

NAWS NEWS

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GREETINGS FROM YOUR WORLD BOARD

As many of you may know, we had our second board meeting of this conference cycle 18-21 October 2006 in Chatsworth, CA. We had an energizing and productive meeting.

We spent a full day with NAWS project support staff in a facilitation training conducted by Jim Delizia. He is a consultant whom many of you are familiar with from the conference. Even though we have had these trainings in the past, our focus with this training was to learn new techniques to assist us in our efforts with zonal, convention, fellowship development, and worldwide workshops. We generated many new ideas to help us better gather input and ideas from the fellowship. With our fellowshipwide Issue Discussion Topics we want to take the next step and move past gathering simple information and begin to talk about what this information may mean for NA, as well as exploring the implications if we take any action. We look forward to participating with everyone during our workshops, and we hope that we can bring these new ideas into practical application during this cycle with the Issue Discussion Topics.

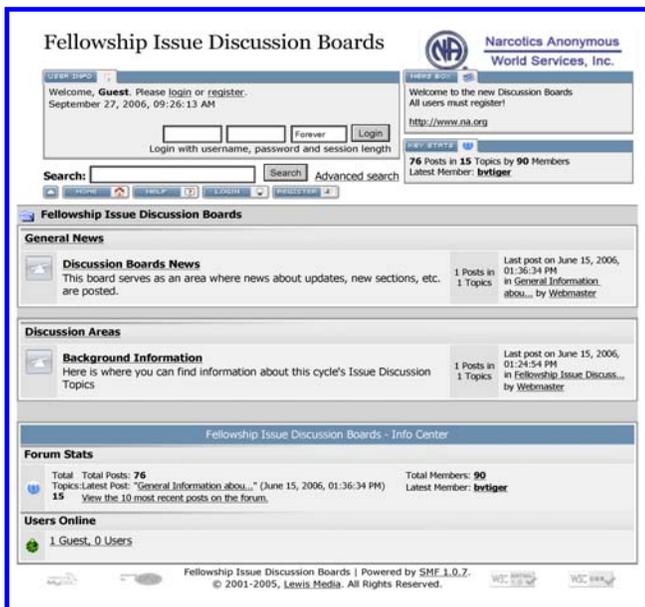
We spent a second full day of our meeting briefly reviewing what we had discussed about Leadership and what it would take to cultivate leaders in NA. This session of the board meeting included the HRP and NAWS staff. Even though it is the ideal, we realized that we need each and every member involved in the leadership cultivation process—we will not be successful without member involvement. We have heard throughout the leadership discussions that mentoring and training are critical. The next step in our discussions is about how we create better practices for mentoring and training and how we can best accomplish this through all levels of our service system. We welcome your ideas and comments.

During the remaining two days of our meeting we spent time discussing the Basic Text project, WSC seating, consensus-based decision making, and regional delegate training and support. These areas will be more thoroughly explained in *NAWS News*.

Additionally, we spent time discussing our values as your World Board and what our leadership roles as board members mean to our fellowship. We will be updating the internal documents that state our guiding values, processes, and leadership responsibilities. The foundation for all of these is based on the principles embodied in our steps, traditions, and concepts and supports the ideals of our vision statement. These documents were created and passed on to us by previous World Board members.

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The conference participant bulletin board is up and functioning. We asked you if you were in agreement on expanding these discussions to past conference participants, and you overwhelmingly answered yes. Anyone who has been a participant from WSC 2000 on (delegate, alternate delegate, or World Board member) is welcome and invited to sign up and participate in these discussions. We have made a commitment to supply this discussion board with some of the things we are talking about as a board, as well as to participate as individuals. Our initial two discussions are on the Basic Text project and RD training and support. We will continue to add various topics as we develop this participation board. Please go to the website and check it out!



We had a very productive meeting that left us aware of our responsibilities and enthused about the task of helping us all move forward this conference cycle. Our fellowship is one to treasure: the gift of recovery. We feel honored and privileged to be serving as your board.

What's Ahead:
 For our January board meeting, we will be meeting in San Antonio, Texas, to continue our planning for WCNA-32, to meet with the support committee, and to become familiar with the logistics for this celebration of recovery forecast to attract 25,000 members.

Regional Delegate Support

Over the course of the past two conference cycles we have engaged in conversations throughout the fellowship about leadership development. We all seem to understand the need for growth and change. Regional delegates are in a unique position to help effect the changes needed in our service structure. They are leaders in their communities whose voices transmit ideas and innovations back and forth between NAWS and those local communities.

