

**BOARD OF TRUSTEES MINUTES
APPROVED
FEBRUARY 13 - 16, 1992**

Thursday, February 13, 1992

Trustees Present:

Becky Meyer, Chair
Garth Popple, Vice Chair
Kim Johnson
Greg Pierce
Chuck Lehman
Steve Bice
Bob McKendrick
Donna Markus
Danette Banyai
Jack Bernstein
Jamie Scott-Hopkins
Stu Tooredman
Pete Cole

WSO Board:

Tim Banner, BOD Secretary

WSC:

Mitchell Soodak, Policy Chair

Barbara Jorgensen will not be here this weekend due to illness.

WSO Staff: Hollie Arnold, George Hollahan, Lee Manchester, Steve Lantos and Joe Gossett.

Several visitors were present for the entire meeting.

Becky opened the meeting at 2:18 P.M. with the Serenity Prayer after a moment of silence. She then gave a brief overview of this morning's closed session. A decision was made not to hold elections for WSB chair or vice chair until June of 1993. The remainder of the closed sessions was utilized to "clear the air" of past issues and concerns.

The first item on the agenda was approval of the October 1991 minutes. Becky indicated that there had been lots of verbal input on the content but no written input was received.

M/S/C Chuck/Danette *"Moved to approve the October 1991 World Service Board of Trustees and Combined world services minutes."* - unanimous voice.

Bob McK. stated he would like language added on page 2 of the combined minutes indicating that information was shared by George in regards to reasons why an audit was not done during previous World Service Office leadership, specifically being that advances had been given to world level trusted servants with no receipts being received. No objections were noted so this will be added.

Minutes of the revised 12/17/91 conference call handed out and this item was added to the Sunday AM agenda.

A brief overview of this weekend's agenda was then held. Kim would like to have combined Internal and External as the first item on their agenda at 9:00 A.M. to work on the Multinational Development Forum items. There was general agreement to try and keep comments to a minimum this weekend due to the large number of items on the agenda. Due to the tight time frame, it was decided to postpone nominations to the WSB until Sunday morning.

The first item of business was the **Interim Committee Report**, given by Becky. She, Jack and Garth attended the January meeting of the Interim Committee. At the IC meeting, a motion was made to change the composition of the Interim Committee by including vice chairs. There is still some confusion on how the budget will be handled at the World Service Conference. Becky indicated the Interim Committee has approved most requests since the last WSB meeting, including the attendance of eleven international members to the WSC. Concern was voiced about the mention of the Hebrew Basic Text in the IC notes from 12/2/91. After an explanation from Stu and Jack of the agreement to make note in the *Newsline* of the efforts by the physician from Miami. Since the *Newsline* was recently published, after several issues not being compiled due to the changes at the WSO, our commitment to him has been fulfilled. Also, our attorney has made inquiries through her associate in Israel to check on whether there was any publication of the NA text by a government agency, with the response being negative. Becky then shared with the trustees that the WSC has been paying the WSO in advance for WSC expenses which are scheduled to occur, in response to questions about advances to the WSO. One trustee indicated there was some concern in the Volunteer Region about the WSB coordinator's participation in an Additional Needs workshop. Becky clarified that Hollie's attendance is needed as this is the first time the panel members will have to meet with her, and she is the primary contact point for additional needs at the WSO. Some concern was then shared by another trustees about the denial of a conference call which was requested with the PI and H&I chairs and WSO staff. Clarifying information was also shared regarding the attendance by several trustees at the Redding, PA Conference. Becky reminded everyone that the Interim Committee notes are not approved, but are for informational purposes only.

Considerable discussion then ensued regarding the Interim Committee decision making process. Several members shared their concern with the IC seeing issues and requests only in terms of "black and white." Most of the concern focused specifically on financial decisions affecting the WSB. Several options were discussed such as developing a position paper expanding on the section dealing with finances in the WSB section of the January *Conference Report*, the development of long range plans for the WSC, adding the WSB Steering Committee to the Interim Committee, presenting the perceived problems for discussion at the WSC, or making an amendment to the Interim Committee motion in the CAR. There was general agreement for the Steering Committee to meet and bring back a recommendation for action to the meeting on Friday afternoon.

