



Volume 3
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NA WORLD SERVICE NEWS
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Issue 5
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GREETINGS FROM YOUR WORLD BOARD

Unbelievably, WSC 2002 is only six months away! We devoted much of our October meeting to the *Conference Agenda Report* and other WSC-related issues.

This is an expanded edition of *NAWS News* which will also replace the November *Conference Report*. We felt it was more appropriate to incorporate the *Conference Report* with *NAWS News* this time since we published the last one two short months ago.

We think that you will find the upcoming *Conference Agenda Report* is different than any you've seen before, just as WSC 2002 will be different than any you've experienced before, but more of this in the *CAR Preview* which you will find on page five of this issue.

We decided to expand our January 2002 and March 2002 meetings from three days to four. These meetings will also focus on our preparations for the conference and WCNA 29 in Atlanta, which comes just less than 60 days after the WSC.

The longer meetings will allow us to do some strategic planning for world services as we focus short-term on the next two-year cycle and address long-term planning as well. In other words, we will inventory where we were, where we are, and where we need to go to complete the transition. We plan to bring back the consultant we used earlier this year for facilitation training to help with this follow-up work. We plan to take a hard look at the realities of the structure created and how to continue to carry out that vision.



Flyers for WCNA 29 (Atlanta, Georgia, USA, 4-7 July 2002) will go out around 1 December 2001. As usual, the flyer will include information on hotel accommodations. Online convention registration will also be possible at www.na.org/event-reg.htm.

WCNA SPEAKER NEWS

We're looking for speakers for WCNA 29, Atlanta, Georgia (US), 4-7 July 2002.

The deadline for speaker recommendations for WCNA 29 is 31 December 2001. *Tapes are no longer required for someone to be considered.*

We particularly want to encourage every conference participant to make speaker recommendations. As representatives of NA worldwide, your recommendations will help to ensure the global diversity in the speaker program that we are striving for. We are enclosing a copy of the *WCNA News Flash*, which we sent out with the last issue of *NAWS News*. Use the form to submit recommendations and help us get the word out, or call the WSO at 818-773-9999 x115, or email Events@na.org.

FINANCES REMAIN BRIGHT BUT CLOUDS ON THE HORIZON

*Certain key indicators have fallen,
risk of a downturn rising*

We have maintained our financial objectives through the first year of this inaugural two-year conference cycle (with the first ever two-year budget). Total income was \$6,492,119. Alarmingly, this income included very little increase in fellowship donations from the prior year. Total expenses were \$5,842,047. Net income was \$649,072 (82% better than budgeted). (All figures are for the fiscal year period of 1 July 2000 to 30 June 2001—audit adjustments now pending.)

Recently, the number of literature orders for September actually fell below 800 per month for the first time in a long time. More troubling is that donations are actually declining this fiscal year, which had not occurred in a very long time. These facts, coupled with the cloudy economic horizon, concern us greatly. We have learned from past experience, and we will closely monitor the situation and keep you informed.

We have been increasing our long-term reserve and our short-term cash accounts in this first year of the two-year budget plan. Our cash reserves at this time translate to 39.8 days' operational expenses. This is almost halfway to our goal of a 90-day reserve. Put bluntly, if all income ceased coming in to NA World Services today, the World Service Office would have the cash to continue to operate for 39.8 days. This is still a relatively small reserve.

Consistent with our business plan objective of keeping NA World Services stable and reliable, this deliberate budget strategy of maximizing profit in year one anticipated the vast expense and cash outlay needed to fully fund delegates to WSC 2002 (\$150,000+/-), and to pay for the conference itself (\$100,000+/-). Moreover, we will not recoup during this budget cycle the out-of-pocket advance expenses and deposits associated with WCNA 29 next July, and similar costs for WCNA 30 in San Diego in July 2003.

Over the current two-year cycle, overall expenses are disproportionately loaded into the second budget year. Additionally, WSC 2002 generates little to no income as an event.

FELLOWSHIP DONATIONS DECLINING !!!

At the World Service Meeting, we reported what we've noted above—fellowship donations were relatively flat for the year ending 30 June, compared to the prior year (\$612,000 versus \$611,000). In almost every prior year, fellowship donations have increased by *at least* 5 percent. A 5 percent increase would have pushed donations up to \$642,000 this year. This has occurred even when income from sales has declined substantially, including during periods of worldwide economic recession and stagnation. In a continually growing fellowship, this trend of steadily increasing donations is not surprising.

