hotel can be made for our special rate of \$129.00 Canadian (approximate \$110.00 US) by calling (416) 597-1400.

### **WCNA 23--Chicago**

The host committee elected Cary Seltzer as its chairperson. The other officers should be seated by the time they start meeting in late summer. One of the primary hotels we plan to use in Chicago is almost finished being constructed. Work continues as this event is being planned.

### **WCNA 24--Baltimore**

The site for the 24th World Convention of NA, as you might have heard, is Baltimore, Maryland, USA. We are looking forward to a great time there. The board would like to express its gratitude to the other regions in this zone who put in bids for this convention for their efforts and cooperation.

### **WCNA 25--Europe**

We have received inquiries from two regions in Europe about hosting the 25th world convention in 1995. *As a reminder, the deadline for the submission of bids is July 1, 1992.*

### **World Service Conference**

This year, the World Convention Corporation Board of Directors is including one motion in the *Conference Agenda Report*. The question is simple: Should Question #5 on page 26 in the section on miscellaneous questions and answers be removed from the *Convention Guidelines* handbook? This section defines a position for your convention corporation relative to inclusion of special interest meetings on our world convention schedules. The position sharply conflicts with one taken a couple of years ago by an ad hoc committee of the WSC formed to study special interest meetings. The World Convention Corporation board views itself as a working body, not a philosophical body; therefore, it does not endorse either the inclusion or exclusion of this section in the guidelines. Since we are not sure whether the NA Fellowship as a whole still agrees with the statement on special interest meetings currently found in the *Convention Guidelines*, we are seeking clarification from the conference.

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

*Bill Winterfeld, Chairperson*



## RSR WORKING GROUPS

During WSC'91, there were several issues submitted by RSRs for assignment to working groups. The issues were consolidated into three topics: conference format, interregional communications, and how we fund NA services. After the August 1991 conference workshop in Tulsa, Oklahoma, USA, the number of volunteers for the RSR working groups grew from twenty-one to forty-one. The volunteers were divided up into eight geographic groups: Southwest (5 RSRs); Upper West (3); Upper Midwest (7); Northeast (9); Upper Northeast (3); Midwest (3); South-A (6); South-B (5). There has been no input from three of the working groups. The seven responses we have received are reprinted below.

### NORTHEAST WORKING GROUP

#### Conference format

The following is a narrative of discussion which took place at the Northeast RSR Working Group meeting in Tulsa. There were nine members in attendance, representing the Greater New York, Northern New York, New Jersey, Greater Philadelphia, Mid-Atlantic, Chesapeake and Potomac, and Free State Regions. There were five to seven visitors, representing various geographical regions, present during our morning session. After the working group set an agenda, we welcomed input from these visitors.

After each member shared his or her concerns on the conference format, we put together a list of topics that we agreed to address one at a time. During these discussions, we came to the understanding that many of the issues involved were related to one another. For example, while talking about burnout and fatigue, we saw a connection with the way we handle new business and regional motions on Friday. Our agenda included the following topics:

1. Panel presentations
2. Elections
3. Burnout and fatigue
4. New business and regional motions
5. WSC format as it relates to world issues (MDF)
6. RSR only voting
7. Voting in general
8. Funding issues
9. Training of new participants

#### Panel presentations

It was generally felt that introduction of the panel discussion sessions at last year's WSC had been a positive step. The concerns expressed centered on what should be presented at these sessions. Was it appropriate to only use the panels to discuss

motions that were coming up in the business session? It was felt strongly that most regions had already instructed their RSRs how to vote on those motions and that we should use panels to discuss other issues related to the particular board or committee that was making a given presentation.

On the possibility of holding simultaneous panels, being talked about by the WSC Administrative Committee, we had several responses:

1. A business session should not take place in one room while a discussion panel takes place in another.
2. If simultaneous events take place, then perhaps they could be two different panels.
3. We don't recommend sending an alternate RSR to a panel if that means having that alternate miss the experience of a business session.
4. Finally, we believe having an alternate and RSR together during business helps in making decisions on amendments or any other proposals that may not have been group concienced by that region.

Two days of WSC'92 may be taken up with discussion panels, running one at a time, either followed or preceded by three days of business.

