

Purpose

1. To allow us to inventory our present service structure within the context of our Steps and Traditions.
2. To discover what changes, if any need to be made.
3. To stimulate discussions, communication, assessment, and possible implementation of corrective measures.
4. To assess our fulfillment of our primary purpose of carrying the message to the addict who still suffers through meetings dedicated to recovery from addiction in an atmosphere created by a God centered service structure reflective of the principles embodied in the Twelve Traditions.
5. To provide a summary of events, concerns, and alternatives to consider for action.

World Service Inventory

- Is mission or purpose being fulfilled?
- Are specific functions being performed to meet the needs of the fellowship?
- Are responsibilities being discharged by our trusted servants as requested?
- Are our trusted servants being accountable for their actions?
- Do we need specific WSC Committees to further our groups purpose?
- Do WSO actions indicate that they are responsible or accountable to Fellowship?
- Are the WSC and it's Boards and Committees in touch with the wishes of N.A.?
- Do we need to completely revamp our service structure?
- Do we need Twelve Concepts and Guide to Service?
- Is income from our literature (Approx. \$5 Million) being used by N.A. properly?
- Should our World Service Office have operating guidelines?
- Should our World Convention be so costly?
- Should the World Service Conference work like Area and Regional Committees?
- Do we want to allow World Service Conference and its Boards and Committees, to vote on, approve projects, change policies, and guidelines without a Fellowship-wide conscience?
- Are Regions, Areas, Groups and members being personally, and directly responsible by allowing the WSC to continue on it's present course, because of our own lack of commitment?

Summary Of Events That Cause Concern

- Deletion of Group Conscience material from Basic Text - 4th and 9th Tradition -- language (1982). Deleted language from Tradition Four was 2nd paragraph, 3rd sentence, used to read "The answer is that these things are not N.A.", and also sentence number 6 used to read "All else is not N.A." Deleted in Tradition Nine was in the last paragraph. The deleted third sentence read "None of them has the power to rule, censor, decide, or dictate." These deletions dramatically affect the meaning of these traditions.
- Controversy over our World Service Office resulting in firing of Office Manager -(1983)
- Alteration of decision to have RSR's only vote.(36 Yes, 2 No, 0 Abstentions-1983)
- WSO minutes '83 page 32, "We direct the WSO Policy Sub-Committee to rewrite the service structure for approval at the WSO."
- The appointment of a select committee by WSO Chair in 1984. This committee was only to review '83 policy report and prepare it for Fellowship review by November 1984. The Select Committee failed to meet the Nov 1984 date and continues to work. Some where along the line the Select Committee decides that it is supposed to totally rewrite our service structure all by itself. (see WSO '84 minutes pages 5, 9, 14, 15, 22)
- WSO unauthorized hiring of editors/writers(1985-87).
- Unauthorized contracts for Steps portion of It Work's How and Why. (\$100,000)
- Unauthorized contracts for Traditions portion of It Works How and Why. (\$60,000)
- WSO presented with gift of the convention Corporation from 1984 Convention to be held in trust and took it over completely in 1985, diverting funds to WSO that used to go to WSO.
- 1985 & 1987 Guide to Service written by Select Committee without asking Fellowship for approval in Conference Agenda to re-write the Service Structure..
- BOT(Trustees) failure to respond to fellowship problems to fulfill their oversight functions and to report the true nature of office and conference activities to the fellowship at large.
- The creation of "WSO dependent fellowship relations outside the borders of the U.S. through the unauthorized use of office staff, WSO resource materials and money. This is a part of an overall unapproved marketing/public relations merchandising effort undertaken by the executive director, and BOD of WSO.
- JAC ignores the conscience of the Fellowship and held an unapproved and expanded JAC meeting in July 1989. Then covers up by changing name to Expanded Ad Hoc Committee on N.A. Service. Meeting held in Jan '90, chaired by WSO/JAC Chair, not the Ad Hoc Chair.

