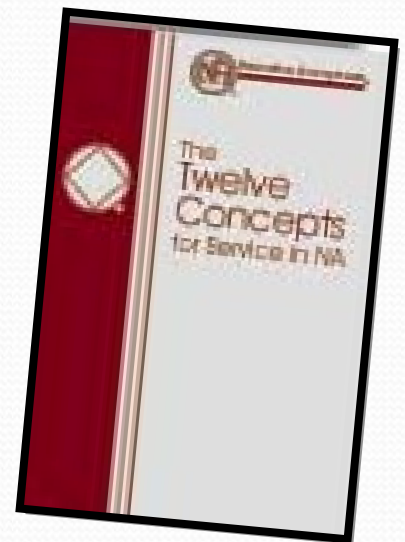




12 Concepts for Service in NA WORKSHOP



AGENDA for Today:

- SECTION 1: History and Development:
“How we came to need these Concepts”
- SECTION 2: Overview and Practical Application:
 - Concepts 1 -3 : “Relationship of Groups to the NA Structure”
 - Concepts 4–12: “How to make the Relationship work”
- SECTION 3: Discussion Models for application of the 12 Concepts in a new service “system”

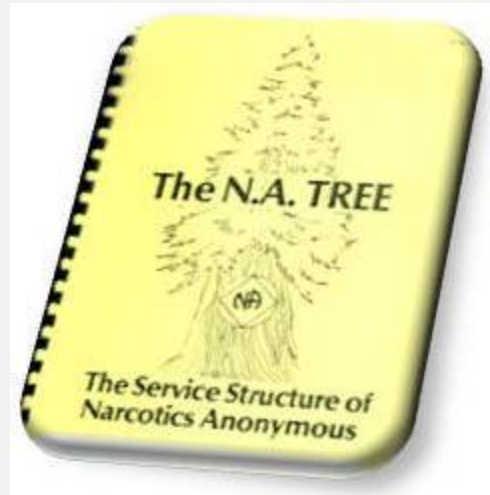


SECTION 1:

History and Development



History



"The Twelve Concepts for NA Service were modeled on AA's Twelve Concepts for World Service, published by Alcoholics Anonymous World Services, Inc, and have evolved specific to the needs of Narcotics Anonymous."

- AA's Concepts were not written until the 1960's
- NA had no formal structure until the late 1970's

History

- 1982 - The Conference directed an Administrative Committee to “Investigate the AA Service Structure”
- 1983 – The Conference adopted “TWGSS” – The only approved NA Service Manual *(until 1996)* WSC Policy Committee directed to *“rewrite the service structure”*
- 1984 -WSC Policy Committee Impasse; unable to continue work. WSC “Select” Committee was formed. Started with AA’s Concepts and quickly moved away from them



History

- (1985 - 87) Difficulties with essays on Group Conscience and Roles of Trusted Servants
- September 1987 Fellowship Report – First frank discussion of adopting “Principles” for Service
- 1988 WSC – “Select” changed to Ad-Hoc on NA Service”
- March 1989 – First Draft of “12 Principles” was released. WSC Chairs Report – “systemic dysfunction” *“A structure divided; How & Why”*



History

- September 1989 – First Review Draft of *“12 Concepts for NA Service”* was released. *Substantial change in principle of participation regarding the role of Special Workers*
- 1990 - 1992 Extensive Workshops
- WSC 1990 – “Hitting Bottom”
- June 1990 – C&P Region \$20,800 seized
- January 1991 - WSO v Moorhead
- January 1991 –Eighth Concept drafted.

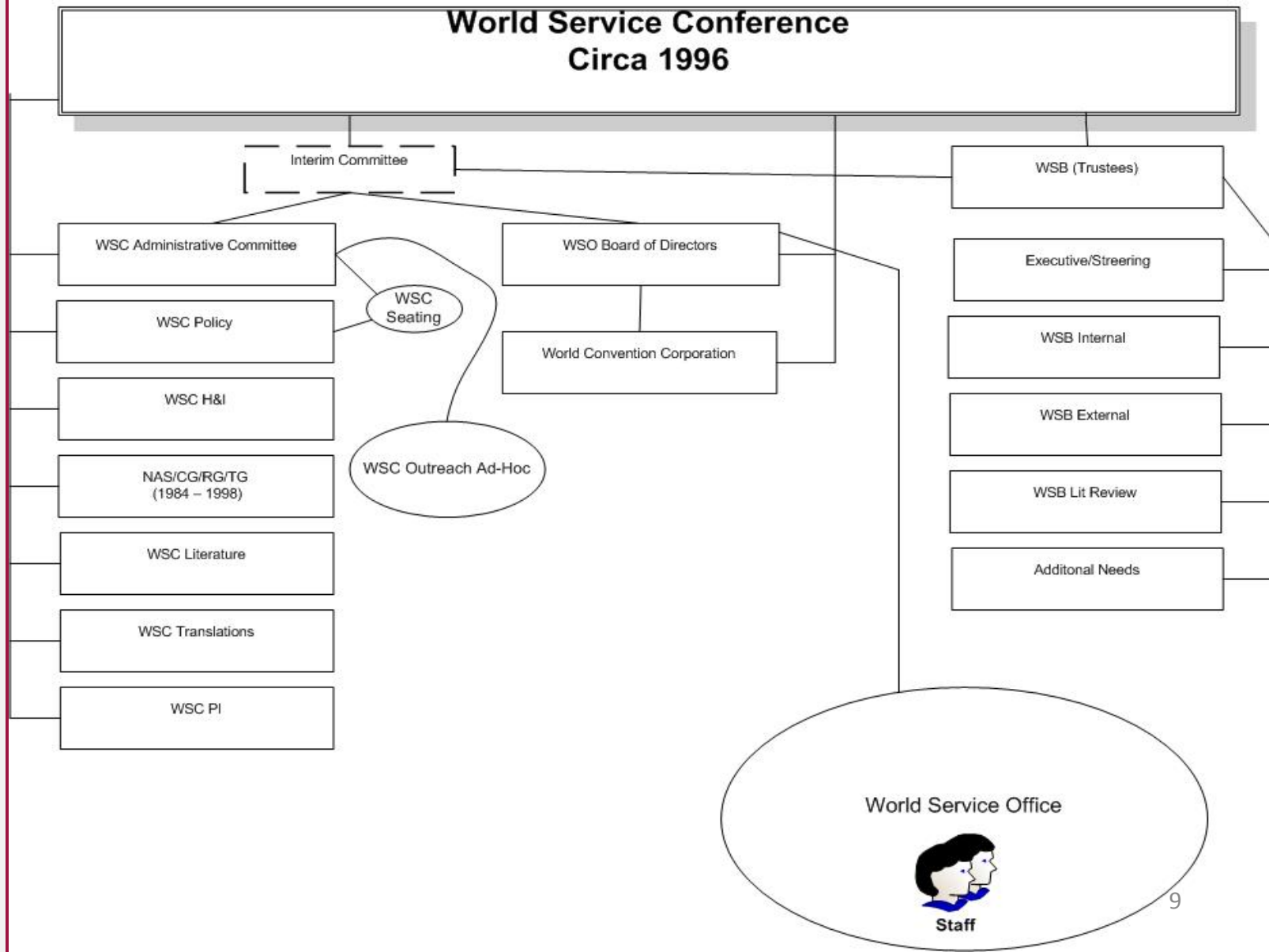


History

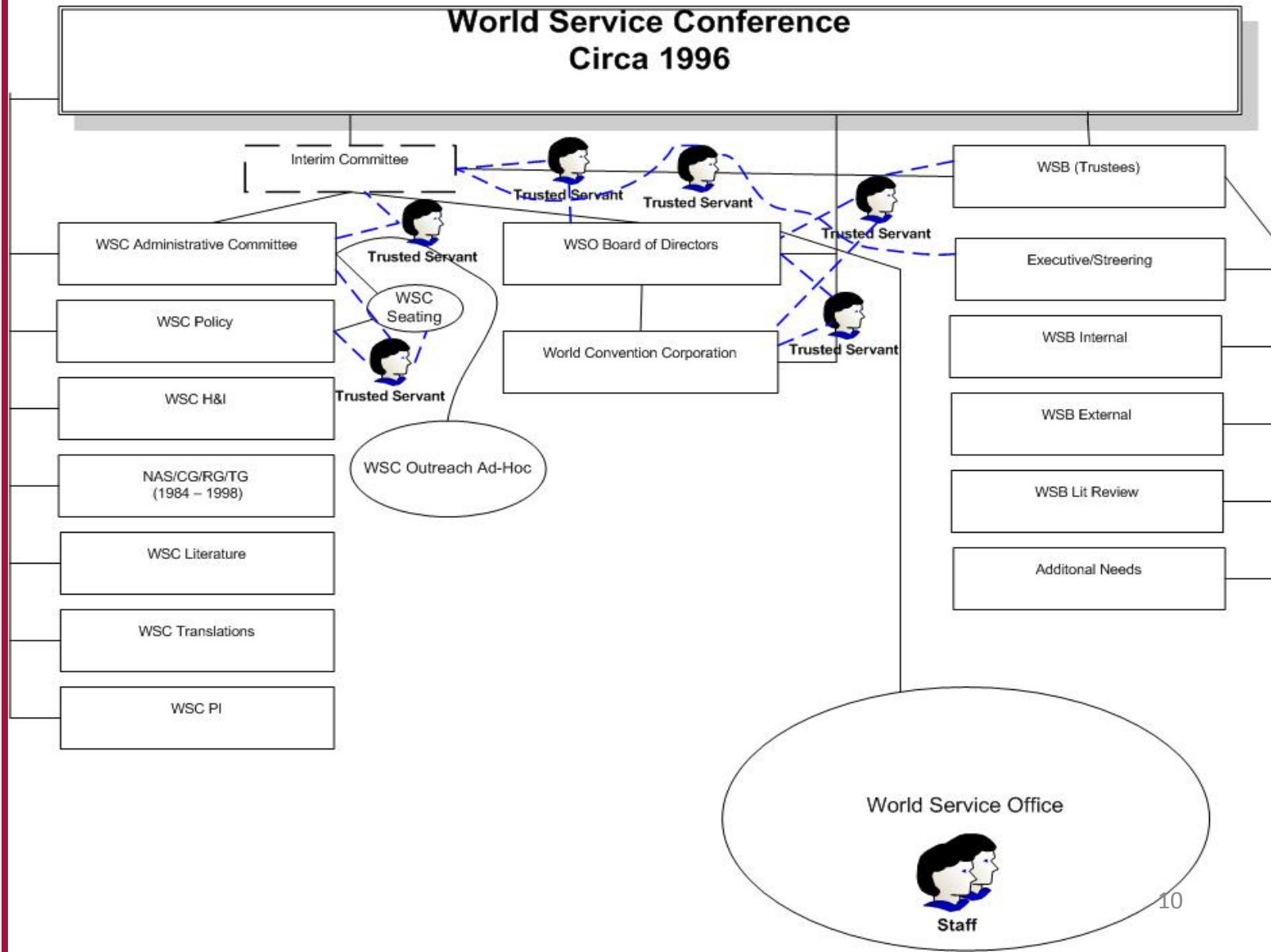
- WSC 1991 – “The World Service Office Board of Directors is entrusted with the responsibility for protecting the fellowship's physical and intellectual properties, including the Basic Text, and at the board of director's discretion, shall take legal action to protect those rights against any and all persons who choose to infringe upon this literature trust.”
- WSC 1992 Dallas – *Twelve Concepts for NA Service* were approved
- WSC 1996 - Any WSC proposal or action to change NA's Twelve Steps, Twelve Traditions, and Twelve Concepts for NA Service, name, nature, or purpose should be approved directly by the groups through a group tally process