This lack of increase in donations last fiscal year coincides with the first year in which there

was no annual World Service Conference meeting, during our first ever two-year conference cycle. We do not know what this means and can only speculate. Because of the WSC 2000 decision to fully fund delegates to the WSC, it was assumed that the regions would pass on some portion of those funds that they otherwise would have spent on WSC travel to NAWS to help defray the total cost to fully fund delegates. Factually, we know that regions did not have any expense for delegate travel to a WSC last year. Yet, with no increase in total donations, it is clear that on average little to none of this reduction in expense from having no WSC last year was passed on to NA World Services. Indifference or perhaps, a lack of awareness of the need, are possibilities.

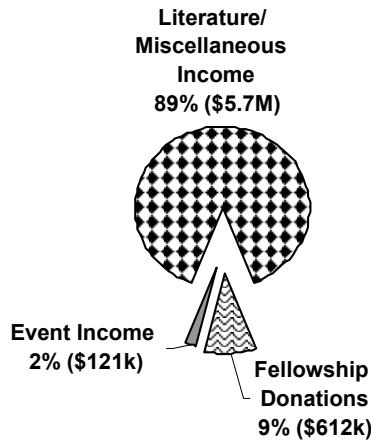
At the WSM, we reported donations declined about 34 percent thru 31 July 2001. Now, for the three months ending 30 September, *donations are still down 34 percent*. In dollars, that's \$112,800 received this year, versus \$171,554 for the same period last year. Donations are up from members, groups, and areas. The only category in which donations are down is from regions, and this is a very significant 47.4 percent decrease. In dollars, this is \$78,593 less received this year, versus \$149,328 for the same period last year. This is a decline of \$70,735. This means that the decline in regional donations accounts for the entire overall decrease in donation income. In fact, if regional donations were exactly the same (no change or \$149,328 again), then overall donations would be up 7 percent, in line with historical trends.

We really didn't hear any clear feedback about this when we met with delegates at the WSM. Some did say that certain regional conventions had fallen short, highlighting the danger of relying on event income. Others said money was on the way, but we've seen no evidence of this since the WSM. *We need your help to understand what is really going on and why.*

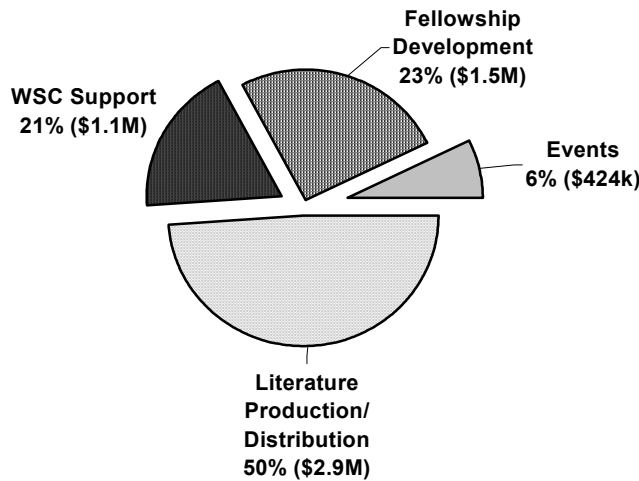
Note that donations are only 9 percent of total income, continuing the overwhelming financial dependence of NA World Services on literature and product income. The percentage of NA groups making donations directly to world services has been increasing since the new fund flow system was adopted several years ago. However, less than 5 percent of the 19,000+ NA

groups worldwide actually contribute to NA World Services. This represents less than 10 percent of the \$612,000+/- that comes from donations—more than 90 percent still comes from areas, regions, and events (conventions and functions which raise funds).

**Where the Money Comes From:
Breakdown of Total Income of \$6,492,119
1 July 2000 -- 30 June 2001**



**Where Your Money Goes:
Breakdown of Total Expenses of \$5,843,047
1 July 2000 -- 30 June 2001**



**Total Excess Revenue
\$653,222**

****** *The NAWS, Inc. Annual Report is sent to all conference participants. Other members can order the Annual Report by contacting Customer Service at 818-773-9999, ext. 133, 134, or 135. The Annual Report provides an in-depth accounting of NAWS finances and services. The charts above and other detailed information about finances and services are available there.*

WORLDWIDE WORKSHOP NEWS

As many of you already know, the worldwide workshop that was to take place in South London, in the United Kingdom Region from 14-16 September had to be called off. This was a last-minute decision due to the events that took place in New York on 11 September. While we are greatly saddened by this, we realize that Narcotics Anonymous does not exist in a vacuum. Like it or not, we are impacted by factors beyond our control or sphere of influence. Our apologies to all who had planned to attend and were looking forward to participating in this exciting event. This means we will now have four worldwide workshops, not five, this cycle. Any rescheduling of a worldwide workshop in the UK Region cannot occur earlier than next conference cycle.

The next worldwide workshop will have taken place by the time you read this issue in Wellington, New Zealand from 2-4 November at Victoria University, Wellington.