- Not enough time given to Fellowship to study the changes in policy that affect our groups and services. JAC motion #6 at WSC '89 keeps all service related material from fellowship eyes. This motion with JAC motion #3 in WSC 90 agenda report coupled with the Policy Committee motion #6 in the 1988 Conference Agenda Report will assure that the groups have no say in service manuals or WSC committee guidelines.
- The World Literature Committee ignoring and changing it's own policies and guidelines.
- The WSO, Inc financing and using special workers in literature projects and service related projects in contradiction of Traditions 7, 8, & 9.
- Supreme Court decision June 5, 1989 effects ownership that decision is the Community for Creative Non-Violence v. Reid, which specifically dealt with the relationship of employee - employer and who owns "materials made for hire". If WSO Inc is allowed to have writers of literature or service materials as paid Office staff our copyrights could be taken from Fellowship control.
- The creation of "The Canadian Service Conference" without the specific knowledge or request of the Home Groups in Canada. The funding of this activity for office staff, Board members, and members of WSC Committees travel and lodging coming from questionable sources.
- WSO and WSC seems to be creating an independent, autonomous service office and service structure whose relationship to the Fellowship and its desires are virtually nonexistent.
- World Literature Committee ignoring consistent mandate by Fellowship against the use of professionals in the writing of recovery literature by passing motion to change item 6G in Literature Committee, to allow the use of paid special workers to draft review and approval form recovery literature. (89-90).
- The voting by RSP'S at WSC on motions that have never been reviewed by the entire Fellowship via the Conference Agenda Report and not asking that motions that will affect N.A. as a whole be tabled until the next WSC and published in the Conference Agenda Report for the following year.
- The suspending of Conference Committee business to allow funding to be diverted from Conference Committees to finance travel and lodging for the July 14th expanded JAC meeting and Jan '90 meeting at cost of \$69,000.
- The use of office staff to compile and write the Guide to Service and the Twelve Concepts of Service. No availability to Fellowship to review and input.
- The SURPRISE of the Fellowship finding out that the Trustees had been allowed by WSC to take over the writing of the Traditions Book and the disunity that this action by the WSC has caused. The Trustees having changed their minds and direction with this book so many times that it appears they do not know what they are doing. This has been confirmed by the hiring of an outside advisor to assist the Trustees in their work. (See WSC minutes Page 24, 25 for 1989)
- WSC '90 Agenda motion #6 asks us to allow the trustees to do the traditions project without any guidelines at all.

- The inability by WSO and the Translation Advisory Committee to accomplish the task of getting review draft material prepared for foreign distribution.
- The unauthorized printing of Commemorative Edition, Basic Text.
- -The arbitrary rewording of a motion affecting Item 6G in the literature guidelines by the Chair and Vice Chair of World Literature Committee at the request of the JAC without consulting with the Committee. This motion was to be sent from World Lit directly to the C.A.R. without any change.
- Passing of Motion #6 1989 Conference Agenda Report that allows "Carte Blanche" JAC interference with reports, proposals, and motions from Regions and WSC Committees.
- The complete right for the WSO board to adopt, amend or repeal bylaws at their whim. (Article 13)
- The selling of N.A. Literature to outside enterprises, bookstores, etc. creates a WSO that does not need N.A. to support it. Approximately 50% of all income is generated by these activities.
- WSO and World P.I. engaging in National media presentation "Fatal Addictions" without consulting or informing regions to allow them to prepare.
- The hiring of RSR'S and WSC members by WSO, Inc. without a respectable period of time between their volunteer position and becoming paid staff.
- The approximate \$5 Million annual income of WSO that is not being used to support our WSC service efforts. This cannot legally be done under our current corporate structure. This income can only be used by WSO for expansion of their own activities and priorities. This seems to be an inappropriate use of funds.
- WSO Inc. financing of non U.S. Regional and National service structures, RSR travel and lodging, printing literature, satellite offices, without mandate from WSC to do so.
- The lack of financial guidelines in the WSO bylaws, for WSO, its employees, agents, and directors. The bylaws allow directors and staff to decide among themselves how to spend WSO income as long as it is deemed "office Business". (Section 6.14, 1 0)
- Conflict of interest to have WSO Board Chair to be World Convention Corporation Chair.
- The unwillingness of WSO Board of Directors to fulfill their direct responsibility to the WSC by providing the data necessary to make informed decisions; arbitrary initiation of projects, contracts, and acquisitions without Fellowship consultation or approval. (Bylaws Articles 9.02 '9.03, 9.05)
- WSC Committees writing literature for treatment centers. government agencies, etc., and for purposes other than recovery, that have not been through Fellowship review and approval processes. These may not reflect conscience of N.A. and present distorted views or information.
- Unwillingness of Trustees to follow motion that was added at WSC '89 regarding