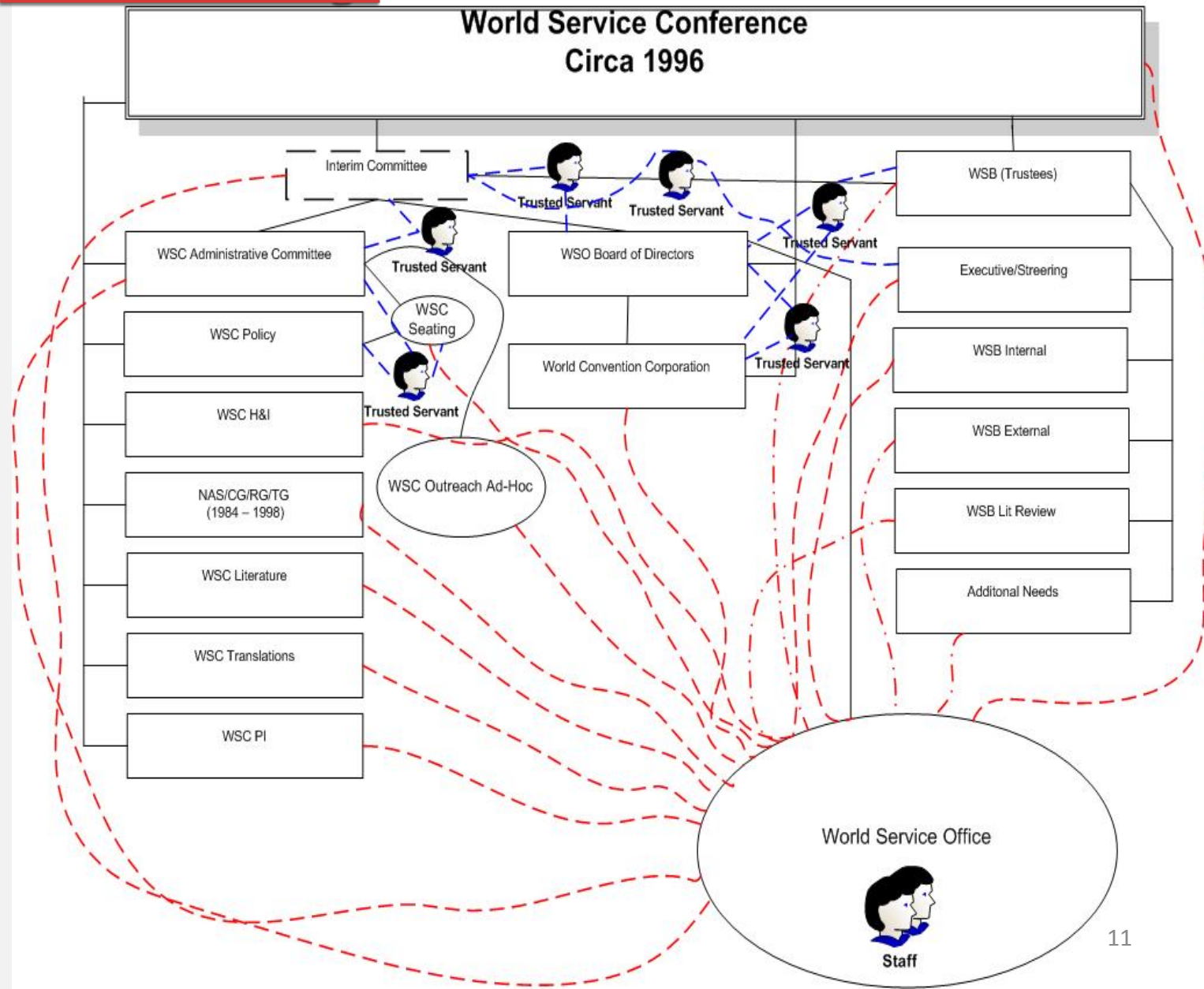
History



History



History



SECTION 2:

Overview and Practical Application



Concepts 1, 2, and 3

- The first Three Concepts Define the partnership the NA Groups have formed with the NA Service Structure to carry the message



Concept 1:

➤ *“To Fulfill our fellowship’s primary purpose, the NA Groups have joined together to create a structure which develops, coordinates and maintains services on behalf of NA as a whole”*

- NA Service is a Team effort!
- Groups cannot keep their primary purpose and micro-manage NA services.
- What about committees not tied to the structure the groups have created?



Concept 2:

- *“The final responsibility and authority for NA Services rests with the NA Groups”*
 - Responsibilities of the group – GSR, Conscience, Direction, \$
 - “Final” authority should be rarely exercised and only after careful deliberation
 - Examples of final Authority:
 - FIPT – Changes to Literature
 - Steps, Traditions, & Concepts - direct group polling
- Groups currently have very little practical authority – “power of the purse” rests with RSC’s – We can change this through application of the 11th Concept!



Concept 3:

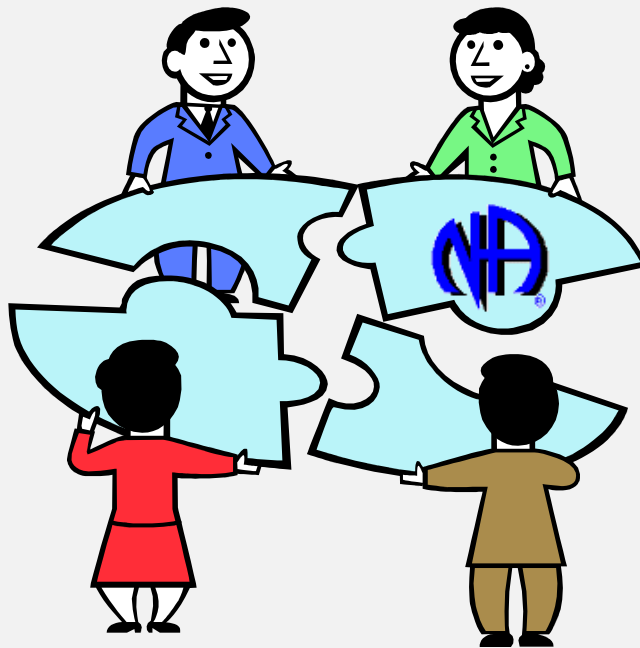
➤ *“The NA Groups Delegate to the Service Structure the authority necessary to fulfill the responsibilities assigned to it”*

- There's that nasty “D” Word - underpinning of Concepts, GTLS, and our structure
- What happened to the “ASR” and “RSR”?
- Why not the “Group Delegate”?
- NA is too big for a strictly representative democracy
- Concepts Four and Eight are the primary tenets here



Concepts 4 - 12

Concepts 4 through 12 define the tenets that make the partnership work . . .



Concept 4:

- *“Effective Leadership is highly valued in Narcotics Anonymous. Leadership qualities should be carefully considered when selecting Trusted Servants”*
- Misunderstanding of Tradition 2, we do have Leaders.
- Qualities that exemplify Leadership:
 - *Humility*
 - *Integrity*



Concept 4:

- How do we identify and cultivate potential leaders?
 - Matching “talent to task”
 - There’s a place for everyone to do service in NA. However everyone should not serve in a given position
- “Rotation and Continuity”
- Tied directly to Eighth Concept – Integrity and effectiveness of communications.