Becky then gave a short **update on the WSC agenda**. She has asked that the budget priority lists not be turned in until after the MDF on Thursday morning so conference participants will be able to hear the final MDF reports before deciding on priorities. Also, the Translations Committee will meet before the last MDF session.

Tim B. presented the **WSO report**. He reported on the continuing development of the Business Plan committee. He also indicated that, due to some confusion about how to impact the WSO Work Plan, a protocol is being developed on protocol for making changes to this plan. The European Service Office will be moving their offices to the first floor to assist in shipping and receiving process. They will also be updating the computer equipment at the ESO due to recent break downs. Discussions are continuing on the option of moving the ESO to somewhere on the continent. The European Resource Group has expressed an interest in becoming an advisory board to the ESO as this is the central communication point in Europe. This advisory board would be for input only, without decision making authority. The tax attorney will be making an informal approach to the IRS within the next two weeks so a report will be ready by the WSC . A couple of questions have come up regarding translations; how to approve indigenous stories for inclusion in the in French, Spanish, and Portuguese Basic Texts and how to set up a review process for non-English audio tapes? Copies of the new literature order forms with the price increase were handed out. The January *Conference Report* included a report of the price increase for fellowship information. A new H&I assistant has been hired at WSO, and plans are to hire a new accountant by March 1. New medallions are being stamped and will be available in three weeks, so back orders will be shipped. Bi-plated medallions (gold with nickel) will be available at that time, too. The new chips will be available in March.

In response to questions about moving the ESO, Tim indicated that there are no immediate plans, only discussion. The two part-time employees are working out well. If sales at the ESO continue as they have in the past few months, there is a possibility the ESO could break even within the next 18 months. Support was given by the trustees to do staff development and training in management philosophy both for employees at the ESO and WSO. George shared that Portugal and Sweden are both planning on opening regional offices. Also, the UK is now one region instead of two. The UKSO has agreed to extend their sales agreement until next October.

Bob McK. indicated he feels the WSB has an opportunity to role model our appreciation of WSO staff to the rest of the fellowship. He requested that the trustees adopt a resolution stating *"The WSO staff have functioned well this past year and we appreciate their efforts."* (so noted!) He also expressed his concern regarding a needed increase in the employee benefit package and health care package.

Chuck L. then gave a **report on the World Convention Corporation** meeting he attended in November 1991. (see attached) He indicated there was considerable discussion on including American Sign Language in addition to French translations during WCNA. He feels the WCC needs encouragement to become self supporting and tried to present a motion for the WCC not to spend more than they take in, but was not successful in this. Also, the WCC is not charged for staff support, but he sees a need for full time staff connected with the WCC. His conclusion after this meeting is that the WCC

has lacked experienced members with service involvement other than host committee participants and members. Because the WCC uses members with considerable convention planning experience, but not necessarily WSC or WSO experience, he feels there is a lack of corporate understanding .

Discussion then ensued on the financial expenses (\$81,000.00) ensued by the WSO to provide staffing assistance to the WCC, and an advance from the WSO to WCC of almost \$60,000.00. Concern was voiced regarding proceeds from WSO literature sales paying for WCC support. After a short discussion, the trustees agreed to write the WSO and WCC boards strongly encouraging the world convention to pursue becoming self supporting. A suggestion was also made that the next printing of the WCNA flyer be multilingual. There was also a strong suggestion made for the WSO board to maintain greater involvement and oversight of the WCC, since it is a subsidiary corporation. Agreement was reached to include a copy of the "Special Interest" report from 1989 in the pre-conference mailing to provide further information to conference participants on the WCC motion. The trustees were advised that the budget they received does not include information from future world conventions past Toronto, but this will be developed including such items as comp rooms, comp facilities, etc.