Because of their pivotal roles, RDs are our partners in our efforts to develop a culture of leadership development—encouraging, mentoring, identifying, training, and educating members. Sessions at WSC 2006 covered topics of leadership development and how to be an effective regional delegate. At the board meetings since the conference, we have discussed these issues as we have processed the information gathered in those sessions. One of our goals is the development of a document that will help RDs to be as effective as possible in their roles as trusted servants, leaders, and mentors.

In the meantime, we realize that sometimes the most useful tool for one RD can be another RD and their experience. To facilitate better communication among delegates, we will dedicate a section of the online RD bulletin board, which is available at www.na.org/discussion_boards.htm. The discussion board will include prompts for delegates to share some of the strategies that work for them as facilitators, leaders, and mentors. Some regions have already begun to implement exciting new approaches to leadership training and development. Many RDs have experience in how to effectively communicate ideas within in their regions, to areas, and to world services, while others may struggle with how to accomplish this. Our hope is that RDs will continue to form and strengthen partnerships with one another and with world services so that they can share their experiences, including their challenges and solutions.

Delegates, other trusted servants, and NA members are encouraged to contact world services with questions, input, and concerns. Active communication and cooperation at and between all levels of service will be crucial to our efforts to strengthen the training and leadership within our service system.

Be sure to check out the new area on our website where service committees can post their locally developed area and regional service resource material. We hope this material will assist NA service bodies to benefit from others' experience, strength, and hope. http://www.na.org/local_resource_area.htm

PROJECTS & WORKGROUPS

Basic Text Project

Basic Text Review Draft

The Basic Text project has reached a milestone since *NAWS News* was last published. On the first of September we sent the review draft of the text out for input. The text was mailed to conference participants, areas, regions, and anyone who signed up to receive it. Since the beginning of September we have been doing weekly mailings for people who have signed up since the release date. It may surprise you how many copies we have distributed already. By the end of October we had already mailed more than 3100 paper copies, and more than 2100 electronic copies had been downloaded. Many people seem to be taking advantage of the ability to sign up online, and we hope that the online interface for giving input will be equally helpful. Of course, links to all Basic Text project-related material can be found on the main page for the project: www.na.org/conference/bt.

We are presently in the middle of the review period, and we are starting to receive feedback on the draft. Please encourage people to send us input as soon as they can. The earlier we get input, the easier it is to incorporate it. We know many of you are holding workshops, and we hope that you will check the conference participant bulletin board at <http://www.naws.org/wsc-forum/> for ideas on workshops and other issues related to the project.

Certainly we are getting plenty of ideas on how to improve the text. For the most part, members seem to like the text—its content and its organization. We are getting questions and comments like “Why isn’t there a story from Australia?” or “Is ‘utopia’ really the right word?” or “Thank you so much for including

something that talks about grief in recovery.” This is the type of input that will help the workgroup and the board in revising the draft.

Along with these sorts of content-related comments and questions, we are also encountering some questions about process, and we wanted to try to answer a few of those questions for you here.

Who gave you the authority to revise the text?

The simple answer to this question is that this project formally came to be when the 2004 World Service Conference passed a motion to begin work on these revisions. That motion was included in the 2004 *Conference Agenda Report* (published November 2003) and discussed in all of the forums where the *CAR* is discussed and voted on at the conference. And so, the really simple answer is that the Fellowship of Narcotics Anonymous, speaking through the delegates, provided the authority and direction.

However, the impetus for this project began long before that particular motion. We have been talking about the possibilities related to revising the Basic Text since the World Board was created in 1998. Prior to the creation of the Basic Text workgroup in 2004, we had a project that extended for two cycles (four years) focused on evaluating the possibility of revising the Basic Text. Prior to that motion there was a project devoted to literature revisions in general. Also, there are members who are only now hearing about the Basic Text project, and thus are asking where the project came from. These kinds of questions seem to speak to the age-old problem we have with communication in the fellowship. The challenge is ongoing and far larger than one particular project. We do hope that members communicate with each other regarding the history of this project. We think the response to the draft—the thousands of mailing requests and downloaded copies—represent an improvement.

How did you decide which stories to include?

We knew decisions about which submissions to include and which existing stories to retain would be very challenging. Each of the pieces was anonymous. The workgroup members did not know the identity of the writers of the submitted stories, or if they did, they could opt out of the evaluation at any point.