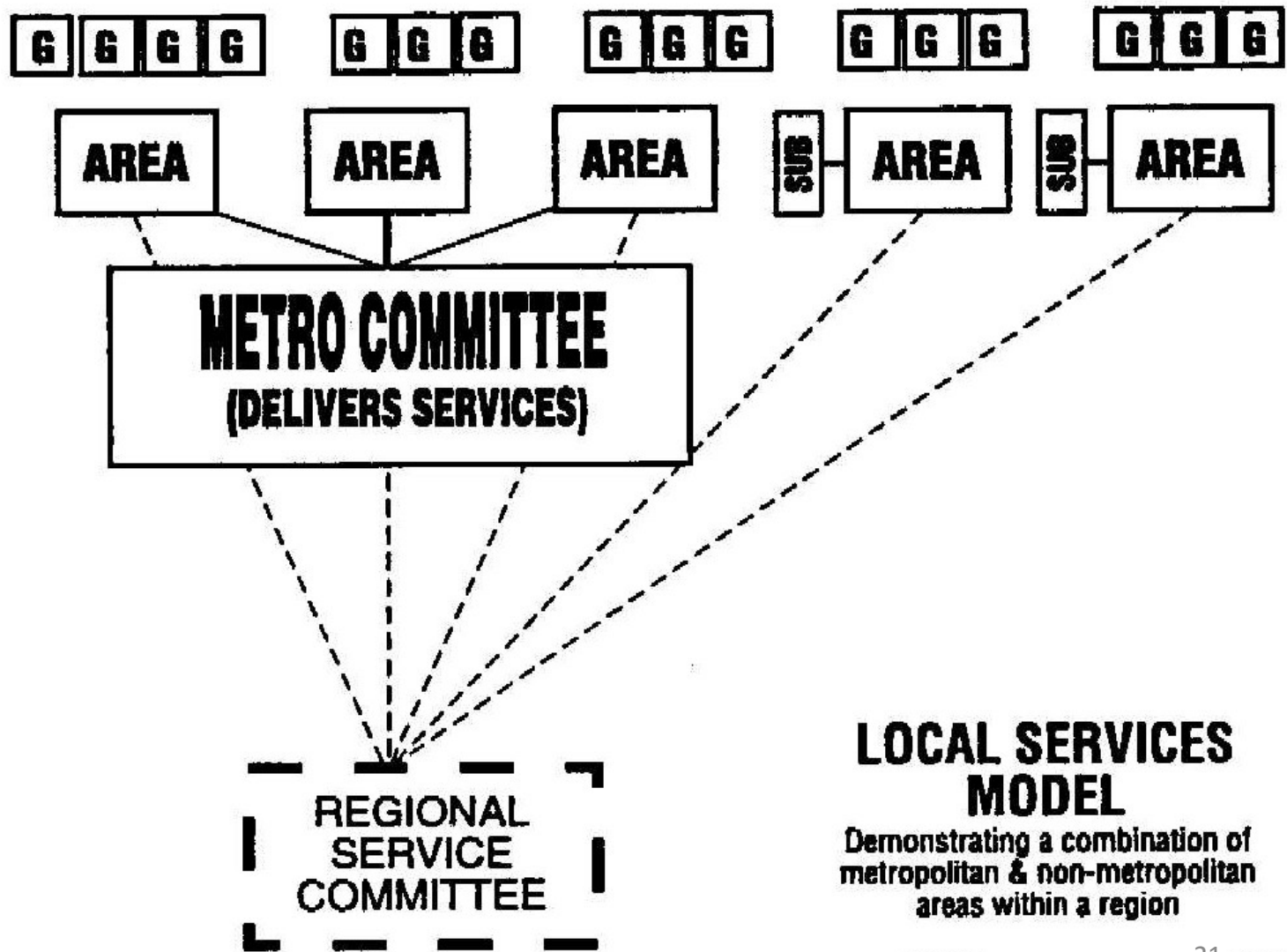


Concept 5:

- *“For each responsibility assigned to the service structure, a single point of decision and accountability should be clearly defined”*
 - Our service boards and committees should never be in competition with one another
 - The single point can be a person or a committee
 - How well do we practice accountability with each other?
 - Why US “Metros” aren’t working well – and why Iran’s are

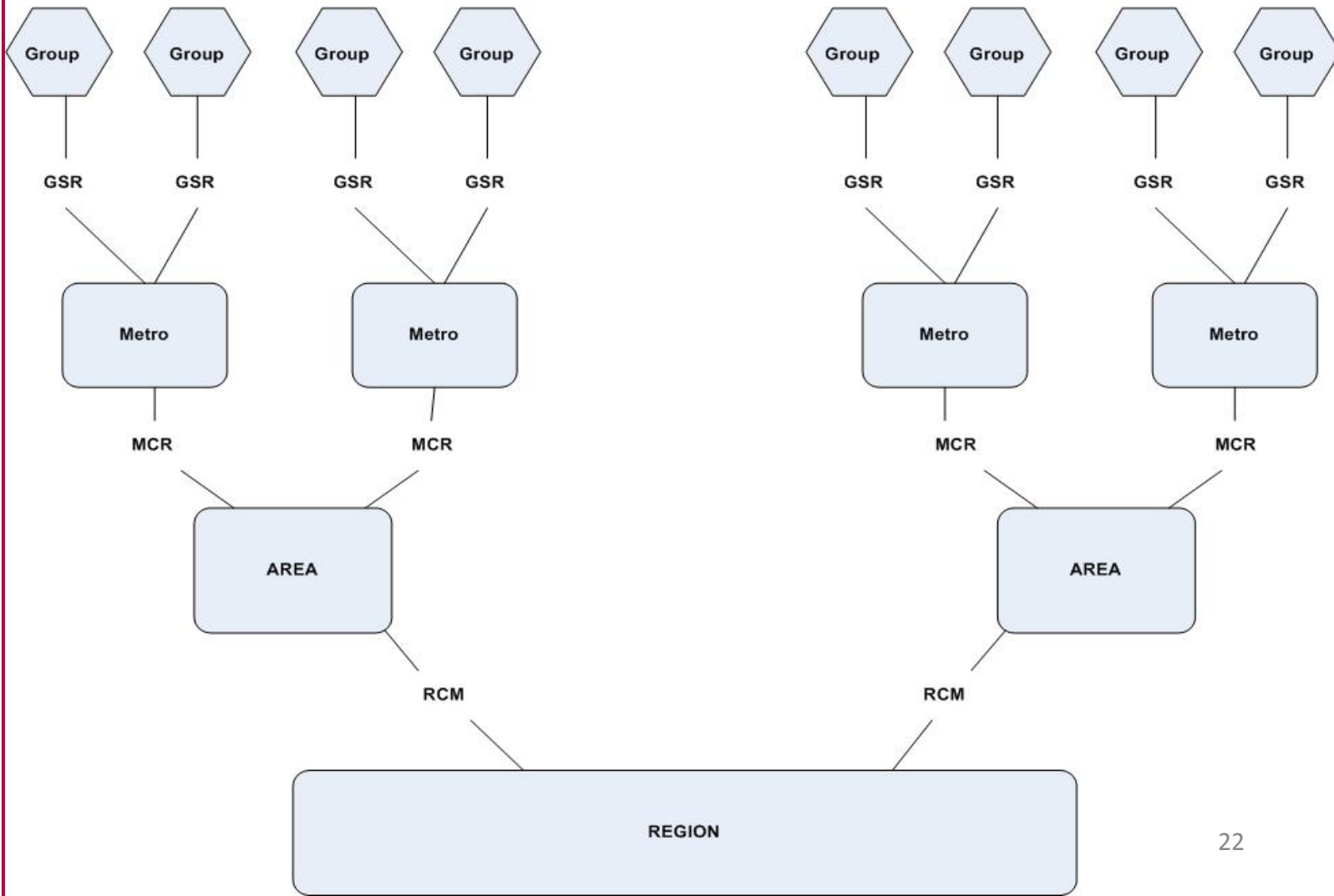


GTLS Metro Model



Iran Metro Model

IRAN SERVICE STRUCTURE



Concepts 6 & 7:

**Group Conscience as expressed
in our Service Structure**

**Reminder: Please don't
shoot the messenger!**



Concept 6:

- *“Group conscience is the spiritual means by which we invite a loving God to influence our decisions”*

... It is not in itself a decision-making process!

- *A Group decision is not the same as a Group Conscience; but may reflect the Group's Conscience*
- *Confronting the Apocryphal mythology of Group Conscience in NA's early days*



Concept 7:

- *“All members of a service body bear substantial responsibility for that body’s decisions and should be allowed to fully participate in it’s decision-making processes”*
- Anonymity and Equality; No big “I’s” and little “U’s”
- Being able to speak is not the same as participating in the decision.
- Bill W ‘s own writings – Far more progressive in 1960’s than we are today!



Concept 8:

- *“Our service structure depends on the integrity and effectiveness of our communications”*
 - Developed January 1991.
 - First Workshop was held in Sacramento, Ca.
 - WSO vs. Moorhead.
 - Ties to Concept 4 - effective Leaders are good communicators.
 - Pitfalls of electronic communications – Spirituality is not binary.
 - Communications are a challenge in our system. A culture of planning could help



Quantity Does Not Equal Quality

THE NA Way[®] THE INTERNATIONAL JOURNAL OF NARCOTICS ANONYMOUS MAGAZINE

APRIL 2001
VOLUME EIGHTEEN
NUMBER TWO

Recovery: Our journey continues

"We were trapped in a spiral of obsession and compulsion that went only in one direction: downward."

"In recovery, our journey down that spiral path has been cut short. But what is it that has turned us around, drawing us back upward into the open spaces of the wide, free world?"

The love of the fellowship has done this."
Just for Today, page 4

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NAWS NEWS

AUSGABE 3
MÄRZ 2001

NA WORLD SERVICE NEWS
PO BOX 9999, VAN NUYS, CA 91409

NUMMER 3
WORLD_BOARD@NA.ORG

EUER WORLD BOARD BEGRÜSST EUCH

Vom 11.-13. Januar 2001 fand unser drittes Meeting seit der WSC 2000 statt. Um das World Board aufeinander einzustimmen, begannen wir unsere Zusammenkunft wie gewöhnlich mit einer Aktionsgruppe. Mittelpunkt dieser Gruppenprozess-Übung war dieses Mal das einzelne Mitglied des Ausschusses, wobei jedes den eigenen Beitrag zum World Board einschätzen sollte.

Zwei Drittel unseres Meetings waren auch dieses Mal wieder den neuen Komitees gewidmet. Diese Ausgabe ist eine kurze Zusammenfassung der Arbeitsfortschritte des Ausschusses. Ausführlichere Informationen dazu erhalten Sie nach unserem April-Meeting in der Maiausgabe des *Conference Report* und in den *NAWS News*.

AKTUELLES ZUM PROJEKT DATENBANK

In der letzten Ausgabe berichteten wir, dass ein globales Mailing an jede registrierte NA-Gruppe und an alle betrauten Diener der Gebiete und Regionen in Vorbereitung ist. Wir arbeiten noch immer an dem Datenbank-Feature, mit dem die Informationen online aktualisiert werden können, welche bei den Weltdiensten über die Meetings der registrierten NA-Gruppen und die betrauten Diener der Gebiete und Regionen gespeichert sind. Es tut uns leid berichten zu müssen, dass es deshalb weitere Verzögerungen bei diesem Mailing gegeben hat. Wir verschicken die Änderungsbestätigungen für die Gruppen- und Meetingsinformationen wieder per Post. Ein Feature, das funktioniert, ist der neue Veranstaltungskalender auf unserer Homepage. Wir hoffen, dieser Kalender wird stärker genutzt, wenn mehr Mitglieder und Komitees von seiner Existenz wissen.