## Elections

We felt strongly about two points:

1. Follow the rules; the reopening and closing of nominations last year was crazy. Although it was nice not to fill positions just for the sake of filling positions, all the confusion related to the waiving of rules resulted in some positions not getting filled that might have been.
2. Second, we feel that a member should accept only one nomination.

Further discussions on elections brought forth the following question: Before coming to the conference, could participants be told who had been nominated for world service positions? Perhaps nominations forms could be included in the *Conference Agenda Report* for return by mail in February. We realize the complications involved, but we need to express our feelings on the importance of knowing who we are voting for.

## Burnout and fatigue

Most of us agreed that the way we do business at the WSC causes fatigue. We discussed solutions to our workload.

The RSR from Louisiana shared that his region was preparing a motion for the conference that would create an RSR committee to review, combine, and check grammar on regional motions. It was shared that much time is wasted on debating motions that do little but say the same thing over and over again. Debate and parliamentary procedures on substitute motions and amendments also take much time, especially when we always seem to vote on the original (conscienced) motion in the end anyway. All this waste of time lengthens the sessions, leading to fatigue.

One member suggested that a marathon NA meeting be made available if a recovery meeting can't be built into the conference. Even one small room set aside for quiet

prayer and meditation could give a frustrated, burned out participant a place in which to gather him or herself.

### **New business and regional motions**

It appears we would all like to eliminate "Frantic Friday." We would also like fair and equal consideration given to all business. The layout of the *Conference Agenda Report* makes it appear that old business from boards and committees is more important than regional motions. We realize regional motions are often not written in the professional manner we are used to, but we feel they are worthy of equal treatment. Our suggestion would be that regional motions, when submitted, get funnelled to an RSR committee to review, not change, in conjunction with the WSC Administrative Committee. These motions should then be placed in the *Conference Agenda Report* following the report of the board or committee they affect. For instance, if six motions for RSR-only voting came in from six different regions, they would all be sent to an RSR committee which would look at the differences or similarities between them, reporting its findings to the conference. In the *Conference Agenda Report*, these motions would be inserted after motions from the WSC Policy Committee because they affect conference voting policy.

This may be just a baby step, but in the process of doing business we could deal with all motions concerning literature, policy, etc., as opposed to having a new business session for regional motions. This system should apply only for regional motions submitted in time for the *Conference Agenda Report*.

Another advantage to this method is that the *Conference Agenda Report* will be easier to understand by the fellowship. In addition, the *Conference Agenda Report* will be easier to workshop in regions, areas, groups, committees, and other parts of the service structure.

### **Conference format and its relevance to the fellowship worldwide**

One long-term suggestion involved holding annual geographical conferences during which participants would share experiences, exchange ideas, deal with the business that affects only their particular geographical territory, and tally the conscience of their member-groups. These geographical conferences would come together every five years at the WSC to share experiences, exchange ideas, and tally group conscience on worldwide issues. This would free regions outside the USA to take care of their business between WSC meetings.

More immediately, it might be a good idea to hold the Multinational Development Forum sometime during the middle of the WSC conference week to encourage participation from all conference attendees. This would avoid the "show up late and leave early" syndrome that might be experienced if these panels are scheduled either at the beginning or the end of the conference week.

There was some discussion of how relevant the actual conference format, as contained in the agenda, was to the world fellowship. A suggestion agreed to by our working group was to have RSR working groups outside the USA review our current conference format, as stated in the agenda, and have these working groups recommend

a format that would be more relevant to world issues. It was agreed that the manipulation of parliamentary procedures during the conference was an absolute detriment to the participation of regional representatives from outside the USA.

Also agreed on was a suggestion that USA regions consider the relevance and effect of motions on the fellowship as a whole, worldwide, before they submit motions in the *Conference Agenda Report*.

### **RSR-only vote, voting procedures**

All present agreed that, once and for all, some action needs to be taken to lay to rest those motions that reappear year after year in the *Conference Agenda Report* and never seem to be dealt with to anyone's satisfaction. One example is the "RSR-only vote" motion. One possible idea put forth by our working group is to refer it to an RSR working group that would be instructed to work out some kind of a compromise--for instance, a proposal that RSRs, committee chairs, and board chairs become the only voting participants.