The **WSO Business Plan report** was presented by Bob McK. He related this project is being overseen by the WSO Board of Directors. The plan is specifically for the WSO, not the WSC, providing a framework for growth over the next five years. Areas covered will include a history of WSO, a mission statement for WSO, the relationship of the WSO to the WSB, WSO to the WSC, staff to the WSC, and WSO to groups. It will also discuss the target market for the WSO now and over the next five years, product orientation, financial policies and accountability, staff training and development, product and human resources, recommendations for growth, technology (computers and informations systems), WCC involvement, and quality assurance. He feels this process can then be integrated into a WSC plan for the next five years. He remarked that these plans show our maturity and coming of age as a fellowship. Joe Gossett related the business plan will be very basic and without much detail. Bob indicated they will have this document out for review in approximately four weeks, and will be looking for feedback to be incorporated into the document. There was agreement that the WSO board needs to release the draft early, and not wait till the work is completed as they should invite participation early in the process, not later.

The **Tax Alternatives report** was then presented by Danette. The members of this group are Danette B., Stu T., Martin C., Tim B. and Dave T. After reviewing the material developed by Don Corliss, a decision was made to change attorneys. A tax specialist has been hired. He will have an meeting with the IRS to get an "informal" ruling on our tax status. This information should be available within the next two weeks. After the information is received, it will be an issue for discussion at the WSC. Additionally, we have advised AA that we are doing research on this issue.

A short discussion of the panel topics being presented by the WSB at the WSC was next to be held. Becky reminded everyone the supporting information for the panels was included in the January *Conference Report*. She also reminded everyone the sessions are going to be time for discussion by participants, and are not set up for presentations.

She envisions that a short report of how each session went will be included in the trustee session on Saturday during new business. Some concern was voiced regarding a need for some sort of structure during the "B" panel sessions.

Becky advised the group of her plans for the **Open Forum discussions** on Saturday, 2/15. There will be a flip-chart available during the meeting tomorrow for visitors/observers to write questions or concerns. These will then be addressed during the forum. After a short discussion, it was decided there will be two shifts (morning and afternoon) with at least four trustees on the panel for each shift.

Regional Motions assigned to the WSB by the WSC admin. committee during the January JAC meeting were the next issue of discussion. Becky informed the trustees that they have to develop a recommendation for the conference in the event these motions are presented. Also, the WSB is required to respond to the makers of the motions prior to the WSC. Not having a recommendation for some of the motions last year was seen in a negative light by some conference participants. Concern was voiced that there is a need to inform participants that the trustees need more time to discuss these issues. When regional motions are only presented for discussion at one meeting, full consideration can not be given to the issues. Considerable discussion was then held on the regional motions, with the following recommendations being developed.

MOTION: That the WSC adopt guidelines stating that the members of the WSC Board of Trustees have one (1) vote collectively at the WSC expressed through their chairperson or in the absence thereof, their vice-chairperson. All other conference participation privileges will continue to be granted. (NJ Region)

INTENT: To acquire and maintain a consistent voting structure throughout the WSC where all voting participants represent a group not an individual conscience.

RECOMMENDATION: Unanimous non-support--0/13/0

MOTION: That the WSC adopt guidelines allowing all members of the WSO Board of Directors a seat on the floor of the WSC. Except for voting, all other conference participation privileges will be granted. They will continue to have one (1) vote collectively at the WSC as expressed through their chairperson or in the absence thereof, their vice-chairperson. (NJ Region)

INTENT: To give each member of our WSO Board of Directors a voice in the group conscience process on the floor at the WSO.

RECOMMENDATION: Unanimous--yes

MOTION: That the WSC adopt guidelines stating that only RSRs or in their absence, their alternate will be the voting member at the WSC. (NJ Region)

INTENT: That voting at the WSC reflect only the conscience of the fellowship as a whole and not that of individuals.

RECOMMENDATION: Against--2/9/2

MOTION: The WSC develop a system, whereby a seated region could adopt a different multinational region and assist in getting the basic necessities of recovery, to include but not limited to, funds for local translation of our literature, items not currently in a group starter kit, and any other mechanism to further assist the adopted regions ability to carry the message. (Mid-America Region)

INTENT: To allow our fellowship to be more responsive and responsible to the ever increasing needs of a worldwide fellowship.

RECOMMENDATION: Commit to WSB for further discussion--13/0/0

MOTION: That only RSRs or their duly elected alternate be the voting participants at the World Service Conference. (Indiana Region)

INTENT: To allow a loving God to express himself only through the spiritual principle of group conscience throughout the entire Service structure of NA.