WSC DISKUSSIONSTHEMEN

Als Hilfestellung zu dem beiden Themen, welche auf der WSC 2000 zur Diskussion in der Gemeinschaft ausgewählt wurden, erhalten Sie mit dieser Ausgabe entsprechende Beilagen. Die beiden Themen lauten: „Wie können wir unserer Gemeinschaft weiterhin Dienste anbieten und gleichzeitig unsere Abhängigkeit von Mitteln aus Veranstaltungen und Konventionen verringern?“ und „Wie können wir eine Brücke bauen, die für uns im Bereich

des Dienstes eine dauerhafte Verbindung zu den Mitgliedern in den Gruppen schafft?“ Zu jedem der beiden Themen haben wir ein *WB News Flash* beigelegt. Wir stehen der Gemeinschaft weiterhin nach besten Kräften zur Verfügung, wenn ihr dazu Führung und Unterstützung braucht. Wir hoffen, diese einfachen, kurzen Beilagen werden die gemeinschaftsweite Diskussion anregen und im Ergebnis etwas Neues schaffen.

NOCH EIN AUFRUF— WIR BRAUCHEN ARTIKEL FÜR'S NA WAY

Ihr seid das NA Way! Lest hierzu die Beilage *WB News Flash*. Darauf stehen auch die *NA Way*-Themen für das nächste Jahr. Einsendeschluss für die Oktoberausgabe ist der 1. Juli 2001. Ihr könnt uns helfen!

EINIGKEITSTAG 2001 UND WORLD SERVICE MEETING

Es finden bereits Planungen für die Feier des Einigkeitstages statt, der am 1. September 2001 in Vienna, Virginia, in der Nähe von Washington, D.C. stattfindet. Wie auch schon in den vergangenen Jahren, wird das World Services Meeting (31.Aug.-2.Sept.), mit der Veranstaltung anlässlich des Weltinigkeitstages zusammenfallen (auf der WSC 2000 genehmigt). World Service-meetings bieten dem World Board die Möglichkeit, sich persönlich mit den Regionsdelegierten über die laufende Arbeit auszutauschen.

NEUIGKEITEN ZU DEN WELTWEITEN WORKSHOPS

Wir freuen uns ankündigen zu können, dass das erste weltweite Workshop vom 29. Juni bis 1. Juli 2001 in Burnaby, gleich in der Nähe von Vancouver in British Columbia, stattfinden wird. Wir schließen uns mit der Region British Columbia zusammen und veranstalten ein multiregionales Learningday-Wochenende. Die Region bereitet es bereits seit Monaten vor, um es soll das erste weltweite Workshop der Weltdienste werden.

Das Budget sieht vier bis sechs dieser Workshops vor. Wir haben uns nun dazu entschlossen, fünf Veranstaltungen dieser Art durchzuführen. Unser vorläufiger Zeit-

Concept 9:

- *“All elements of our service structure have the responsibility to carefully consider all viewpoints in their decision-making processes”*
 - “3 Pros and 3 Cons” may not be the best way to hear all viewpoints
 - CBDM
 - Strive for Inclusion in process
 - Watch for “mob mentality”
 - Patience with the “squeaky wheel”



Concept 10:

- *‘Any member of a service body can petition that body for the redress of a personal grievance, without fear of reprisal’*
 - “Petition” is not an automatic guarantee of right to redress.
 - Petition is a process and the process should be clearly defined.
 - Whose eligible to petition?
 - How many petitions can we avoid if we practice Concepts 8 and 9?

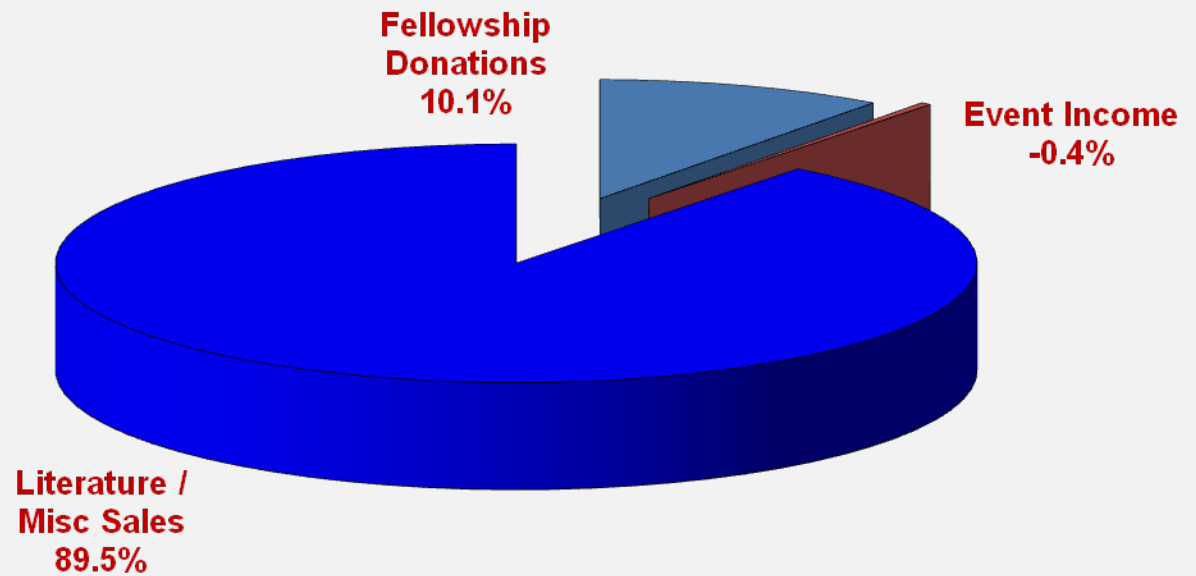


Concept 11:

- *“NA funds are to be used to further our Primary Purpose, and must be managed responsibly”*
 - Direct Contributions.
 - “Self Support” IP.
 - Why we shouldn’t “earmark” funds.
 - Groups or RSCs – Who’s really running the show?



NAWS CONTRIBUTIONS



**NAWS Annual Report July 1, 2008 –
June 30, 2009**

Funding NA Services

NAWS ANNUAL REPORT

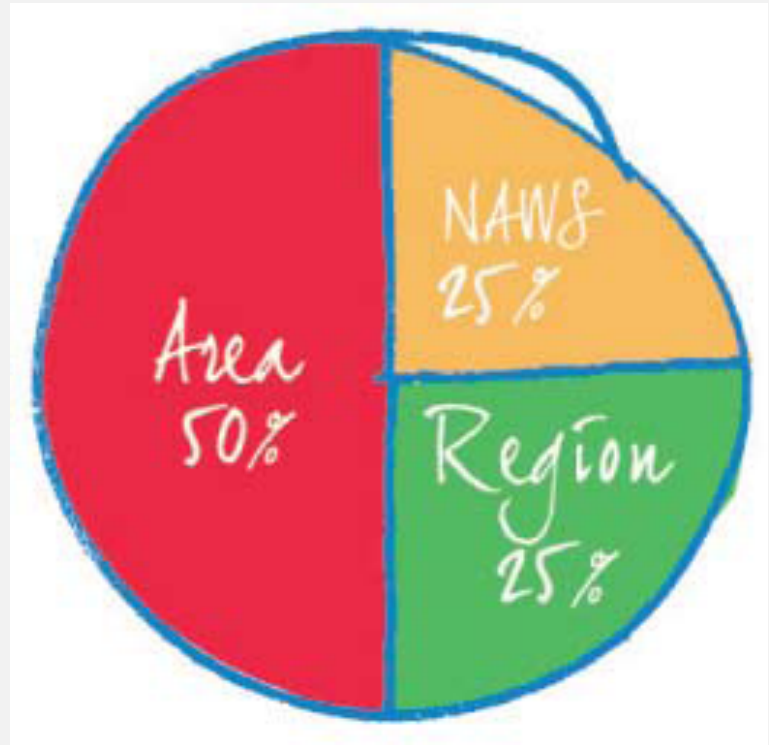
July 1 2008 – June 30, 2009

Group Contributions:

SF "F*no	\$102
Orland Mustard Seed	\$183.90
Together We Can (Fairfield)	\$98
Willow Glenn (GSJ)	\$1,301.45

Area Contributions:

Contra Costa ASC	\$2,809.91
Greater San Jose ASC	\$7,771.08
San Francisco ASC	\$,1500



Concept 12:

- *“In keeping with the spiritual nature of Narcotics Anonymous, our structure should always be one of service, never of government”*
- Function over form – How did a bunch of non-conformists become so rigid?
- What about “Policy” Committees?
- Why do we have a hard time attracting and retaining people in service?
- IDTs – *Our Service System & Atmosphere of Recovery.*



NAWS Today

WSC 1993:

- Ad-Hoc on NAS final report : *“A Guide to Service in Narcotics Anonymous”*
- “That the World Service Conference engage in an inventory process”

WSC 1996:

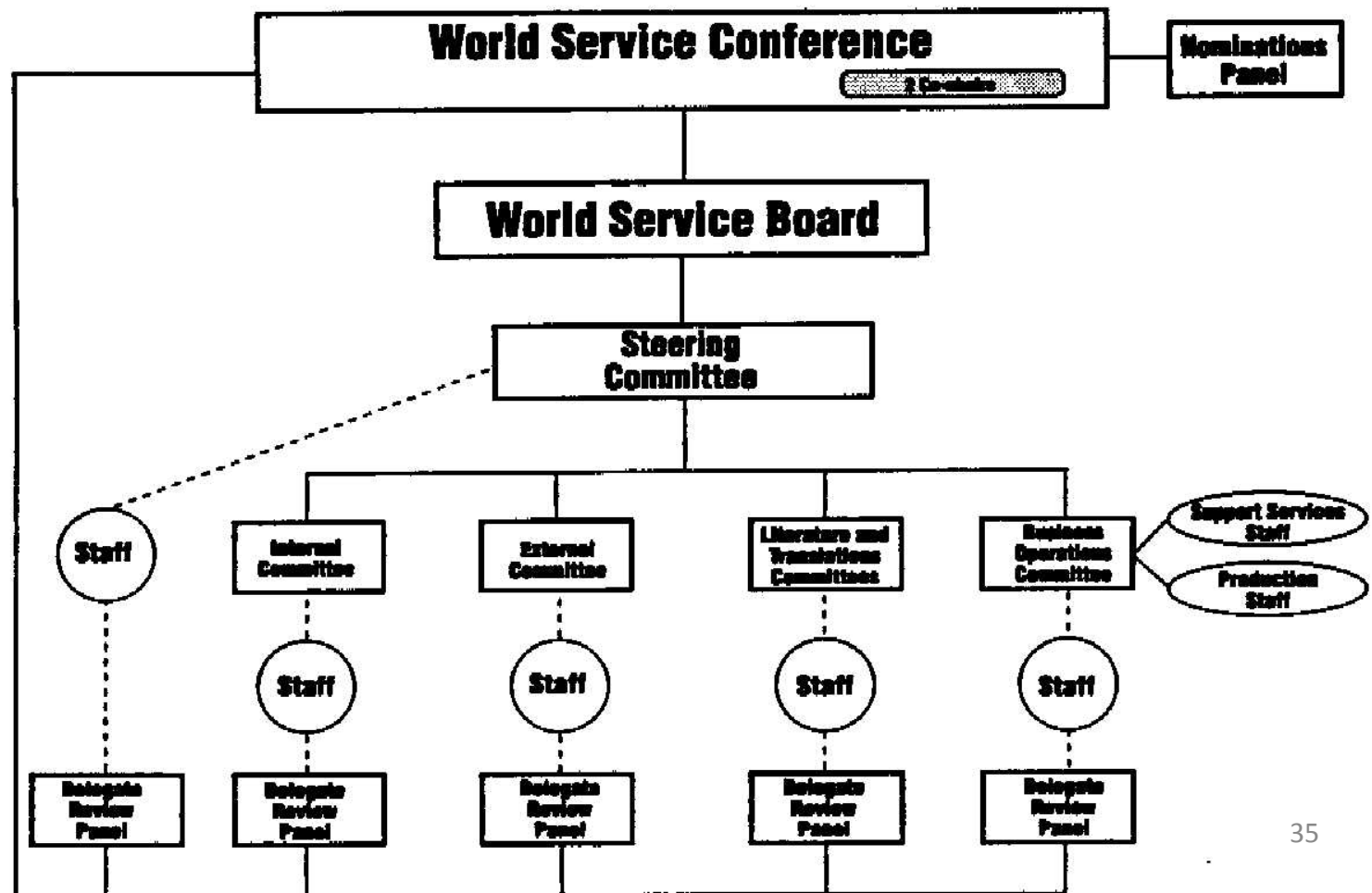
- “To approve in principle the adoption of a World Board, replacing the current World Service Board of Trustees, WSO Board of Directors, WCC Board of Directors and the WSC Administrative Committee...