The fourth scheduled workshop will be in downtown Chicago, Illinois, at the Hilton. The dates are from 1-3 February 2002. See enclosed flyer or watch for it online at www.na.org/event-reg.htm.

The fifth and final worldwide workshop in this initial series is to be in Brazil. The target window is late February 2002. Plans are progressing slowly for this venue. We will give you more information as soon as possible.

WORLD SERVICE MEETING

The predominant feelings we've heard expressed regarding the World Service Meeting in Vienna, Virginia 31 August – 2 September are "partnership," "higher levels of maturity," and "willingness to try new things."

The new approach to the world service meeting included facilitated participation that led to the feeling of participating in a topic discussion, workshop-type setting. The actual procedures used were greeted with overwhelming enthusiasm. We spent little time presenting information, essentially just highlighting material from the August *Conference Report*. We did this deliberately to allow as much time as possible for questions and answers. It seems that back and forth

dialogue and interaction is one of the most valuable aspects of gathering face-to-face.

EXECUTIVE DIRECTOR NAMED

We are pleased to announce the appointment of Anthony Edmondson as Executive Director of the World Service Office. We know that you will join us in wishing Anthony the very best of luck as Executive Director. We have confidence in Anthony's ability to continue providing leadership, vision and skill as he has done for over 15 years in management at the WSO, the last six of which were as Executive Codirector.

During Anthony's six years as Executive Codirector with George Hollahan as his managing partner they guided and participated in the growth and maturity of both the World Service Office, as well as the restructuring of NA World Services. Now with George's resignation, Anthony will continue to lead the office on in its mission as Executive Director. Rebecca Meyer will continue as part of the two-person executive management team as Assistant to the Executive Director.

POSTING LITERATURE ON OUR WEBSITE WWW.NA.ORG

Plans are moving ahead to post IPs #1, 7, 16, 17, 22, and the information booklet, *NA: A Resource in Your Community*. The IPs are *Who, What, How, and Why, Am I an Addict?*, *For the Newcomer*, *For Those in Treatment*, and *Welcome to NA*.

We realize that we've reported this to you before, and it might seem as if this process is moving slowly. Please recall that we are planning to post these IPs in a variety of languages, and this automatically affects many different communities around the world. We are proceeding with caution so that when we do post the literature, we are sure we get it right and avoid any surprises.

☞ **Mark Your Calendar!** ☞

**Don't Miss WCNA 30 Celebrating the
50th Anniversary of NA!!!
A Once in a Lifetime Event!
San Diego, California, USA
3-6 July 2003**

CONFERENCE AGENDA REPORT PREVIEW

In approximately six months, we will gather together for the World Service Conference. Decisions made by the WSC in 1998, 1999, and 2000 continue to change the way we do business. We want to preview the upcoming *CAR* for you—so when we get together in April 2002, we'll all be on the same page.

Appearing in the *CAR* in 2002 will be:

- ◆ A motion from us to stop selecting the two fellowshipwide issue discussion topics for each two-year cycle by using a motion in the *CAR*.
- ◆ A motion from us to approve the *Group Treasurer's Workbook*. (Revised).
- ◆ A motion including all the issue discussion topics proposed by various conference participants.
- ◆ A report about recovery literature issues for discussion.
- ◆ Papers submitted by conference participants on this cycle's two issue discussion topics.
- ◆ Regional motions.

We took to heart what was said in the CTF (Communication Task Force) small group discussions at WSC 2000. Items in the *CAR* should be understandable and relevant to the groups. *TWGWSS (A Temporary Working Guide to Our World Service Structure)* states that the World Service Conference is a "vehicle for fellowship communication and unity: a forum where our common welfare is itself the business of the meeting." (Pg 6, *TWGWSS*, May 2000). If this is to be true, certainly the *Conference Agenda Report* must be clear and understandable to NA members.

The *Conference Agenda Report* will be somewhat different than in years past. The *Conference Agenda Report* in 2002 will have a new look and a new feel. It is our hope that this new approach is more relevant and easier to understand for members at the group level. We rely on your input to let us know if we have been successful. The changes are incremental in nature much the same as the changes to conference processes themselves have been incremental. As new ideas are implemented we will assess how they work and proceed cautiously from there.

One example of this type of incremental change that will impact both the *Conference Agenda Report* and the conference is the implementation of the new approval process for service material. At WSC 2000, the conference approved Motion 5, which created a multiple track approval process for NA service material depending on its purpose. It used to be that if a piece of literature, service or recovery, was to be "approved literature" it would have to be in the *Conference Agenda Report*. The *CAR* was distributed throughout the fellowship 90 days in advance of the WSC. Most regions conducted one or more *CAR* workshops between receiving the *CAR* and the actual conference, to ascertain a conscience on how the delegate should vote on all of the motions in the *CAR*.