RECOMMENDATION: Against--2/9/2

MOTION: That non-voting participants (WSC officers: WSC Committee chairpersons: Trustees) may make motions and/or address the conference, provided that said motions are seconded by an RSR or duly elected alternate. (Indiana Region)

INTENT: To allow the experience, strength and hope of said participants to be a part of the WSC while maintaining the principle of group conscience.

RECOMMENDATION: Against--3/8/2

MOTION: We move that the WSC adopt a popular vote tally procedure to accurately reflect the true fellowship conscience about issues sensitive to the fellowship. (Buckeye Region)

INTENT: To promote the development of a process or voting procedure that can accurately reflect the conscience of the mass general fellowship.

RECOMMENDATION: Against--1/12/0

MOTION: We move that the WSC stop funding all travel from foreign countries. (Buckeye Region)

INTENT: To spend fellowship money as the fellowship directs. The conference needs to be accountable to the fellowship it serves. Money donated from this country should be used to provide services in this country.

RECOMMENDATION: Against--0/13/0

A wide variety of beliefs was expressed by the trustees regarding each of these issues. Some of these views will be shared in the responses to the makers of the motions. Since there was unanimity on only two of the motions, Becky suggested that the trustees share their beliefs on the above issues at the conference.

Rooms were assigned for the WSB committee meetings which will begin at 9:00 AM tomorrow morning. The meeting recessed for the night at 8:20 PM.

Friday, February 14, 1992

Present: Becky M., Garth P., Kim J., Chuck L., Steve B., Greg P., Jack B., Bob McK., Danette B., Stu T., Donna M., Pete C. and Jamie S-H.

WSC: Tim B. and Mitch S.

WSO: Joe Gossett, George H., Anthony E., Steve L., Lee M. and Hollie A.

Becky opened the meeting at 3:00 PM with a moment of silence followed by the Serenity Prayer.

A short review of the remaining agenda items was held. Mention was made that there needs to be a WSB Steering Committee report relative to the Interim Committee motion.

Also, discussion of the 2nd Tradition in relation to translation concerns in the Germanspeaking Region needs time for discussion. The Germanspeaking Regional RSR has requested discussion of this by the trustees and asked that a letter be developed and sent to the region prior to their March RSC. After a short discussion of "leadership," cultural differences, and the need for conceptual fidelity in translating the traditions, an ad hoc group was formed to continue discussion and develop a recommendation. Becky assigned Jamie, Bob, Donna, George and herself to this group.

Stu T. gave the **Internal Affairs Committee report**. (see attached) A package of questions and answers regarding the Intellectual Property Trust document has been developed which the committee wants to release for fellowship informational purposes. After a short discussion and some minor wording changes, it was decided to mail this document out to conference participants as soon as possible so it can be used in CAR workshops. Some input was received from the MARLCNA CAR workshop regarding some minor changes they felt would clarify the WSB Operational Guidelines. There was also some concern about Addendum Five, the dual membership proposal, which is in the CAR. A statement of purpose for this proposal was developed during the IAC meeting which was passed around for each trustee to read at this time. The following motions were presented for trustee consideration.

M/S/C Stu/Chuck *"Move Addendum Four, Item 3-F, presently in the CAR to Addendum Five."* Approved by unanimous voice vote.

There was no objection to a suggestion adding "at the WSC" to Item C in addendum Four.

M/S/C Stu/Donna *"Move to add the following language to addendum 5--"During this one year trial, the number of trustees voting at the WSC will not be affected by the "dual membership policy"."*

It was decided to recommend development of a review process for routine correspondence and enclosures sent out by the WSO, as a follow up to the package of correspondence from the WSO which was turned over to the Fellowship Evaluation

Team. Tim B. agreed that a process will be developed by the WSO whereby all routine responses and enclosures will be reviewed at least once every three years. Becky will discuss this process with Bob McD. for implementation.

The **External Affairs Committee** report was given by Kim J. (see attached) Their annual report will explain that the MDF at WCNA in Sydney was more of a sharing session instead of a structured event.