World Board – GTS 1993

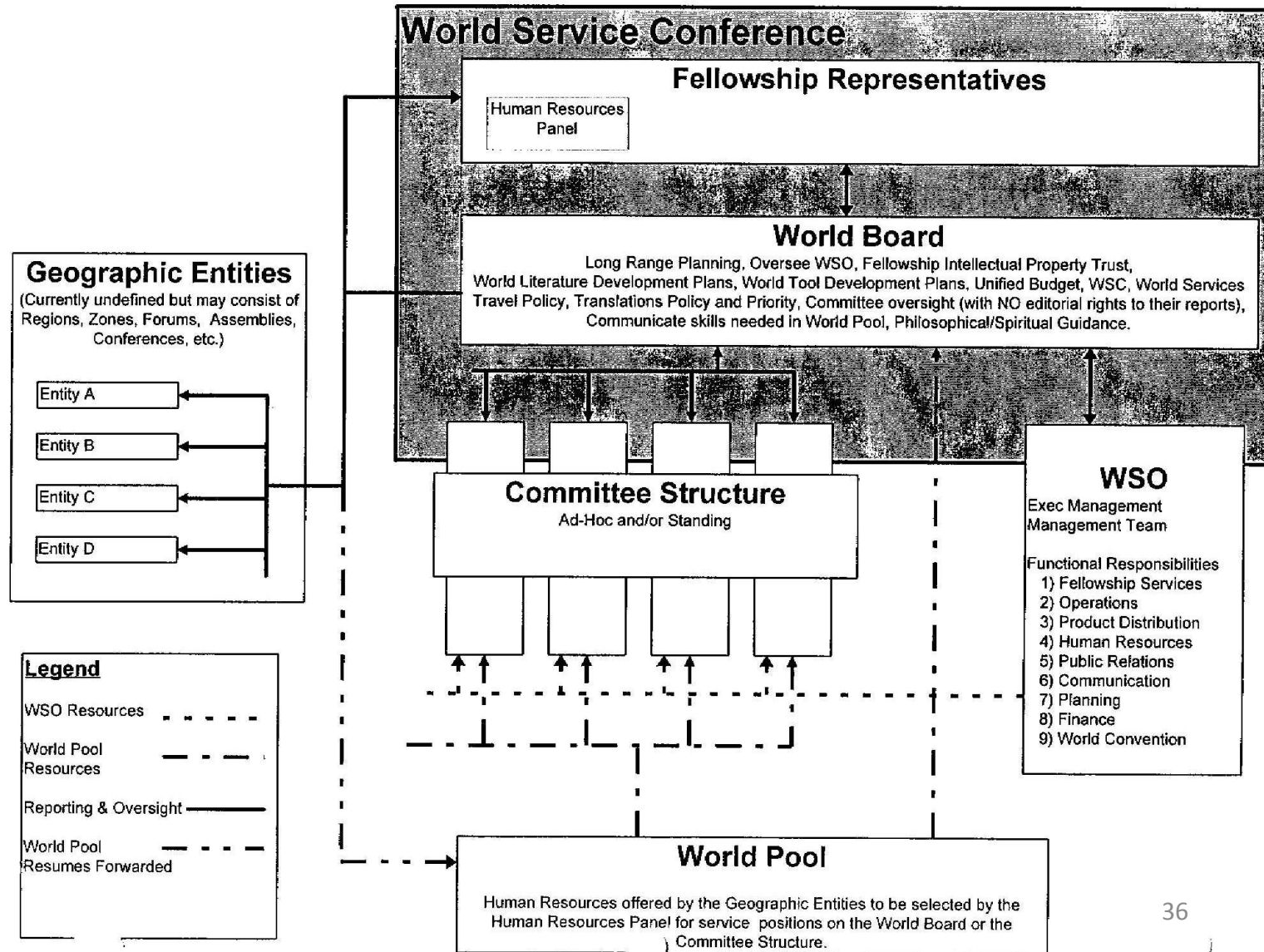
World Services

A structural overview

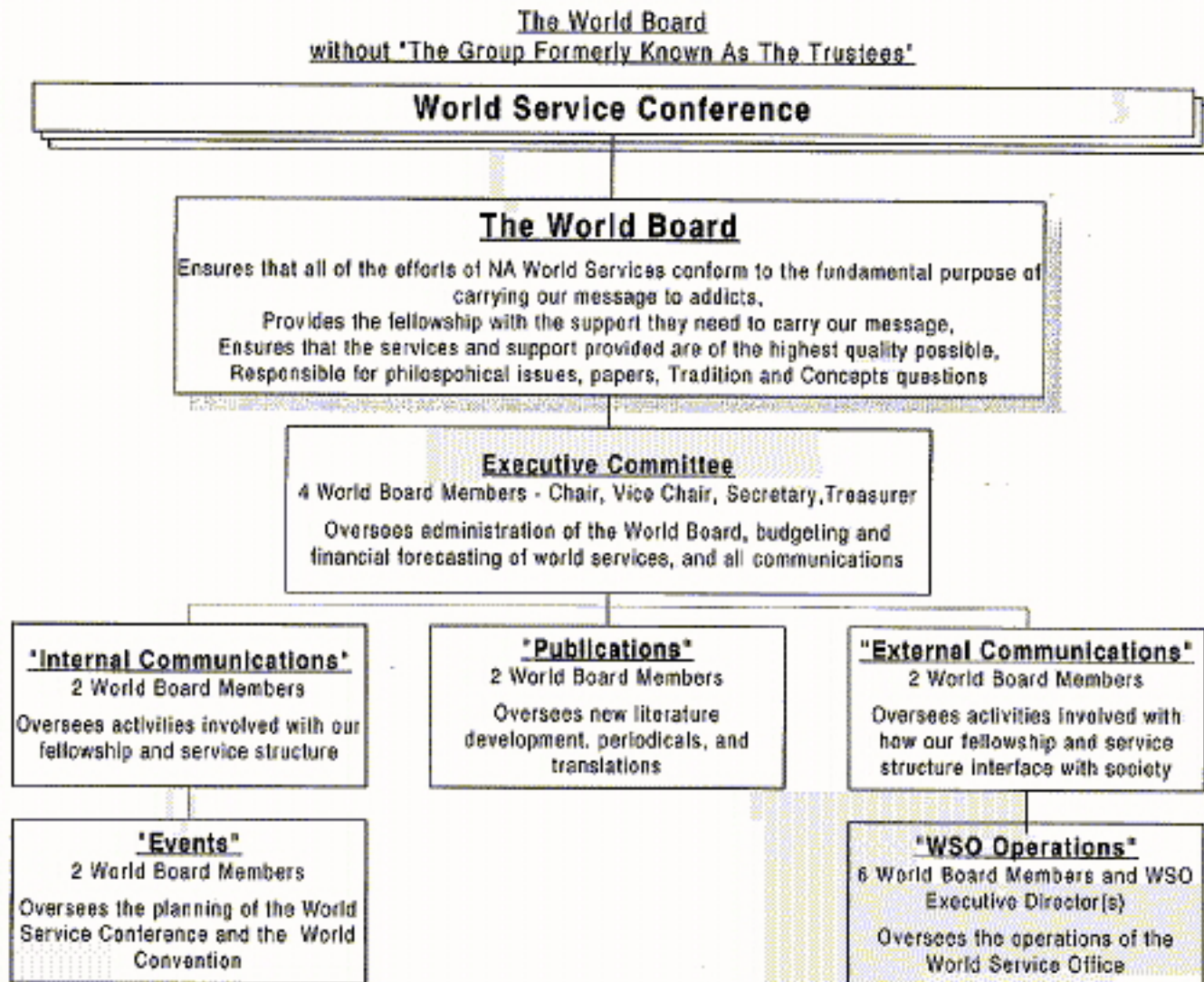


RG Model WSC '96

Resolution Group Report



TG Model 1997

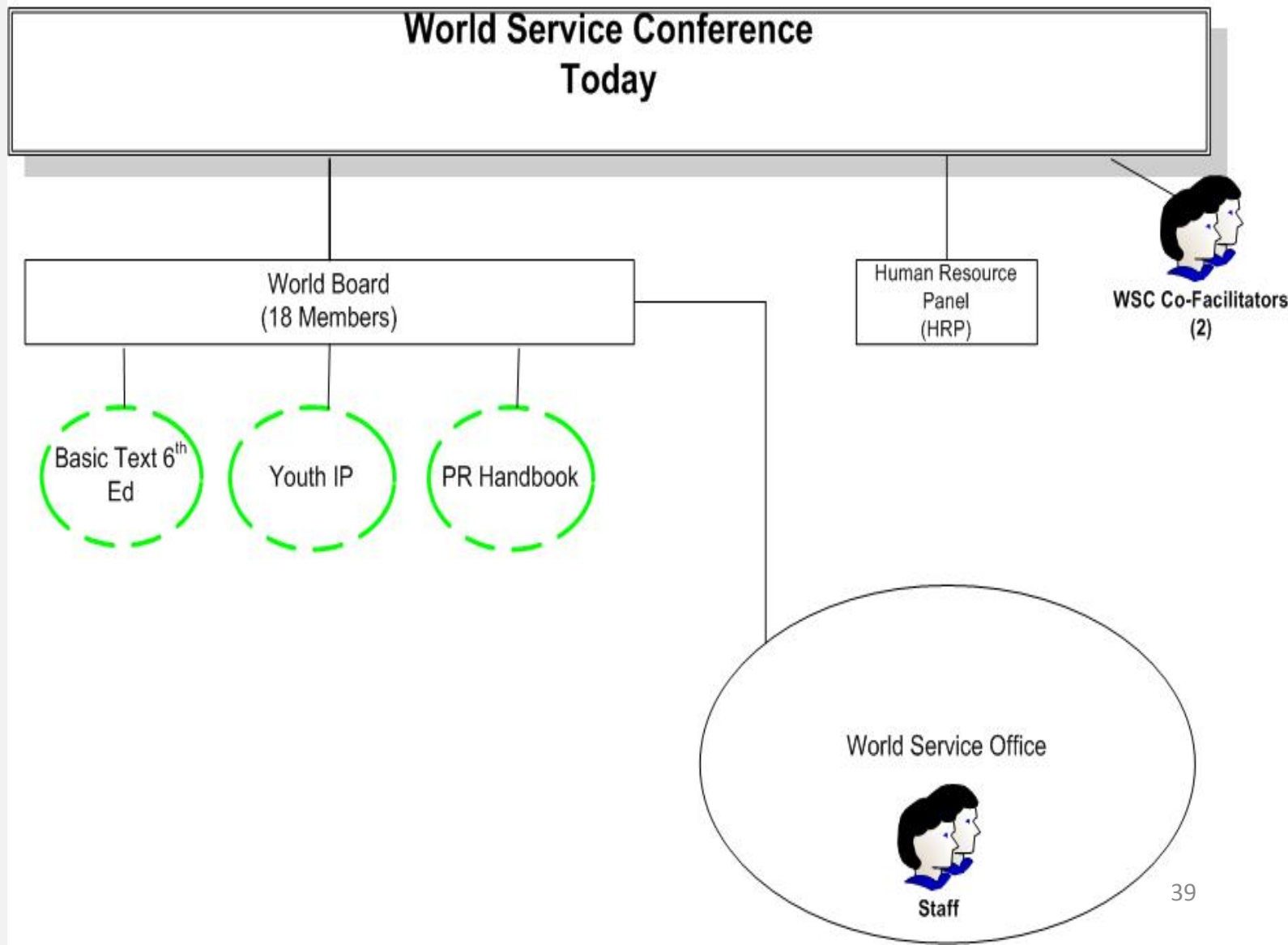


NAWS Today

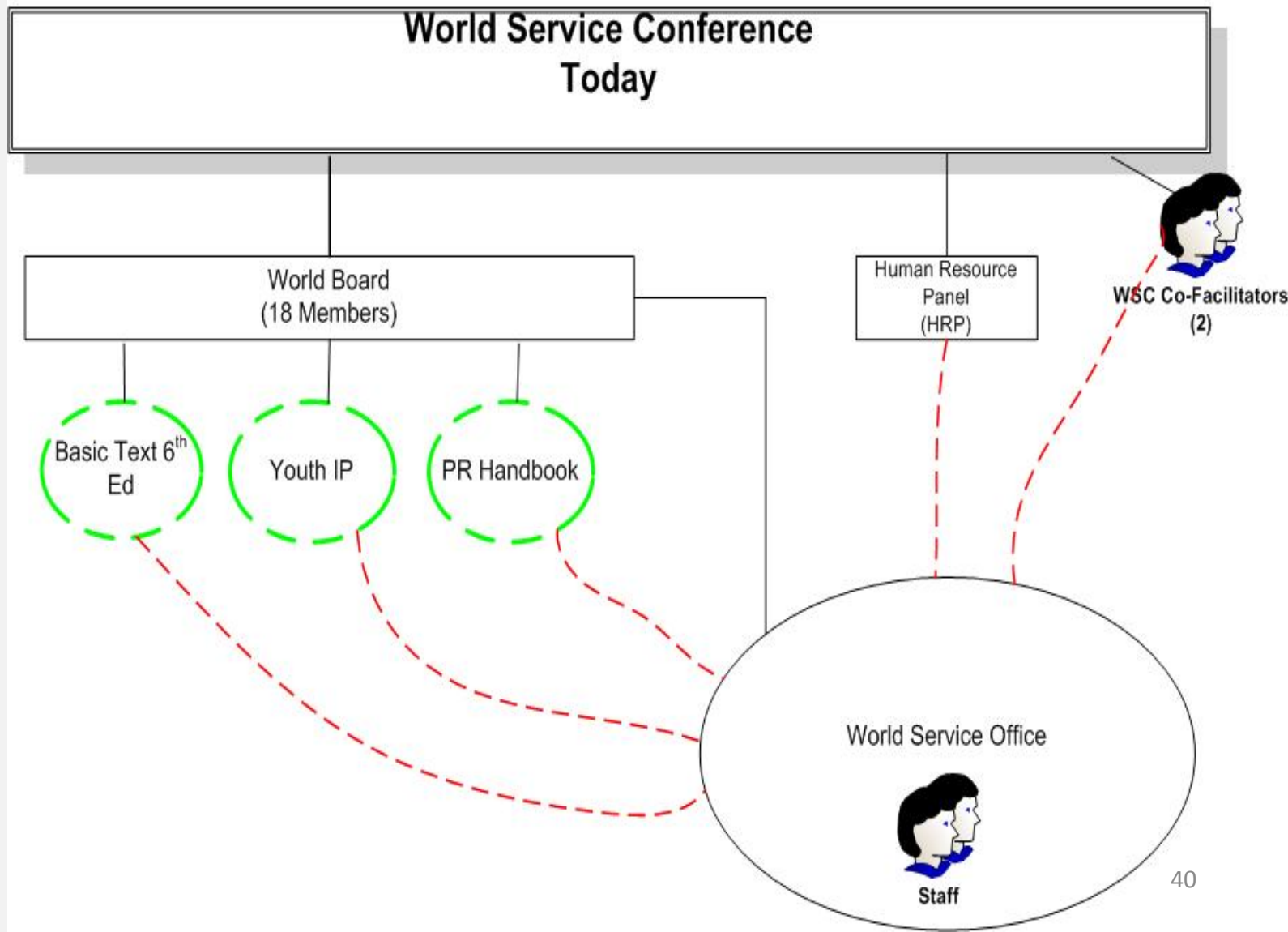
- **WSC 1998 – Elections to new world Board, Human Resource Panel and Conference Co-Facilitators**



NAWS Today



NAWS Today



SECTION 3:

Discussion Models for application In a new Service “System”



Project Background

- **NAWS restructured in the late 90s, but we haven't holistically examined local services – until now**
- **Current structure designed before the Twelve Concepts were published in 1992**
- **Our hope is for a system that more closely embodies the principles of the Twelve Concepts**