As many of us know, these *CAR* workshops tended to be too complicated or uninteresting, because the *CAR* tended to be too complicated, weighted down with important but very complex motions regarding service material, policy, and procedures that had little or no interest to the actual NA member at his or her home group. Part of the reason behind our writing Motion 5 in 2000 was to try to devise a solution to this difficult problem.

Motion 5, adopted at WSC 2000, offered a new policy for the approval of service material. We now have three ways (or tracks) to seek approval for service material produced by NAWS: fellowship-approved, conference-approved, and board-approved. (Board-approved service material includes articles/bulletins and presentation papers published for broad distribution.) Under this policy, the only service material that must be included in the *CAR* are items whose primary audience are members or groups.

FELLOWSHIP-APPROVAL TRACK

This is for those items that are intended primarily for use by groups and members. This type of service material will go out in the *Conference Agenda Report* 150 days prior to the WSC (120 days in languages other than English). This increases the amount of time that regions have to workshop this material. With the old one-year conference cycle, it used to be 90 days. Now it will be 150 days in English and 120 days in languages other than English. All

items on this track will be considered in “old business” at the conference.

There will be one item in the upcoming *CAR* on the fellowship-approval track: an updated *Group Treasurer’s Workbook*. How and why this came about is explained below.

CONFERENCE-APPROVAL TRACK

This is for those items that are intended primarily for use by service boards or committees. This material will be sent to conference participants at least 90 days prior to the WSC. All items on this track will be considered in “new business” at the conference.

Going out on conference-approval track in 2002 is:

1) *A Temporary Working Guide To Our World Service Structure (2002 Edition)*. We reported on the various changes we are proposing in the August *Conference Report* and at the World Service Meeting. One of these changes is inclusion of revised WSC Rules of Order, in response to a motion committed to the board at WSC 2000.

2) *Treasurer’s Handbook (Revised)*. As we have reported before, this revision has resulted from one aspect of our work on the Service Material Evaluation Project approved at WSC 2000. The project plan’s purpose was then stated expressly: “To evaluate the need for an Events Handbook, and the current drafts of the Public Information, Literature, Hospitals & Institutions, and Treasurers Handbooks, as well as the existing draft material for training workbooks. This evaluation may lead to revision or creation of handbooks or new bulletins.”

3) We are proposing to make a minor change to *A Guide to Local Services in Narcotics Anonymous*. The change is the addition of a two-page summary of the service structure. This resulted from a motion committed to the board at WSC 2000.

The WSC 2000 policy specifically states:

“C. Service material to be conference-approved can be released for distribution to the fellowship prior to approval by the conference if conditions 1 and 2, along with either 3 or 4, below are satisfied:

1. The item is clearly distinguished as “Pending Conference-Approval” and identified with a unique header and color, and;

2. Work is completed and the draft item is approved by the World Board, and;

3. The service material is authorized for such early release by conference participants when the project plan for that item is approved, or;

4. The service material is identified by the World Board as resource material to be a relevant insert or update for an existing service material item, and meets a need expressed by the fellowship. This type of service material could also possibly stand on its own if later approved by the conference.

Once approved, early-release items will be repackaged accordingly. If not approved by the World Service Conference, distribution will cease.”

There is a very important point to make note of here regarding the ‘conference track.’ RDs still have the option of taking this material back to their members to gather the group conscience of their region in any way their region wishes. All material on the conference-approval track will be sent to conference participants at least 90 days prior to the WSC. This is the same amount of time we used to have when the *CAR* review period was 90 days.

Another innovation we plan to implement is having some facilitated processes for conference participants at WSC 2002. These processes (from the worldwide workshops) met with great success and enthusiasm at the world service meeting in Vienna, Virginia, USA, in September 2001.

The general themes we’ve been discussing, although seemingly technical in nature, are geared towards a more effective conference. If we can simplify our processes so that our communication is improved, it will allow for better understanding by the members of our fellowship and better preparation by conference participants.

A paragraph from *TWGWSS* seems to sum it up nicely: “The key to the effectiveness of each conference meeting depends on the preparation of all conference participants. The amount of information that must be read and understood is quite daunting as the meeting is the culmination of a two-year process that begins at the prior conference. Months in advance the *Conference Agenda Report* is published and

distributed, containing issues and proposals to be considered at the meeting. Other essential information is also provided in advance. It is the responsibility of all conference participants to arrive at the World Service Conference familiar with the provided information.” (Pg 7, *TWGWSS* 2000)

We believe that what we are getting to is what the World Service Conference is really about—a discussion-based conference where a fellowshipwide conscience is achieved on motions the conference is asked to consider. Again, we want to stress that this vision will become a reality over time. We are planning for step-by-step changes—not an overnight transformation!