A short **update on Additional Needs** was given by Hollie A. An American Sign Language interpretation of the White Book is in the works, and should be completed soon. A review process needs to be developed for ASL translations. Kim indicated her belief that non-fellowship interpreters should be involved in this process to assure consistency in the interpretations. Hollie will be attending an Additional Needs Awareness Weekend with both Additional Needs panel members, Darwyn L. and Betsy M., the last weekend of this month. The annual report, including priorities and goals for this panel, will be developed after this meeting.

Danette then gave a **report on the PI video project**. Concerns were voiced regarding how the request for proposals (RFP) were obtained along with the belief of some trustees that this process is moving along "too quickly." The idea was presented for the trustees to recommend to the WSO that the video group slow down, and perhaps hire a consultant for the project prior to proceeding with interviews. It was also suggested that the video group obtain some clarity as a group, perhaps by developing a statement of purpose, and determining the scope, audience, tone, and style of the video before proceeding.

M/S/C Kim/Pete *"That the WSB recommends to Interim Committee that PI Video Committee meet in March to do further planning, that this planning will result in development of project plan rather than meet with video production companies."*
Unanimous voice vote.

Kim then asked the WSB to recommend the hiring of a full time PI coordinator to the World Service Office board. Donna noted there is also a need for more staff in translations, but she doesn't feel it is appropriate to make hiring recommendations to the WSO as the trustees don't have a picture of the entire staffing pattern. Joe also shared that staffing plans are included in the WSO business plan which is being developed. No action was taken on this item.

There was also a **combined meeting between the Internal Affairs and External Affairs Committees** to review the proposed agenda for the Multinational Development Forum. Extensive, wide ranging discussion occurred on the subjects which will be presented as agenda topics. There was also discussion of using all available resources for the broadest range of experience within the worldwide fellowship, such as members of the European Resources Group, and the Translations Committee, along with reports from the invited participants. Permission was granted to allow for MDF agenda approval to rest with the WSB Steering Committee.

Bob McK. then gave the **Literature Review Committee report**. (See attached) One day of the June WSB meeting will be scheduled for review of the approval version Traditions One through Six. Traditions Seven through Twelve are out for input. Bob then presented the motion response paper on gender specific language and the use of the word "God" in our literature. Two minor wording and format changes were made to the paper.

M/S/C Bob/Chuck *"To accept the motion response paper, as amended."* 12/0/1

A short discussion was then held regarding two letters recently received by the trustees on the use of the word "God." Short responses to these letters from the WSB will be developed with the approved motion response included.

Becky gave a **report on the Steering Committee meeting** this morning at 8:15 AM where the Interim Committee motion was discussed. During their discussion, they determined that the composition of the Interim Committee should be expanded to include the members of the WSB Steering Committee. She is now uncomfortable with the idea and thinks there should be further discussion. There was then considerable discussion on both sides of the issue. On the pro side; puts WSB in oversight role for financial and workshop decisions, more involvement with WSC committee leadership if JAC motions pass, WSC looks to WSB for leadership decisions, WSB Steering Committee would then be operating at four or more meetings each year, need to expand on decision-making body, time for WSB to assert itself and provide this leadership and decision making. On the con side: need more time to consider the impact this decision would have on the WSC, not sure whether WSC has asked trustees to be the decision making body, need to change scope and direction of Interim Committee instead of changing membership, include amendment for changing way financial decisions are made, don't want to "surprize" WSC participants with major change this close to WSC.

There was general agreement that issue is about decision making and who makes the decisions affecting world services, especially financial decisions, between conferences. Additionally, there was consensus that the trustees need to be involved in long range planning for the fellowship. It was decided to put off further discussion of this issue until Sunday AM to give everyone a chance to think more about these issues.

A short discussion took place regarding the suggestions by WSO staff to propose a resolution supporting **using the term "international" instead of "multinational."** General consensus supported presenting this resolution at the WSC.

The meeting recessed at 7:45 P.M. The entire day tomorrow, 2/15/92, will be an open forum.

Sunday, February 16, 1992

Present: Becky M., Garth P., Jack B., Greg P., Donna M., Steve B., Pete C., Stu T., Kim J., Jamie S-H., Chuck L., Bob McK.

Absent: Danette B.

WSC: Tim B. and Mitch S.