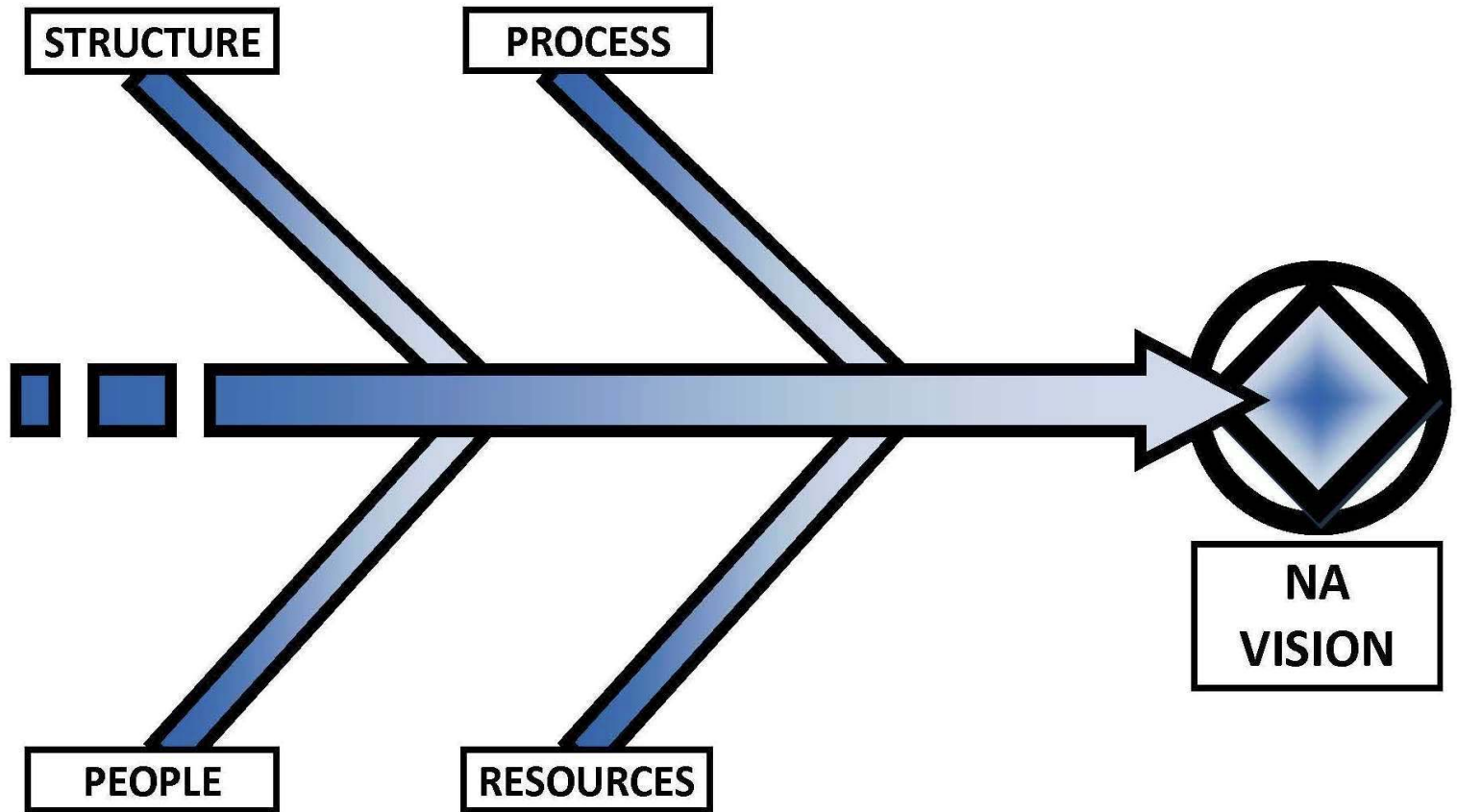
Project Background

Commonly experienced, ongoing challenges in NA service:

- **Ineffective communication**
- **Insufficient resources**
- **Frustrated trusted servants**
- **Poor atmosphere of recovery in service meetings**



Elements of an Effective System



A Healthy System Looks Like:

- Unified, we work together in an atmosphere of recovery, with a spirit of cooperation, to achieve a common vision
- All of our efforts are inspired by our primary purpose and our core spiritual principles
- We move from a system of “limitations” to a system of opportunity
- The system is flexible, allowing for varying conditions around the world, and so it allows for diverse means to work toward our common goals.



A Healthy System Looks Like:

- We have a culture of planning and creativity within all elements of the service system.
- Each element of the service system has the resources it needs to fulfill its purpose
- All parts of the service system understand their roles and responsibilities *and value, and are empowered to contribute (time, talent, treasure)*
- The system engages and empowers individual members; NA members are attracted to service work and stay involved. Participating in service is seen as a vital part of recovery



A Healthy System Looks

Like:

- There is a more open flow of communication—clear, timely, accurate, and relevant information—throughout the service system.
- NA nurtures productive and cooperative relationships within the fellowship and with the public
- There is a positive impact on external recognition, credibility and respect for NA
- We are open to new ideas, and adaptable to all cultures and languages
- NA continues to grow and to save lives



Process-Driven Structure

We must also consider our processes:

Planning

Effectively and efficiently carrying the message

Decision making

Reflecting the will of a loving Higher Power

Communication

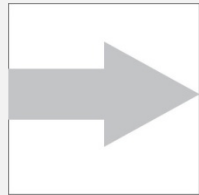
Sharing information and ideas with each other and those outside NA

Training and Mentoring

Passing on our service experience



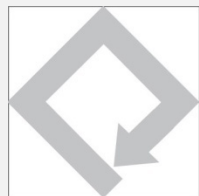
Foundational Principles



Purpose-Driven



Group-Focused



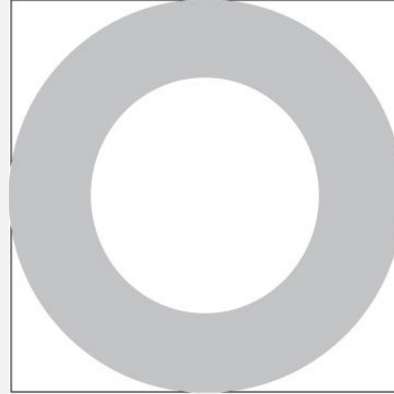
**Geographically
Defined**



Flexible



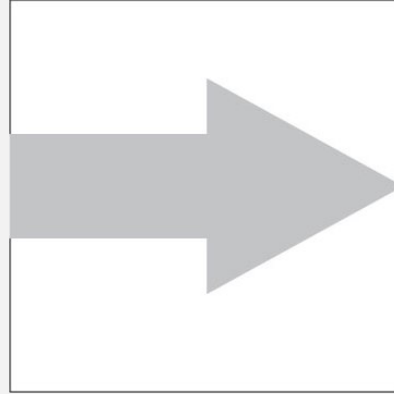
Group-Focused



The group support unit (GSU) in each model focuses on aiding the groups in their efforts to carry the message.



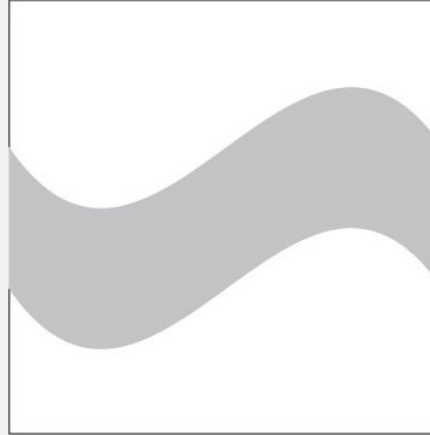
Purpose-Driven



Each of the proposed service system units is designed to answer a specific need or group of needs, and the responsibilities of each unit should be clearly defined and understood.



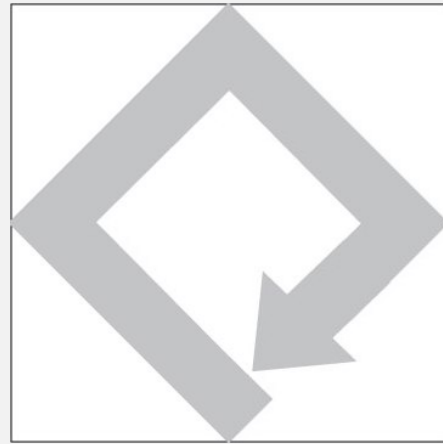
Flexible



In a general sense, we feel strongly that form should follow function and want to find a way to ensure that communities have the flexibility to create a structure that works best for them.