Our working group agreed that the WSC chairperson should stick to three pros and three cons on motions included in the *Conference Agenda Report*; a two-thirds vote of the conference should be required to extend debate. Then discussion shifted, with some members of the working group saying that the WSC chair should not allow any debate, amendments, or substitutions to motions on the conference floor; amendments, substitutions, and new motions would appear instead in the next year's *Conference Agenda Report*. However, three out the nine working-group members present felt that some discussion of motions in the *Conference Agenda Report* should take place during a panel session at the conference. Six members objected, saying they felt that conference participants should already have their vote determined by their regional or committee conscience; therefore, ~~discussion or debate was unnecessary~~. This brought up the question, is there any difference between discussion and debate? What starts out as discussion often ends up as a debate, with various speakers trying to influence those participants who came to the conference already prepared to vote a certain way.

The working group then revisited the idea of placing regional motions in their proper category in the *Conference Agenda Report*. There was discussion of whether these motions should remain new business or be considered old business. To make them equal with board and committee motions, they would have to be considered old business. Since all motions voted on at the conference would have to appear in the *Conference Agenda Report*, no new business would be voted on at the conference. New business would be postponed (or tabled) until the next year. New business motions could go out in the subsequent *Conference Report* so that conference participants could get a chance to review them prior to the next year's *Conference Agenda Report*.

*Mike P., RSR, Mid-Atlantic Region*

## **SOUTH-B WORKING GROUP**

### **How we fund NA services--input item #1**

Each person in this group acknowledged the magnitude of this project prior to discussing specific issues that impact the fund flow in NA. In an attempt to collate the information related to this multifaceted issue, it seemed appropriate to develop an outline format. Having generated more questions than answers, we hope to address a portion of the fundamental issues behind the problems with the fund flow.

1. A general consideration deemed to be an integral part of the financial duress the World Service Office repeatedly encounters is the perception the fellowship has of the WSO. In some areas of this country, there seems to be a basic mistrust and animosity toward the WSO. Addressing the core of this perception and the history behind these feelings may be a key in understanding why some groups, areas, or regions don't send money through the service ladder and don't support the WSO. If the exact nature of the issue is confronted, then it may be possible to start dealing with these feelings while developing objectives for educating the fellowship. Is this multifaceted problem created by ignorance, apathy, misunderstanding, or a bit of each?

2. Through an educational process, misunderstandings may be clarified; issues of structure and process related to fund flow may be addressed.

- a) Clarifying structural issues related to the flow from the group to the WSC, from the WSC to the WSO, and between the World Convention Corporation, WSO, and WSC is appropriate. Lacking a background in law, the logistics of nonprofit organizations and corporations sometimes hinders understanding of the structure and process.
- b) Would a change in our current structure have a positive impact on the fund flow while also improving the way we carry the message to the addict who still suffers?
- c) Definitions of "prudent" and "reserve" may also be helpful, with examples for a group, area, region, and convention. Specific instruction on how to apply and practice prudence in areas of setting a reserve, developing subcommittee budgets, planning a convention, building a literature stockpile, funding travel of trusted servants, buying coffee for conventions and meetings, buying birthday cakes, etc., may also be useful. Are we tying our funds up and blocking the flow of funds with large stockpiles and merchandise at conventions? What are we doing with the merchandise left over from conventions? And, by the way, what ever happened to donating a pound of coffee at the door of the convention fundraiser? What ever happened to thoughtfully baking a cake for your sister's or brother's birthday? What ever happened to donating a dollar for each year you are clean on your birthday? This is a small price to pay, especially when we consider how much the end of the road cost each of us.
- d) Specific instruction on how to perform financial inventories at the different levels of the NA structure may also be helpful. Many of us avoid inventorying our personal financial situations, with a resultant fiscal unmanageability. The



discomfort we feel about discussing NA funding issues may stem from our own unhealed personal financial issues. Recognizing that these areas heal slowly, let us be supportive of each other in this healing process so that all of us may benefit. Admitting our wrongs and shortcomings is often difficult. If the WSO would do a searching and fearless inventory, and share it, an excellent example could be set for how to deal with our errors of the past (Steps Four through Nine). Applying steps and the spiritual principles behind the steps can create an atmosphere of recovery and have a positive impact on service. Getting the skeletons out of the closet and watching secrets wither and die when exposed to the sunlight has been beneficial in my own personal healing process.