The evaluation process had several tiers or stages, with the first evaluation being the broadest. Each piece was read by three or four workgroup members, any one of whom could opt to keep the submission in the mix for further evaluation. The second evaluation stage used a tool we created that ranked all of the stories using the same criteria, including recovery content, quality, style, structure, and how it fits into the work as a whole. At this stage the existing stories were numerically ranked alongside the new submissions, using the same set of criteria. We also knew we wanted to preserve some of the original stories for their historical value without sacrificing quality and content. It was a tough task, but in the end, we are satisfied we evaluated every story previously published (in American and Anglicized English, French, Swedish, and Dutch) and all of the new submissions with due diligence.

What happens now?

We are already working to collect some additional pieces for the final approval draft. As we explained in the cover material for the review draft, we know there are some obvious gaps in the collection. And so, for instance, we are reviewing the material we have received from Australia, and we hope to actively solicit material from Eastern Europe, to name just two examples of the ways the draft may change. We hope to have an even better text by the time the approval draft is published.

Some of you have wondered why this newly collected material will not go out for review as well. There simply isn't time to have another meaningful review period and publish a final version of the text by September 2007. We don't feel it is responsible to extend this project for another two years, but we are also not comfortable stopping our work when we know the draft is not as good as it could be. We want to offer the best draft possible for consideration at the 2008 conference, and so we are continuing to try to improve the collection as a whole.

Keep sending us your input; we are working diligently to incorporate it. The review period ends 28 February 2007. The following six months will be spent revising the draft, incorporating input, making final decisions about the collection as a whole, proofing, and so on. The approval draft—the version that will be voted on at the World Service

Conference—will be published in September 2007. It will also be included as an appendix to the *Conference Agenda Report*.

In addition to our work revising the draft, we still have a number of decisions to make—how to deal with the need to re-index the text, how to deal with the quotations in *Just for Today* that refer to stories not included in the draft, even whether to stick with our working title for the section “Our Members Share.” We will keep communicating as we talk further about the text and the project. You can also check for updates about the project online: www.na.org/conference/bt.

Youth IPs Workgroup

The Youth Workgroup recently had its first meeting, 3-5 November in Chatsworth, CA. We are excited to report that we are busy beginning to develop material to serve our growing youth membership and potential members. Currently, the group is planning to create three separate Informational Pamphlets: one general piece for younger addicts, one piece for minors or teenagers, and a piece that speaks to the parents of younger members. We've known for a long time that we've needed new materials to reach younger addicts, and the Youth Workgroup is finding creative ways to speak to these addicts.

Targeting literature to a specific population, in this case younger addicts, means that these pieces will be created so that they speak directly to this population. As a result, we anticipate that these new IPs will look and sound different. We've discussed the challenges we are likely to have in a review and input (R&I) period for pieces not meant to speak to most of us doing the reviewing. We know that asking ourselves, *Does this speak to me?* may not be the most useful way to approach R&I for these IPs. Instead, we can look at how these pieces dispel some of the misconceptions younger members may have about NA and how these pamphlets help to make NA's message more applicable for this population. We're confident that this project is another step in expanding the ways we reach addicts in our growing worldwide fellowship. We do not have a firm date for release of this material for your review and input, but we will keep you updated as we progress.

FELLOWSHIP DEVELOPMENT

Workshops and trips

We mentioned in the September *NAWS News* that we would provide you with more information about our fellowship trips and workshops.

INDIA

Ron M from the board along with two NAWS staff persons traveled to India 2-12 September. The first leg of their trip took them to Bangalore to attend the three-day SIRSCONA (Principle Regional Service Committee in India) meeting, followed by the Bangalore Area Convention. NAWS has been working closely with regional leadership to assist with fellowship development and translations issues. The Indian fellowship is strong, with



an influx of many new members. The workshops held at the convention had well over 100 members in attendance. They are eager to provide services and attract even more new members to NA. Trusted servants from Nepal attended the regional meeting, workshops, and convention, and members from Bangladesh also attended the workshops and conventions.

From Bangalore we went to New Delhi for more service workshops, and these had approximately seventy members in attendance. This team facilitated eleven workshops over the course of their trip; we found that these members were eager to participate in service workshops. Language, at times, posed challenges; there are seven different languages spoken regularly. We were able to find our common bond and focus on efforts to better carry our message of recovery.

MIDDLE EAST – Bahrain, Saudi Arabia, and Israel
Craig R from the board, our assistant executive director, and our translations manager began their trip by facilitating a variety of service and recovery workshops which were held in Bahrain. There were eight countries in attendance, with topics ranging from sponsorship to mock PI presentations to holding effective ASC meetings. There was also a large celebration for the seventh anniversary of the H&I meeting in the local prison. NAWS was presented with a plaque from the administration of that prison. Our congratulations to Bahrain for their years of carrying the message.