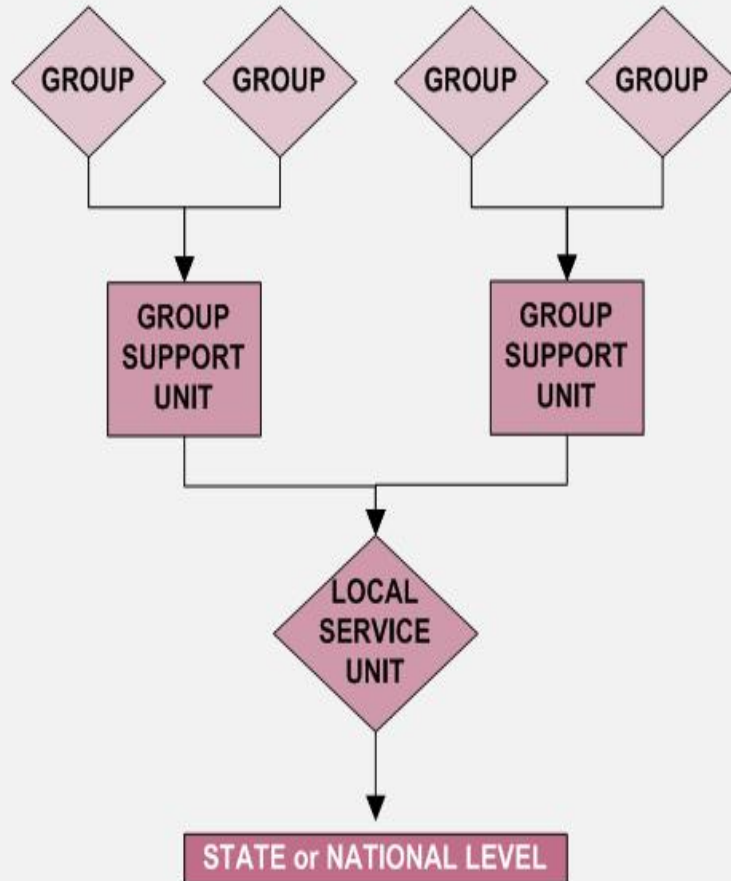
Defined by Geographic Boundaries



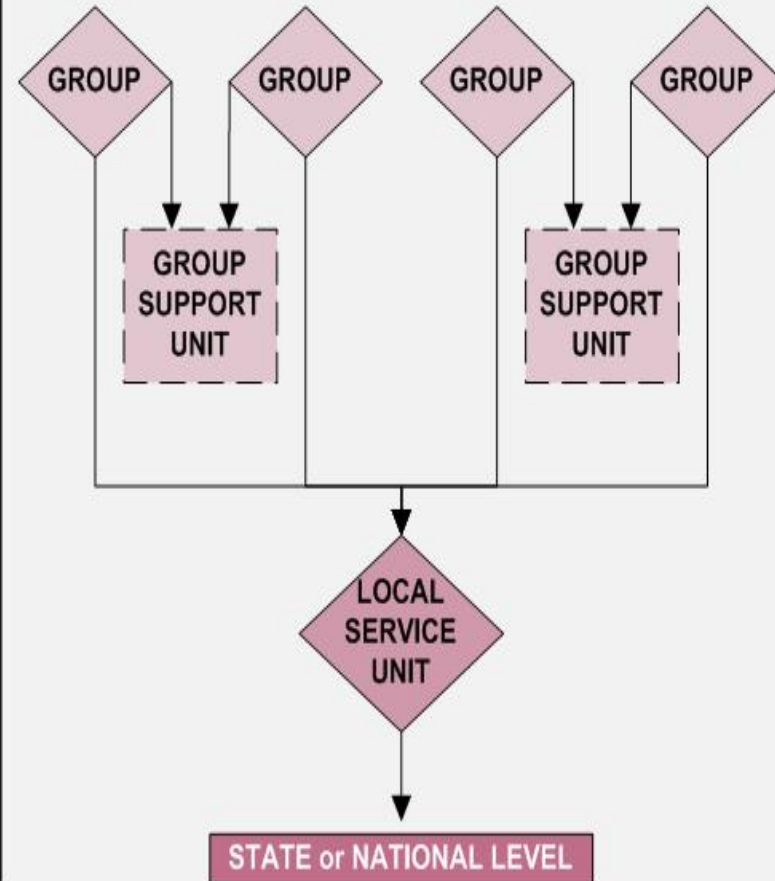
Following established geographic boundaries for our service bodies where practical would allow us to better interface with professional and legislative bodies, making it easier for professionals and the general public to find and communicate with us.



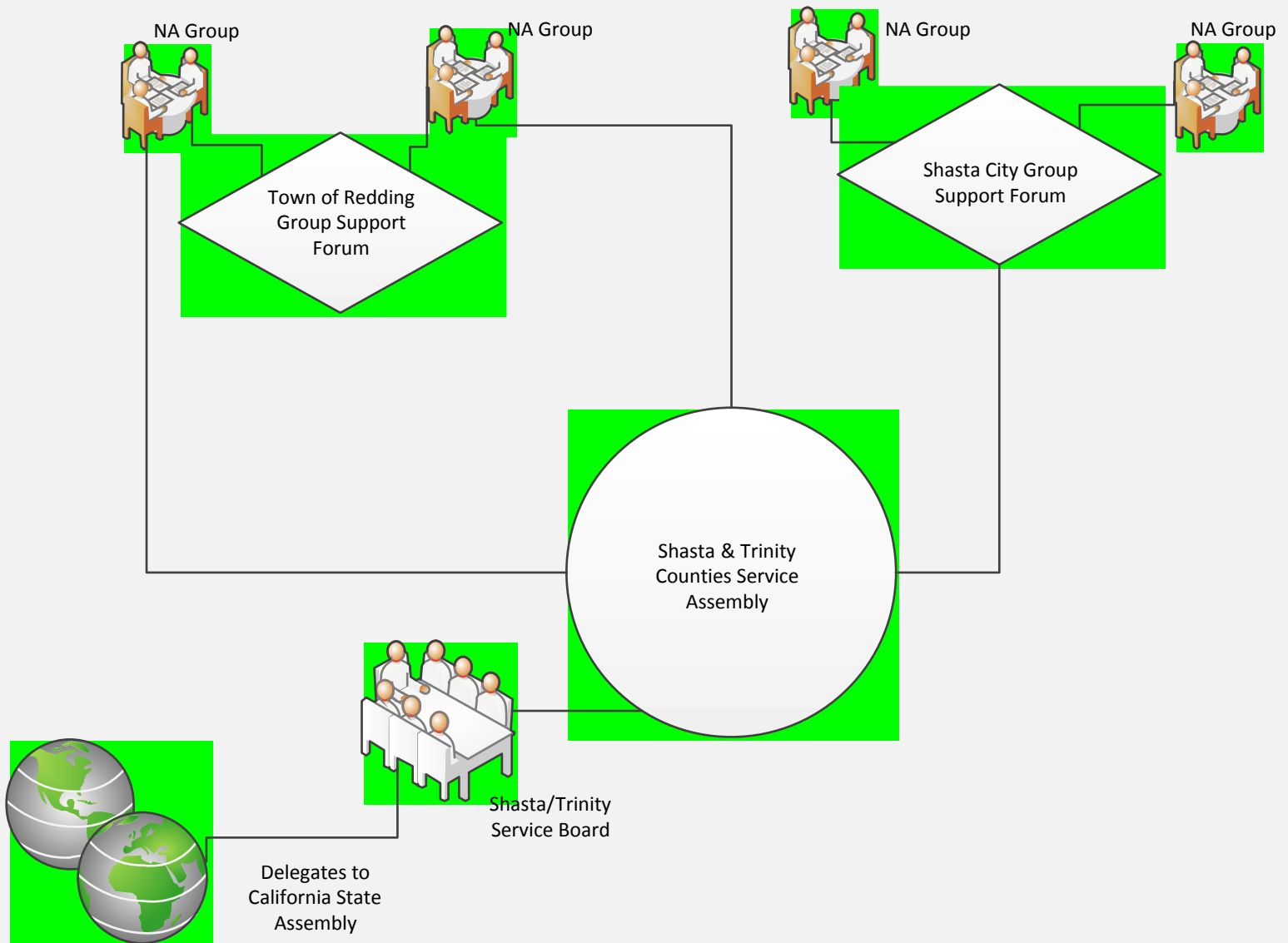
PROPOSED NEW STRUCTURE Linear Option



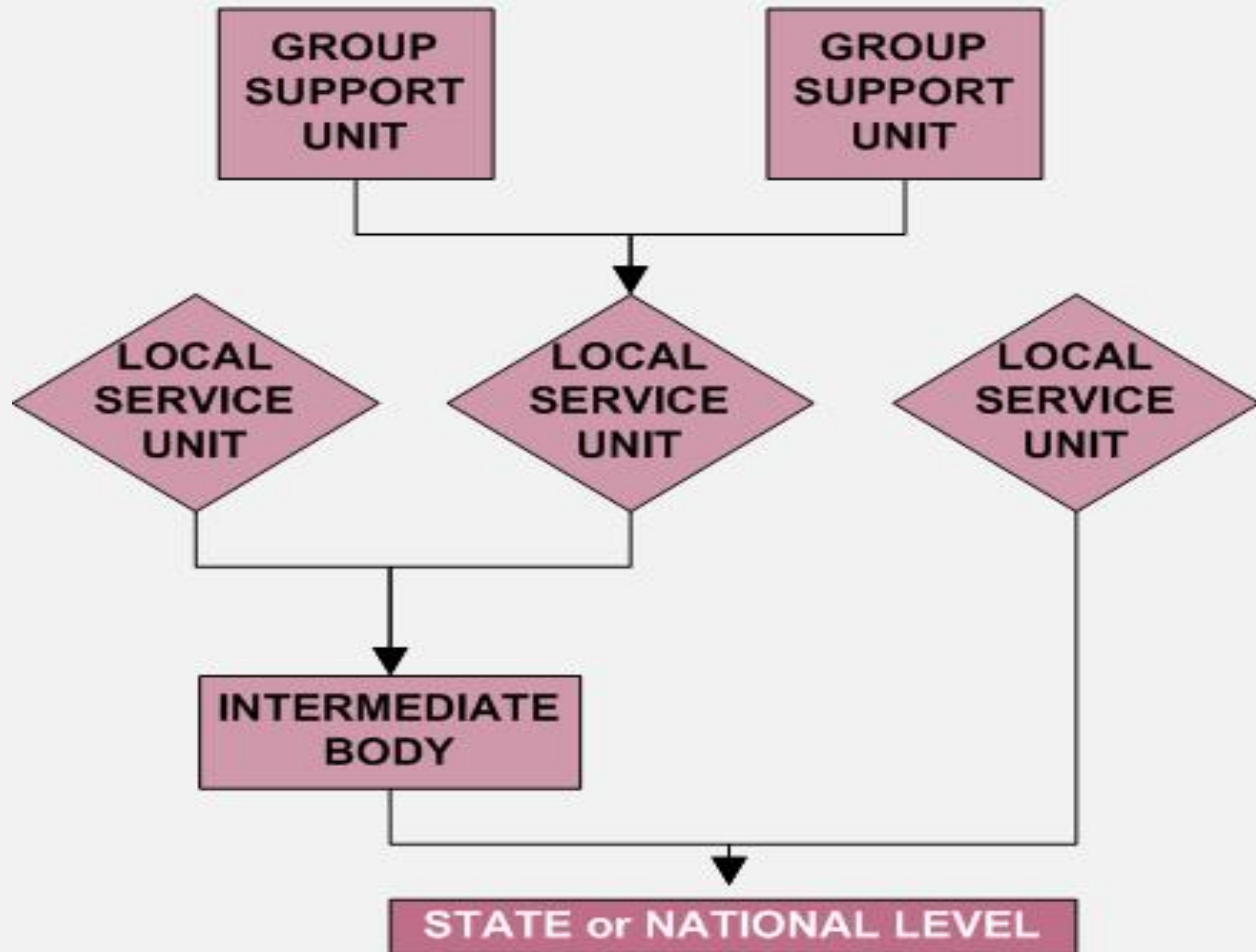
PROPOSED NEW STRUCTURE Two-track Option



GSU, LSB, and LSA



PROPOSED NEW STRUCTURE Intermediate Body #2



**Submit your
input**

**Get project
updates**

**Have a local
workshop.**

**Join the
discussion
board.**

**Stay
involved –
and
encourage
others to
join the
process!**



Call to Action!

General Timeline

Summer/Fall 2010 – First discussions & workshops

31 December 2010 – Input received

Early 2011 – Revise & re-release proposals

Late 2011 – Prepare for WSC

To stay involved, visit the project page at:

<http://www.na.org/servicesystem>