3. Many people without a background in accounting find it difficult to understand some of the financial reports. If these reports could be delivered in a more user-friendly format, more people would be able to understand how funds are utilized. A majority of our fellowship does not understand how spending priorities are determined at the WSO. If a layout of the spending options pre- and post-prioritization were made available, the fellowship may be better able to understand this decision-making process. Another option is to poll the fellowship to determine priorities in spending, also asking what services the fellowship would like to see offered by the WSO. This would provide a way to include the fellowship in the decision-making process, thereby providing it with some control in the allocation of its resources and facilitating a shared responsibility for these decisions. This would also alleviate the fear of mismanagement of funds. When the priorities were determined at WSO'91, was the WSO in the financial duress that it is currently experiencing? If these priorities were set when the WSO had a stronger financial foundation, don't they need to be readjusted in accordance with the resources that are currently available? Obviously this endeavor to educate both the fellowship and the WSO would be a slow, arduous process.

4. As the fellowship has grown exponentially, so too has the need for services. With the growth in the fellowship, an increase in the availability of funds could logically be expected. Is this increase consumed by the increased need for services? Does inflation negate this increase in operating funds? Are people still putting only one dollar in the basket, even though the value of the dollar has diminished? Questions regarding the specific services actually impacted by the lack of funds were raised. Are group, area, and regional services being thwarted due to a lack of funds? Are area and regional phonelines being disconnected? Are groups being evicted because they are unable to pay their rent? What specific projects by WSO boards and committees are not complete because there is not enough money to finish them? If RSRs and alternates are not aware of the exact problems, then no wonder there are problems. How can these needs be better communicated? Is there a more effective mode of communication other than the abundant mailouts received from the WSO? Aside from the WSO's financial condition, what other areas of service are impacted? Do we actually *have* enough but, instead of recognizing this as truth, devote our energy to the "we don't have enough" frame of mind? Creating and affirming the positive--that we have all that we need because this is what we have now--may be the answer.

5. California has one of the highest costs of living. By moving the WSO to a location where the cost of living is lower, the flow of funds out of the service structure would be less. A feasibility study was conducted a couple years ago by the WSO and was addressed to the WSC in the form of a report. An update on the action that has been taken or reconsideration of the data collected during that study would be helpful in developing a plan to move the WSO to a more cost-effective location.

*Dawn F., RSR, Carolina Region*

### **How we fund NA services--input item #2**

When initially presented with the topic of how we fund NA services, I must admit that I was less than thrilled. I asked myself, how did it happen that our group got the most difficult question? Initially, I started to approach the question from a very intellectual focus. I was not able to pursue that focus past even asking the question. My fellow working-group members did such a thorough job, I wondered what was left to contribute. I asked for some guidance from my God, and I began to get in touch with my initial resistance to the question.

My resistance stemmed from answering the question, "How do I fund my own services, wants, and needs?" Initially, it seemed very self-centered to approach a question that the WSC had asked by looking at my own funding, but then it made sense to me. We may all have some resistance to believing that we can create what we need and want, financially or otherwise. That creation is going to start in realizing and admitting any deficit we may have, financially or otherwise. Instead of giving all our energy to whining that we don't have enough, maybe we could begin to focus on the following:

1. We have all that we need now because this is what we have now.
2. As we clear ourselves in our individual recovery and open ourselves up to believing and affirming that we *deserve* more, we will *create* more for ourselves and in turn have more to give.

A bumper sticker I saw recently put it beautifully: "Think Globally, Act Locally."

I believe in our structure because it serves us now and, to a degree, works now. I believe all the questions my fellow working-group members asked are valid and that financial inventories (our own first, hopefully) are in order. We need to recognize that many of us have had a lot of issues around money and that they will take time healing. Let's work on supporting each other in this healing so that we may all benefit.

It has been difficult to share this. Thank you for the opportunity. As always, I hope this is new information for some and a welcome reminder for others.