We don't expect this will be particularly easy or without bumps in the road, especially this time out. The conference has repeatedly restated its desire to do things a little differently. We are continuing to look at ways to move toward this goal.

UPDATED *GROUP TREASURER'S WORKBOOK* TO APPEAR IN *CAR*

We are putting a revised *Group Treasurer's Workbook* in the upcoming *CAR* for fellowship consideration. The balance of the *Treasurer's Handbook* will be on conference-approval track. The reason for this separation is because the group workbook is intended primarily for use by groups and members. The new policy requires that it appear in the *CAR* for consideration during “old business” at the conference. The *Treasurer's Handbook* is for use primarily by service boards and/or committees. It will be sent to conference participants at least 90 days prior to the conference and will be considered during “new business,” at the conference.

We reported on half of this plan in the August Conference Report: “We inherited a draft revision of the Treasurer's Handbook that is a substantial improvement over the current material available now. It is not perfect. It is not everything we would like it to be. But, we are seriously considering releasing this material using the conference approval-track for the approval of service material. The dilemma we are faced with is releasing something that does not contain information that should be covered but is nonetheless much better than what we currently have available. We reported earlier in

the year about a non-traveling workgroup we formed to evaluate the draft and give input. We are in the process of having the draft edited now. Depending on how this turns out and when we have another draft to look at, we may have a draft for conference consideration before WSC 2002.”

We successfully completed that edit and still feel it is a significant improvement over some of the inaccurate and outdated material in the current version that we now distribute thousands of copies of per year. We only realized at our October meeting that not only is the *Group Treasurer's Workbook* an excerpt from the *Treasurer's Handbook*, but also that these two items now have separate approval tracks under the new service material approval policy.

The updated Group Treasurer's Workbook will appear as an addendum in the CAR. Recovery and service material have always been addenda in the CAR and are not translated.

PLANNING AHEAD—SAN ANTONIO CHOSEN FOR WCNA 32 IN 2007

We have chosen San Antonio, Texas, in the Tejas Bluebonnet Region as the site for WCNA 32 in 2007. The history of the *City of The Alamo*, along with the warmth and hospitality of this destination, make San Antonio an exciting choice for our fellowship's grand celebration! The charming River Walk running through the downtown connects shops and restaurants with the hotels, a beautiful new convention center, and the Alamo Dome. We want to congratulate the Tejas Bluebonnet Region, and we look forward to working together with them to present a great convention.

☞ Mark Your Calendar! ☞
Come to Atlanta, Georgia,
for the 29th
World Convention
of Narcotics Anonymous
4-7 July 2002

THE NOT CLASSIFIEDS

Just so you know, this is NOT classified information...
The WSO is always on the lookout for qualified & skilled applicants for vacant positions, so send in your resume if you are interested in becoming a special worker. All resumes are filed and then used as the first source when we look for candidates.



PREVIEW OF THE LITERATURE REPORT IN THE *CAR*

As we've said before, there will be no motions from the board about recovery literature in this *CAR*. We will place a significant report in the 2002 *Conference Agenda Report* concerning the Basic Text Evaluation Project, the sponsorship project, and the future of NA literature development. In this *NAWS News*, we will give a brief preview of that report. Our aim is not only to inform you of what we are doing but also to engage you in dialogue so that we will receive input from the fellowship giving us your on-going ideas. Only in this way are we assured that our foundation is solid for today and the future.

Presently the board has been faced with a twin dilemma; we have made a huge structural transition from doing business with separate committees and boards to just a single World Board. At the same time, our fellowship's demographics are changing dramatically. A growing international fellowship, of course, is exactly what we have desired, but we are starting to experience the appropriate "growing pains." We believe that we must move with clear focus but also with caution during this period.

One issue that is perplexing to us is trying to determine exactly what the fellowship wants regarding the Basic Text and Little White Booklet. Motions passed and conference actions notwithstanding, there is not clarity as to how we should proceed. Clearly, the fellowship expressed its desire regarding the sponsorship project, and the next article gives an update about that. We have less clarity with the Basic Text and the Little White Booklet.

We are now proposing another step in the "planning-to-plan" process that has been underway since WSC 2000 approved the Basic

Text Evaluation Project. In this way, we can clearly focus what it is we all wish to accomplish and describe the project in an achievable context. We are proposing a survey, designed by a professional, so that the 2004 conference can make a decision as to the scope of the project they wish us to embark on. It is possible that the Little White Booklet might be separated into a different issue.