WSO Staff: Hollie A., Steve L., Lee M. and Joe Gossett

Becky opened the meeting at 8:30 AM with a moment of silence followed by the Serenity Prayer. A short agenda review was held.

The first item for discussion today was the **nominations for the WSB** to present at WSC. The options discussed were postponing nominations to a later date, or doing the nominations on a conference call.

M/S/ Pete/Bob "Closed Session to discuss nominations."

Bob questioned the list of names drawn from last years' resumes of members who meet the eight year requirement. He feels there needs to be representation on the board by people of color, Spanish-speaking members, or more women. He would like to get more representation at this level of service by using these members on trustee committees, as well as members who are not presently involved in world services. After a straw poll, it was determined that nominations should take place on a conference call, instead of at this time. Pete withdrew his motion. The idea was proposed that, in the event the available positions on the board are not filled this year, money budgeted for these positions be used to fund WSB committee members.

The **response to the zonal trustee motion** was next on the agenda. Becky advised the trustees that the paper sent out in their package is not being considered for release. Instead, the IAC proposes releasing a short response stating non-support of the motion at present as they feel it is premature. This response will include a list of issues for consideration. Becky wants to include this response within the WSB annual report in the *March Conference Report*. Additionally, the response will advise the WSC that the issue will remain on the IAC agenda for next year to allow for further discussion and consideration.

At this point, there was further discussion on whether to make a recommendation for action on the **Interim Committee motion**. Considerable concern remained that there is a need to take some sort of action; either to change the composition of the committee or to define the scope of the work, or some combination of both. Stu volunteered to develop several options regarding this issue to have available for discussion on a conference call. There was also a suggestion to include in the *Conference Report* that we are looking at several options. There was agreement that this issue warrants further discussion so will be included on the agenda for the conference call.

Assignments to both the CAR "A" panels and topic "B" panels was then done. There will be more members of the IAC on panels than other trustees, since the motions were discussed within the Internal Affairs committee all year long.

- A Literature Trust - Stu, Tim, Becky
Guidelines - Becky, Jamie, Chuck
- B RSR Only - Stu, Pete, 2 RSRs
Prejudice - Bob, Kim

Discussion was then held on **whether to hold a trustee meeting on the day prior to the WSC**. At present, a meeting is scheduled with the invited participants to welcome them, allowing the trustees and invited participants to begin interacting before the MDF begins. It was decided that no pre-conference trustee meeting will be held unless something unexpected comes up between now and then.

The **date for the June 1992 WSB meeting** was then discussed. It will be a four day event, if the JAC motion passes, with one day being scheduled for planning with the WSC committee chairpeople. Also, one day is scheduled for review of the approval version of traditions one through six. It is tentatively scheduled for the weekend of June 20 since there are conflicting plans for the weekend of the 12-14 (WCC meeting) and the 28-29.

The **minutes of the WSB 12/17 conference call** were next on the agenda. Pete asked that a note be made that he was not in attendance due to death in family. Chuck also wanted it noted he was unable to attend due to job responsibilities.

M/S/C Greg/Bob *"Approve the 12/17/91 conference call minutes, as amended."*
Unanimous voice.

Mention was made of the **JAC motion and bringing WSC committee chairpeople to WSB meetings**. Funding for this purpose will be automatic if the motion passes, but this item is also included on the spending priority lists in the CAR. Bob McK. noted that Mary J.'s absence was felt in the literature review meeting this weekend, as it would have been very helpful if she could have been included during the steps review.

Scheduling of conference calls for the steering committee and the full board was then done. The WSB steering committee call will occur on 2/25 at 6:00 PM PST. The full board call will take place on 3/5 at 6:00 PM PST. The agenda for both calls will be discussion of the Interim Committee motion, with nominations to be discussed on the full board call. Pete suggested that any trustee who has someone they would like to recommend should get this information to Hollie so it can be sent out to all the trustees for consideration prior to the call.

The trustees noted and appreciated the hospitality, consideration and graciousness of the Montreal fellowship over the weekend.

M/S/C Steve/Jamie *"Adjourn at this time."* The meeting closed at 10:00 A.M. with the Serenity Prayer.

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