*Kelley Snell, Alternate RSR, Lone Star Region*

### How we fund NA services--input item #3

To look at such a large question, I have had to break it down into several parts. First, I believe we need to look at funds coming in. For quite a long time, we have been faced with the problem of not enough funds to do the jobs we want done. I believe if we concentrate more energy in informing the fellowship as to what these funds are being utilized for, rather than merely asking for more money all the time, we might see a more positive reaction. When I talk in meetings about people who don't have a Basic Text and whose only hope of getting one in a language they can read is you, that seems to get some attention. I believe every person at the world level is aware of the mounting need for additional funds, but the fellowship at large is just not aware. We can plead and beg, but this is just not working.

As I have heard many times before, the dollar just doesn't go as far as it used to. I think there is an unspoken belief that one dollar in the basket is all you need to give. Well, that might be okay if everyone gave a dollar or if we all went to a meeting every night. The problem here is that a lot of the newcomers just don't have it, and a lot of the people who have been clean a while don't go to as many meetings. You can easily see that this sometimes results in an empty basket. I feel we need to start with the folks we sponsor. I tell the men I sponsor that if a dollar is all you are worth, fine, put it in there, but if you feel like you might be worth more than one dollar, then put in a couple. Besides, how much money did you get here with? There are always going to be some people who will let everybody else carry the weight. There is not really any amount of talking or praying going to change that.

Is each level of service moving the funds on toward world service? I don't think so. I believe that once the money gets in the basket, it needs to keep on moving. I'm going to put it back in there tomorrow night. Our funds don't always seem to be flowing. Are we keeping reserves that are too large? What is "prudent"? Is it prudent to keep money in the bank for a rainy day? Or can we be sure anyone is going to give tomorrow? These are some fairly strong questions. Can anyone really answer them? Are we getting a little too carried away with our conventions? When we spend thousands of dollars on coffee, are we carrying the message or the addict?

There is an old practice of giving a dollar for each year you are clean on your birthday directly to world service. People in my little home group still do this, and it seems to be working well. We usually are happy to make that extra contribution.

It seems that a lot of people are not as willing to put money in the basket as they are to buy T-shirts or some other item. It is like they feel they are getting something for their money. I think this is basic human nature. I, for one, do not have a problem with WSO increasing their inventory to accommodate this type of demand and letting the profits go to fund NA services.

There are many ways to try and get funds to world services. I have mixed feelings about direct donations to world from all levels of service. The thing I guess I am most concerned about is, what happens if an area or region doesn't get their financial needs met because of this practice? In many regions, the area donations are the only means

of support. We have come a long way in getting our services functioning, and I would hate to back up now because the funds went around them.

Now, once we *do* have money in various levels of service, are we spending it wisely? It seems that the only time people really worry about "the addict that still suffers" is when they want to get their motion passed or why they need to have their budget increased. I get pretty tired of hearing that! What can we do to separate our wants from our needs?

It looks to many of us like the WSC is nothing more than a very expensive way to stand up and argue about the same old motions year after year. There has to be a way to make it more functional. I believe the fellowship will not continue to support this expensive gathering we have each year if some changes aren't made.

The possibility of doing an analysis of what it would cost to move the WSO to more affordable location might be in line. It appears to be in an expensive location. A move might be costly, but in the long run might it not prove to be more cost effective? I don't know.

There seems to be a large amount of paper work coming to me by mail. It appears to be a lot of information I don't need, and I have always wondered how much it is costing the fellowship. Most of it usually gets stored in notebooks and is never really used again, let alone the first time.

All and all, if we can take a logical look at our business and leave the emotions out of it, we might begin to see a light at the end of the tunnel. I hope some of these thoughts will be of some help in starting to find solutions to the giant task we have ahead of us all. One person can't do it, but I still have faith that all will be well if we keep on talking about the problem and keep on taking positive action.

*Jimmy Harper, RSR, Lone Star Region*

## **MIDWEST WORKING GROUP**

### **Interregional communication**

I am writing in response to Barbara J.'s letter of July 15, 1991 concerning RSR working groups. I was assigned the topic of interregional communications. To date, I have not contacted nor have I been contacted by any of the other seven members of this group representing other regions. I have discussed this topic with my alternate. There seems to be no burning desire within myself or the others to address this topic.