YOUR HELP NEEDED

We have stressed repeatedly that we need partnership from you on a number of fronts. We need conference participants' help with these issues to inform the fellowship of our intentions. (This will be fully laid out in the *Conference Agenda Report*.) We need your help and partnership with the sponsorship project (see below), as well as with *The NA Way* (see article on page nine). We need your help with speaker recommendations for WCNA 29 in Atlanta. We also need your help to understand what is happening with the decline of regional donations (see article on page two). Getting back to the other dilemma mentioned earlier, there is the question of literature development and approval as it relates to English and non-English NA communities worldwide.

With the immensity of the tasks-at-hand, it is only through working together that we can fulfill our vision and mission.

SPONSORSHIP PROJECT REPORT

In evaluating the stacks of material we received from members, we realized that we had sufficient ideas and information for a book-length piece. The vision that we have is for a book on sponsorship. This work will share a diverse range of fellowship experience. It will not be a "how to sponsor book" or a workbook. In other words, this book will examine some of the issues involved in sponsorship and will share the fellowship's experience. It will not, however, be a "rule book" or step-by-step guide.

We have already received an unprecedented amount of raw source material. This material has provided us with your ideas and input as to what you want, rather than a reaction to an already produced draft. We believe this is an effective way for a global fellowship to truly impact the direction, scope, and content of a new piece of recovery literature.

We will solicit more input between now and March 2002 through interviews with members, and it is our hope that the resulting data will become additional source material. We will also keep asking for material through 31 December 2001, at specific venues such as the worldwide workshops, which will also generate source material. If you're reading this, you haven't missed out. We welcome your input.

The fellowship's desire for sponsorship literature seems urgent. Therefore, our goal is to include an approval form of the sponsorship project in the 2004 *CAR*. We want to congratulate and thank the fellowship for the enthusiasm this project is generating. In order for this project to be successful, we need to enlist your help. We ask all regional delegates to please inform the fellowship about our plan. We will do our very best to produce a work that we are all proud of—one that will be a useful addition to the NA recovery library.

NA WAYRUNNING ON EMPTY

The editor and staff of *The NA Way Magazine* do the very best they can to produce and deliver a quality journal of recovery every three months. Our magazine has a large circulation and reaches to every corner of our fellowship. The problem is that only a handful of people contribute. In the past, we have maintained a list of regular contributors and have contacted them periodically when we needed articles. Well, we are running out of options. We want to appeal to the fellowship to participate in our largest vehicle for sharing with each other.

We discussed the magazine's quality and value, along with research about circulation trends and production costs. We'll continue to monitor these issues carefully and keep you informed. We welcome your ideas.

CRUCIAL THAT MORE MEMBERS SUBMIT ARTICLES FOR *THE NA WAY*

Please pass the word on to members of your home group and local fellowship to contribute something to an upcoming *NA Way* issue. Better yet, write a feature article about some aspect of your experience, strength, and hope. If published, you'll discover your hidden talent to share in five languages with every registered NA

Group in the world! The *NA Way* even offers the chance for any member to write for the Opinion Section of the magazine, designed to foster constructive fellowship discussion and dialogue about hot topics of fellowship concern.

Even if you do not think your writing skills are polished enough, if you will submit your ideas and articles, we can edit, cleanup, and make ready for publication whatever you send to us. As the Basic Text says, "As addicts, we know the pain of addiction, but we also know the joy of recovery we have found in the Fellowship of Narcotics Anonymous. We believe the time has come to share our recovery, in written form, with all who desire what we have found." (Basic Text, *Preface*, p. xiii)

The theme for the April 2002 issue is "You and Your Home Group." The deadline for this issue is 1 January 2002.

The theme for the July 2002 issue is "Uncovering the Nature of Anonymity." The deadline for this issue is 1 April 2002.

Please note that the production timeline for *The NA Way* always runs about three months ahead of each quarterly issue.

Please submit articles to: *The NA Way*,
Box 9999, Van Nuys, California 91409.

**My Gratitude Speaks
When I Care and
When I Share
With Others
*The NA Way!***

DISCONTINUED INVENTORY ITEMS

The World Board has decided to discontinue various items from our inventory due to their obsolete technology and low demand from our fellowship. Therefore, it is no longer economically feasible to continue incurring the inventory cost to carry them. (Continued on the next page.)

- All speaker tapes: Item No. 8100 thru 8175.
- ¼" Radio PSAs: Item No. 8450 thru 8455.
- :60 Radio PSAs: Item No. 8455 thru 8465.
- 2" TV PSAs: Item No. 8502, 8505, 8508, 8511, 8514, 8517, 8520, and 8523.
- TV PSAs 1-4 on VHS: Item No. 9112 and 9114.