Traditions work. (See WSC minutes '89 page 24, and 25)

- The Select Committee and Ad Hoc Committees from 1984 to 1990 have diverted our Fellowship from concentrating on our present services and created disunity throughout N.A.; while writing three Guides to Service that have never been completed, reviewed, or inputted by the Fellowship, at a total cost of over \$250,000.

Recommendation

Let God work through the process of Group Conscience at the Group, Area, and Region levels considering all the following alternatives for action. We cannot afford to do nothing.

Alternatives For Action (1)

I. To Be Considered Now To Encourage Change

- Encourage by example, taking a conscience inventory of our World Service Structure and our own Area and group, Regional Structures.
- Sponsor Learning Days for education of fellowship on the practical application of Group Conscience at the Group, Area and Regional levels.
- Work with present Group's, Area's and Region's to improve practical application of the principle of Group Conscience.
- Form new Group's, Area's and Region's committed to the practical application of the principle of Group Conscience.
- Encourage letters petitions and motions for action to support positions for change.
- Build support for actions at World Service Conference '90.
- Show up at all WSC quarterly workshops or WSC committee meetings or events with as many people as possible to express your concerns.
- The World Services Board of Trustees should return the traditions project to the World Literature Committee, for Fellowship participation in the process as outlined in the Temporary Working Guide, 1989 Edition, world literature guidelines section. Also all input that has been submitted from all sources in the past be included and available for use by Literature Committees.
- Motion that all N. A. literature be written by the processes outlined in the 1989 Temporary Working Guide in the world literature section and that these not be altered or amended for a period of five years from the 1990 conference.
- Motion that all items of business not included in Conference Agenda Report be

tabled to the Groups for conscience the following WSC.

- Eliminate Committee and Trustee voting at WSC to allow self determination by our Regions.
- -To allow Regional Literature Chairs and Vice Chairs to be voting members of WLC.
- Eliminate votes of confidence for RSR'S.
- Add five new Directors to the Board of Directors of World Service Office, Inc..
- Eliminate the pool of nominees to the Board of Directors of World Service Office, Inc.. The WSC should nominate for specific openings on the WSO board plus two alternate nominees to fill unexpected openings throughout the conference year.
- A motion should be Passed by WSC stating: "The World Service Office Incorporated, it's Board of Directors, and it's employees shall adhere to the direction given by the annual business meeting of the World Service Conference for Narcotics Anonymous. It should not initiate policy or projects relating to N.A. services, literature, or materials. It may prepare feasibility studies survey, or proposals at the request of the World Service Conference for Narcotics Anonymous or it's standing sub-committees, for consideration at the next business meeting of the World Service Conference."
- Allow 2nd Tradition to work by a tally of all registered groups on items of Fellowship business, abstentions do not count. (Group Tally).
- Require WSO-BOD members to report all WSO activities in advance to Fellowship. (under Section 7.07 subparagraph 1, 2, and 5, Section 9.03, 9.04, and 9.05 of WSO, Inc. Bylaws)
- To repeal article 13 ("The board may adopt, amend or repeal by-laws at any regular or special meeting.") of WSO, Inc. bylaws, or amend provided that amendment notifies all regions of the WSC find Conference Administrative Committee Trustees and Standing Committee Chairs in writing, of such changes 120 days prior to such changes taking affect. This is to allow WSC to adequately perform it's oversight function through WSO BOD.
- Mandate an audit of WSO/WCC financial activities by a Certified Public Accountant.
- Eliminate WSO credit cards and unauthorized travel not approved by WSC action or by WSC Oversight Committee. Require WSO and WSC to cease initiating projects that have not been approved by entire Fellowship.
- Have an unedited Fellowship-wide service newsletter sent to all ASC'S.
- Make all service body addresses available to Regions upon request.
- Ban forever the use of professionals or paid office staff from working on literature or service related materials.
- Reprint 3rd Edition Revised, adding deleted language in Traditions 4 and 9, removing personal stories, in paper cover - approximate cost 40 cents.