The Mid-America Region has found no problem in the past or currently with communicating with other regions. There is an open invitation to surrounding regions to attend our quarterly RSC meetings. We have been invited to attend meetings of the Show-Me, Nebraska, Oklahoma, and Arkansas regional committees. Representatives from Oklahoma and Arkansas have attended one of our RSCs. They attended subcommittee meetings of their choice as well as the general business meeting. They were introduced and given the opportunity to raise issues and concerns or ask questions under new business.

An annual multiregional H&I and PI learning day is now being planned. All surrounding regions were invited to participate in hosting this event. A planning committee has been formed, drawing membership from two regions. This committee is sending its minutes to all surrounding regions and still invites their participation.

In October 1991, a multiregional workshop on *A Guide to Service in Narcotics Anonymous* was held in Kansas City, Kansas. Although no other regions were able to join us in hosting this workshop, we found no problem in communicating with surrounding regions by phone or mail while planning this event.

When explaining to my RSC that I had been assigned to this working group, they showed little interest and agreed with my disposition of the matter: Whenever the need or desire arises for a region, its representatives, or its individual members to communicate with other regions, they should take the initiative to do so. The avenue already exists. To support such efforts, the WSC and WSO should continue to supply a list of contacts for each region. To enhance the mature growth of the fellowship, these two entities might also compile a list of fellowship publications that express differing points of view concerning principle and conceptual philosophies of our membership.

Frankly, I am personally disappointed to have been assigned this issue when there are many others that seem more pertinent to NA's continued growth. I've found no motivation to expend either the fellowship's resources or my own to explore this issue. I feel it would have been more prudent to inquire as to whether I felt this a worthwhile undertaking before I was assigned to it. On the other hand, I should have made my feelings clear long ago. I apologize.

*Pat Mays, RSR, Mid-America Region*

## **UPPER MIDWEST WORKING GROUP**

### **Conference format**

The Upper Midwest Working Group has been able to start the ball rolling with a few phone calls and some correspondence. Three of the RSRs on this working group met in Ft. Wayne, Indiana during the Mid-Coast Convention. A fourth member wasn't able to attend, but sent some written input to the other members of the group. I was selected as the "reporter" for our group by those present in Indiana.

We have developed a rough outline of our perception of our tasks as follows: *Conference Agenda Report* format; scheduling; education/information; and "motions from hell."

#### **1. Conference Agenda Report format**

- a. Deal with regional motions first so that affected committees can report back before the end of the conference for final disposition.
- b. Number *all* motions in the *Conference Agenda Report* so as to decrease confusion during the actual conference.



- c. Incorporation of regional motions into appropriate committee report(s) would help participants see the effect of a given motion or proposal.
- 2. Scheduling
  - a. Don't spend time discussing the same things--motions especially--during discussion and business sessions. If what people really want to talk about is in the *Conference Agenda Report*, then move right into the business session.
  - b. Inclusion of recovery meetings during the week. Perhaps a speaker from the local NA community.
  - c. One full day for subcommittee meetings which would allow the RSRs an opportunity to relax or participate at their discretion.
  - d. Consistent updates as to our progress on the agenda schedule, noting how far ahead or behind schedule the conference is at that point in time.
- 3. Education/information
  - a. Orientation of new participants to WSC rules of order, how the conference is conducted, what to expect, etc.; also to include a reminder of patience, tolerance, goodwill for other participants.
- 4. "Motions from hell"
  - a. This is probably the most difficult area to address. We are using as a working definition for "MFH": *Motions developed at the conference by individuals or small groups that address single issues that may be seen as contentious by the conference or may hold the conference hostage to the ideas or motions from a region or an individual.*

### Further discussions

The Upper Midwest Working Group has met twice since the August 1991 conference workshop in Tulsa. On September 28, five members of the working group met at the Chicago Service Office. Our next meeting occurred during the Wisconsin regional convention, held October 12 in Appleton, Wisconsin, USA. There were six members of the working group present in Appleton, as well as two members of the WSC Policy Committee.