AN UPDATE FROM THE HUMAN RESOURCE PANEL

Two HRP members attended the World Service Meeting in Vienna, Virginia on 31 August to 2 September. We reported that there were 530 people in the World Pool on 24 August, compared to 371 in August 2000 and 306 in March 2000.

In the August HRP report, we gave information about the utilization of the World Pool for conference projects by the World Board. A few questions about this information came up at the World Service Meeting, and we want to be certain that everyone understands how the World Pool is used. The World Pool is the exclusive resource for the HRP in making WSC nominations. The pool is the primary, but not the exclusive, resource for World Board projects. The World Board has reported several times that sometimes they need an individual with very specific qualifications, and they need to go outside the pool to find that person. When this happens, the person is always asked to submit a resume to the World Pool. We all anticipate that, as the World Pool continues to grow, it will be an even more complete resource to the board for WSC projects.

We also gave an overview of the nomination process that was to begin on 1 September. This process is underway now, and we've already received many responses to the letters that were sent out on 14 September asking qualified members of the World Pool if they were interested in pursuing a nomination for the WSC 2002 elections. There are a maximum of 48 possible nominations that could be made by the HRP at WSC 2002. In mid-December, we will be preparing to begin a process of interviewing potential candidates and their references. For every person the HRP interviews, two references are also interviewed. This is all done by telephone, and many hours of phone calls will

be made in the coming months. One thing we've recognized is that, as the World Pool grows, the administrative work for the nomination process will become nearly impossible. In the future, it will become necessary to find better ways to process the number of potential nominees during the process. We plan to discuss this with the World Board at some point in the near future.

In July, we sent out the draft of the new World Pool Information Form for input. We've received input from some NA members, some WSO staff, and one NA member with expertise in this area. As a result, several changes have already been made to the version that was sent out. The timeline for putting the new form in use is uncertain at this time, but the form will not be put into use before WSC 2002. When the form is totally finished, everyone in the World Pool will be asked to fill out one. This will be necessary so that members in the pool can have the same type of information accessible for evaluation for nominations and projects. This is consistent with our goal, which has always been to have the best and most usable form possible.

The HRP is required to nominate people for open WSC positions, and the external guidelines state that we should not nominate more than three people for each open WSC position. Some members have asked about the process for reducing the large number of potential nominees to a much smaller number, so we thought we would take this opportunity to give some general information about that process. Before interviews are ever conducted, the number of potential nominees is reduced by considering the information provided on the resume: service interests, experience, skills applicable to the position, history of working in a group and completing work, familiarity with the NA service structure, history of leadership, and the ability to donate time and resources for the position. In addition, a subjective decision is made about the combination of the above qualities. After interviews are conducted, we use criteria from our internal guidelines to reduce the total number of people to be considered: recovery experience, service experience and interests, skills and talents, maturity level, character, integrity, stability, history of commitment, and balance between rotation and

continuity in world service efforts. Geographical diversity is an important factor only if all other considerations are equal.

Regions also have the ability to make nominations for WSC elections. We feel it is important to point out again that these nominations are treated differently than HRP nominations at the WSC meeting. One reason they are treated differently is that the regional nominations do not go through the same interview and reference checking process that HRP nominations do. Another reason is that the deadline for regional nominations is usually the first day of the WSC meeting, so the package of resumes is distributed to participants later than the package of Candidate Profile Reports for the HRP nominees. The package of resumes is simply a copy of the handwritten resume with the personal information blocked out, and the CPR package contains reports printed from the World Pool database. The type of information in each is the same. Some participants have voiced their desire to receive the resume package for regional nominations at the same time as the package of CPRs. This could only occur if some action were taken to make the deadline for regional nominations happen at some point prior to the WSC meeting. We believe that regions should always have the right to make these nominations, but we also are hopeful that in the future, conference participants will have enough confidence in the HRP process that they won't feel the need to make regional nominations at all.

The HRP met in Chatsworth on 26, 27, 28, July 2001. As we reported in August, Sonny J and Jeff S, previous members of the HRP, had been invited to the meeting to help us prepare for the nomination process. We met with them on 27 July and they were most helpful to us in reviewing the process for conducting interviews of potential nominees and their references. We discussed many things relevant to the HRP's continued work and its interaction with the World Board and the Executive Committee.

It became evident to all present that the HRP was unable to move forward as a cohesive and productive group. We acknowledged that it wasn't essential for everyone to agree with everyone else, but with this small group of three, the disunity and lack of confidence in various directions was making it impossible to

move forward. We all shared our feelings about the disunity, took an hour break, and reconvened. At this point in the meeting, Mike L tendered his resignation, which was forwarded to the World Board chairperson. We respect Mike's decision, as he knew the HRP needed unity and agreement in its direction in order to move forward. Mike's resignation was reported at the World Service Meeting and questions were asked and answered. We would like to thank those present for respecting Mike's right to privacy and for acknowledging the contribution he made to the HRP.