- Develop "Fellowship Team Approach" for writing N.A. recovery and service materials.
- Print and distribute literature free, allowing 7th tradition to support these activities.
- Disband Ad Hoc Committee on N.A. Service.
- Repeal WSC '89 motion describing JAC, specifically the last sentence, "The JAC should exercise prudent judgement in recommending to clarify reports or proposals or adding motions or additional reports".
- Repeal WSC '89 motion #6 concerning JAC, that keeps service related material from the Fellowship.
- Eliminate Ad Hoc and Select Committees from the ability of the WSC Chair, and WSC Committee Chairs to appoint members. All members and committees should be voted upon by open ballot at WSC with clear mandate on it's activities and responsibilities.
- All WSC elections are by written roll call vote that are published by region, committee or trustee in WSC minutes.
- Publish WSO Bylaws and amendments, operational policies, employee guidelines, salaries and other pertinent data to the Fellowship under the "Sunshine Laws" covering all Non-profit Public Benefit Corporations in the state of California. Sections 6210 through 6409 of California Corporations Code for Nonprofit Public Benefit Corporations-chapters 12 and 13)
- Distribute complete WSC minutes from 1981 onward to WSC participants 90 days prior to WSC.
- Provide all WSC, WSO, BOT, Committees, office, and board minutes, communications, proposals by subscription to any interested N.A. member, bimonthly.
- All WSC/WSO committees and boards tape meetings with high intensity microphones, keeping masters on file at WSO for duplication at tape and labor cost plus postage for interested members.
- Change location of annual WSC to mid-America.
- Elect WSC committee to oversee translations made up of 1 trustee, 2nd Vice Chair, 10 RSR'S, 5 from different non-U.S. countries, 3 from U.S. and 2 from Canada.
- Solicit proposals to provide alternate sites for WSC and necessary support services.
- To establish computer modem and Fax networks between RSC's and RSO'S.
- To require WSO to load all information onto computer discs in order to have ability to move WSC anywhere.

II. To Be Considered Only As A Last Resort If Situation Persists

- Remove offending trusted servants and/or paid staff from their positions.
- -Reduce WSO staff by half and allow them to only service outside enterprises and perform clerical functions for WSC.
- Send no contributions to WSC from Region.
- Boycott all World conventions or WSC fund raising activities.
- Boycott all WSO merchandise.
- Do not purchase literature from WSO, Inc.
- Area's, Regions print present conference approved literature and distribute free, through 7th Tradition.
- Allow RSO's and regions to hire printers of conference materials and to establish price.
- Allow Regions to write, copyright, and sell recovery literature through the RSO system.
- Form new World Service Center to print and distribute literature for fellowship.
- Establish new World conference for Regional communication, implementation of Services. RSR's only voting participants.
- Institute class action suit against WSO for involuntary dissolution of Corporation. (Section 6510 California Corporation Code for Nonprofit Public Benefit Corporations Chapters 15 and 17)
- Majority of Region's voluntarily dissolving WSO, Inc. (Section 6510 California Corporation for Nonprofit Public Corporations Chapters 16 and 17)
- Form WSC Committee of RSR's and RSR-A's to hold copyrights of all N.A. printed material.
- Establish a Fiduciary (Trust) Corporation to administer copyrights.
- Boycott future World Services Conferences.

PLEASE NOTE

There are many motions that relate to the topics covered in this work that are in the 1990 Conference Agenda Report. These items and the effect they may have upon our services should be carefully considered.

MORE RECOMMENDATIONS TO FOLLOW IN SUBSEQUENT PRINTINGS
PLEASE SUBMIT YOUR INPUT