We feel that the working group process is the "wave of the future." We strongly encourage the continued use of the resources represented by our RSRs and their alternates. The experience gained by our working group has allowed us to expand our view of issues facing the fellowship.

On the following pages are the items of input we developed during our work sessions. Many of these items were discussed at every one of our meetings, and we have attempted to allow a consensus to develop. We hope that this input can be of benefit to the WSC and, by extension, to the fellowship.

The first item that we achieved consensus on is the need to have recovery meetings available during the conference. This could be accomplished in a variety of ways--having a marathon meeting room for use by those attending the conference, scheduling breaks during the conference, etc.--but keeping in mind that we are addicts who need reminders of our own process of recovery.

We agree with the panel presentation concept, but suggest that the presentations consist of new or additional material obtained since the publication of the *Conference Agenda Report* (CAR). Don't read the already released information except to synopsise the pertinent items. It is our thought that this could result in decreasing the amount of time needed for presentations by committees and boards.

Related to the presentation issue is the idea of concurrent panel sessions. We find this option to be very troubling--perhaps more directly phrased, "This option sucks!" as was stated a few times during our meetings. We would strongly discourage the use of concurrent sessions.

We strongly believe that a policy regarding the seating of new regions is critical to the growth and development of NA. We feel that an admissions committee could be central to an equitable policy in seating future regions.

In a more administrative vein, we would encourage the WSC chairperson to keep the conference informed of its progress on the schedule as it relates to time factors. Some of us found it to be extremely helpful to know our location in time relative to the agenda. The more frequent use of straw polls could prevent lengthy discussions of issues that the conference doesn't want to handle at that time.

Allowing the conference participants to determine priorities as done at WSC'91 is an idea whose time has come. We support continuing and expanding this process. Ideas for future development could be included in the *Conference Agenda Report* for fellowship perusal.

The development of national/zonal service conferences ought to be in a general forum discussion at WSC'92. The evolution of a true World Service Conference will not be accomplished without a dialogue among those affected.

The inclusion of a report on our financial condition at the beginning of the conference was very well received and should be continued as a matter of procedure. Keeping the participants informed as a body helps to maintain the lines of communication.

### Specific Items

We suggest that Motion #1 from WSC'91 be resubmitted with the following changes:

*#1.a. The only motions to be presented during the old business session of the WSC annual meeting will be those motions from WSC committees, WSO Board of Directors (including motions pertaining to WCC), the World Service Board of Trustees, and motions identified in Part C below, which have been published in the Conference Agenda Report. Subsidiary motions (e.g., lay on the table and amendments attached to main motions) will also be in order. ~~Only motions from the aforementioned service bodies will be included in the Conference Agenda Report.~~*

*b. All other main motions will be introduced during the new business session of the WSC annual meeting. During the new business session, these motions will then be adopted, defeated, referred to a committee and/or board, or die if not addressed by the adjournment of the annual meeting. (Note: If a motion is defeated, it may be reintroduced during the new business session of the next annual meeting.)*

*c. If a region is not satisfied with the disposition of a motion it submitted which was committed to a committee and/or board (e.g., the committee does not plan to bring it back to the conference floor) then the region can offer a motion which is substantially the same as its original motion during the old business session of the next annual meeting. In these cases, the motions will be considered old business and will be published in the Conference Agenda Report. ~~All regional motions will be published to the January Conference Report, thus providing regions the opportunity to bring these motions before the fellowship.~~*

This will allow for fellowship access to the current *Conference Agenda Report* while also establishing a process to delineate "old" from "new" business. If the WSC Administrative Committee chooses not to resubmit this motion, we, as RSRs, intend to bring this before the conference.

We also explored adjustments to the schedule as a way to affect the introduction of "motions from hell." If conference participants are reasonably well-rested and clear-headed, perhaps these motions will lessen in number and increase in clarity.

One of the areas where we saw need to adjust the schedule centered on the elections process. Last year's elections were dismal and gave rise to a general feeling of displeasure with the way they were conducted. Our input is to set the election procedure "in stone"--that is, when nominations are closed, they remain closed. Posting a nominees list that can be inspected by conference participants will allow everyone the opportunity to see if the best qualified people have been nominated or not. There would be no need to reopen nominations to enter the name of someone who was "overlooked."