We now must look forward to moving ahead and accomplishing the work assigned to us by the World Service Conference. We recognize that the nomination process workload is going to be far too much for only two HRP members to handle. Our internal guidelines provide for supplying a list of potential project workers to the World Board for appointment, and we decided to utilize this avenue to obtain some help. We sent a memo to the World Board Executive Committee to appoint someone from the World Pool as a project worker to help us with the HRP nomination process. Because of the necessity for confidentiality in this work, the Executive Committee decided that the appointee should be someone who the conference had already expressed confidence in by having previously elected him or her to the World Board or the Human Resource Panel. The Executive Committee appointed Sonny J, previous HRP member, strictly to assist the HRP with the nomination process.

At the World Service Meeting, several people asked if we felt the need to create a process for filling vacancies on the HRP in the future. We believe that it is not necessary to create a new process because the process described above worked quite well. The HRP needs were satisfied in a responsible way that maintained a single point of decision and accountability as described in Concept Five and preserved the integrity of NA World Services.

Your HRP members want you to know we are confident that, with Sonny's help, we can complete the work required and provide the best possible nominees from the World Pool for the open WSC positions. We also want you to know that we have established a productive dialogue with the World Board Executive Committee and

plan to work closely with them in the future. Your help and support has been especially valuable during the past few months and we send you our sincere thanks.

INVENTORY OF NA PUBLIC RELATIONS CONTINUES

We spent one morning of our three-day October meeting in small group discussions of the philosophy and future of NA's public relations efforts. Our PR Committee set up this discussion and led us through it. This process will help us as a board and will give direction to our PR Committee about future PR efforts, including the areas of agreement and disagreement among board members about what the nature and goals of our efforts should be and how best to accomplish those goals in partnership with the fellowship.

BASIC TEXT AUDIO REVISITED

Some of our customers were polled to see if there was a preference for single or multiple voices on the audio version of the Basic Text. A majority preferred the idea of a multiple-voice version. The current version uses a single voice. The *It Works: How and Why* audiotope uses multiple voices. We endorsed researching this further.

CAR WORKSHOP SUPPORT

As in past years, we have committed to support various multi-regional and zonal *Conference Agenda Report* workshops. We've listed these below by date.

- Sixth Biannual Multi-Regional Conference; Kalamazoo, Michigan (US)—30 November–2 December.
- MRLE; Alfred, Maine (US)—7–9 December.
- Rocky Mountain Zonal Forum; Littleton, Colorado (US)—14–15 December.
- Plains States Zonal Forum *CAR* Workshop; McPherson, Kansas (US)—5 January.
- South Eastern Zonal Forum; Macon, Georgia (US)—5–6 January.
- European Delegates Meeting *CAR* Workshop; Rimini, Italy—17-19 January.
- Southern Zonal Forum *CAR* Workshop; Shreveport, Louisiana (US)—26-27 January.
- Asia Pacific Forum; Byron Bay, Australia—29-31 January.

- MARLCNA *CAR* Workshop; Lancaster, Pennsylvania (US)—8-10 February.

If you need more information on any of these events, please visit our website at www.na.org/events.htm or contact the World Service Office at (818) 773-9999.

CALENDAR

Conference Agenda Report for WSC 2002 in English—**29 November 2001.**

Conference Agenda Report for WSC 2002 in certain translated versions—**29 December 2001.**

Submit articles for the April 2002 *NA Way Magazine*: theme "You and Your Home Group." Deadline is **1 January 2002.**

Worldwide workshop in downtown Chicago, Illinois, USA, **1-3 February 2002.**

Deadline for submitting regional reports for publication in the March 2002 *Conference Report* (pre-conference edition)—**15 February 2002.**

Submit articles for the July 2002 *NA Way Magazine*: theme "Uncovering the Nature of Anonymity." Deadline is **by 1 April 2002.**

WSC 2002 in Woodland Hills, California, USA, **28 April to 4 May 2002.**

WCNA 29 in Atlanta, Georgia, USA, **4-7 July 2002.**

WCNA 30 in San Diego, California, USA, **3-6 July 2003.**

ATTENTION DELEGATES: SUBMIT YOUR REGION'S REPORT

We encourage all delegates to submit a regional report for the March 2002 *Conference Report*. This is your chance to further communication among regions and world services. Don't let your region's report get lost in the paper shuffle at WSC 2002!

We suggest that regional reports include certain basic information such as:

- ☆ The number of meetings, groups, and H&I panels;
- ☆ Service activities conducted by the regions and/or areas;
- ☆ Challenges that the region is facing; and
- ☆ Any specific experiences that may benefit another region and/or world services.