We suggest moving the nomination and election sessions. We spent a considerable amount of time discussing this. Using last year's schedule as a guide, we discovered that, with minor alterations in support staff operations as noted, we could have "Day 6" for new business. The support staff would be only minimally affected by the changes. Following is an example of how this proposed change could impact the conference:

Day 3: Evening session: Nomination session. Nominations closed at this time.

Day 4: First election session at 12:00 p.m. Second election session at 6:00 p.m.

Day 5: Third election session at 9:00 a.m. This would also be the deadline for any new business (motions from hell?). Evening session would be for board and committee meetings. *Support staff would need to have "cheat sheets" ready by the beginning of this session.*

Day 6: New business--all day! Committee and board reports for two to two-and-a-half hours. All other new business items.

The members of our working group would also propose the elimination of the Unity Breakfast. Last year's attendance was less than impressive, and the costs exceeded income. Possibly, timely reminders of the principles of tolerance, patience, goodwill, and unity of purpose would serve us well as we work together.

*Bob Jordan, RSR, Wisconsin Region*

## REGIONAL ISSUES

The 1990-91 WSC Administrative Committee made a decision to publish regional issues for discussion at the annual meeting in the January *Conference Report*. In keeping with this decision, this section has been reserved for regional issues submitted for discussion at the WSC'92 meeting.

### **NEW JERSEY REGIONAL SERVICE CONFERENCE P.O. BOX 7386, ATLANTIC CITY, NJ 08404 USA**

The New Jersey Region is presenting one issue we would like to have addressed at a panel session at the 1992 World Service Conference. This issue covers four of our submitted motions this year. Just as you can see a diversity of opinions within our motions, these same conflicts exist within the New Jersey service structure and have been ongoing within the World Service Conference for many years. We are at a point where we feel this issue should be resolved one way or another, and some of us may need to surrender. Spending any more time and energy on this issue after the 1992 conference will only prove to be counterproductive and will continue to diminish our efforts in carrying the NA message worldwide.

**Issue:** *Who should be the voting participants at the World Service Conference?*

Debate over voting participation at the WSC has gone on for many years. This issue has not died because many feel that, as the conference matures, RSRs, directed by the fellowship, should become the only voting participants. Others feel that the status of voting participation should remain the same. Still others feel that directors, committee members, and special workers or some combination thereof should vote as well. Is our fellowship democratic? With only RSRs voting, would we insure our groups a truly equal representation? Some feel that the only true way to represent our groups' conscience would be by a group tally on all motions presented at the WSC. Others feel this is important, but should only apply to the approval of literature or proposed changes to NA's Twelve Steps, Twelve Traditions, name, nature, or purpose. Our newly proposed Seventh Concept indicates that all members of a service body should fully participate in its decision-making processes. This concept, if implemented, would be a complete turn around in thinking for some of us. But is having a vote what's really important, or is it more important to insure that members' voices are heard? Some feel that without all members having a vote, those members only having a voice cannot be held accountable to those they serve for the decisions made. The WSC Administrative Committee has been changing the format of the WSC over the past couple of years trying to change the focus of the conference away from motions, voting, and the confusing array of parliamentary procedures that goes along with them. Trying to establish issue discussions that affect the NA Fellowship as a whole as our primary focus has been a difficult growing experience for us all.

Would it be possible for us to remove ourselves from the voting process altogether except for the approval of literature? Would serving within a structure that reaches a consensus only through thorough discussion be considered the responsible format for full participation in decision making? Would it really matter anymore in such a service structure *who* the voting participants were? We in the New Jersey Region feel the time has come for the issue, "Who should have a vote at the WSC?" to be put to rest. Could it be accomplished by merely a change in format, or does a total change in the structure and purpose of the WSC and a redefinition of the conference participants need to be made?

The New Jersey Region has had many concerns over the past years with who the voting participants at the World Service Conference should be. We believe that, because of our continuing growth, our current process is not effective anymore. We are asking the conference these questions: Does our current voting policy fit in with our beliefs? Does it provide means by which the many voices and concerns of our worldwide membership are represented fairly within the decision-making process?

*Jon Thompson, RSR*