They then traveled to Saudi Arabia for their first regional convention and workshop. The welcome and organization from the local fellowship were



amazing, and members traveled from all over Saudi Arabia and the gulf. They arranged opportunities for a PI presentation to medical professionals and students, as well as a visit to the women's section of a local treatment hospital. The travel team took with them the only local woman from Bahrain recovering in NA and tried to plant the seeds to make it possible for more women to find recovery in this region. This was at the encouragement and support of the local members, and our heartfelt thanks go to them for all of their efforts.



The last part of the trip was to Israel, where NAWS has not visited since 1994. There were workshops planned in conjunction with their convention at the Dead Sea, the lowest point on earth. The energy and enthusiasm of the Israeli fellowship had to be experienced to be believed. They struggle with their service efforts as addicts do everywhere, but they have much to be proud of. The convention attendance was over 1,000 members strong, with an estimated 3,000 members throughout Israel. They have years of experience with what does work in many areas—PI,

H&I, regional service, translations—and were eager to share their experiences. Our respect and thanks to the Israeli fellowship!

CHINA and SINGAPORE

Anthony E, the NAWS executive director, attended the Second Asia Pacific Institute (1-5 September), which provided him with the opportunity to interact with members of the Singapore fellowship as well as a couple of members from Malaysia. There has been some fellowship growth and improved service coordination in Singapore since the First APIA.



Mukam D from the board joined Anthony in Shanghai for the second portion of the trip. NA in Shanghai, Beijing, Kunming, and Hong Kong are working together to better meet the needs of NA China. It was exciting to have the opportunity to interact with two Chinese members from a group in Kunming. NAWS has been working cooperatively with trusted servants in Shanghai to help get meetings started in other locations in Southern China. Getting more Chinese literature translated will most likely become a priority, probably by early 2007.

NEW ORLEANS WORLDWIDE WORKSHOP

We held our first worldwide workshop in New Orleans, Louisiana, 29 September – 1 October. We chose New Orleans for several reasons, two of which were to offer support to the fellowship that continues to recover from the effects of the hurricane, and to help to promote unity within their fellowship that remains somewhat fractured, another side effect from the hurricane.

The NAWS travel team was large, as this was also a hands-on training for new board members and staff persons. They were able to experience a worldwide workshop, interact with members from our fellowship, and improve their facilitation skills and knowledge.



Attendance during the event varied from eighty members to up to 200 members. In attendance were approximately thirty-five RDs and RD alternates from various locations throughout the US. We were slightly disappointed that more local members didn't take the opportunity to attend the workshop; however, those who did attend the closing Sunday workshop expressed their regrets for not having attended the entire weekend. We were very pleased by the number of area trusted servants who attended from various NA communities from Houston, Texas, to Detroit, Michigan.

WSC SEATING

As many of you may recall, we started this discussion prior to WSC 2006 and continued our discussion with you during the conference. In our review of the 2000 policy in the *Conference Agenda Report* (currently in *A Guide to World Services*), we found that the seating policy did not really convey the original purpose that it was created to address. It was created to provide us with standardization when we went to delegate funding and the two-year conference cycle. The policy does not sufficiently address the issue of NA communities where there are service bodies that function like a region, yet their responsibilities for service provision are all-encompassing. These service bodies meet the needs of their communities and attract new members to recovery, usually without formalizing themselves as a region.

This policy was also created to help stem the growth of US regions seated at the conference, and the current policy doesn't appear to adequately address that situation, either. The issue of regions that split from existing regions had its roots in the US; however, regional splits will begin to affect NA communities outside of the US. For those of you who were at the conference, the above information is not news. The conference seemed to act in what it believed was the best interests of the conference and the fellowship, and disregarded the existing policy in many cases. In doing so, they seated two regions that the current policy would have left some question about as far as meeting specific criteria, and did not seat two US regions that met the letter of the policy.

During our October meeting, we reviewed and discussed the WSC seating policy from a strategic and planning process perspective. Initially, we discussed the distinction between regional splits and newly created regions, including those regions developed in younger NA communities. New regions tend to come into being to provide services for isolated groups of members, often in developing communities. Regional splits happen for a variety of reasons; however, services have been provided to members prior to the split. Generally, these regional splits do not occur in isolated communities.

We looked at the policy to understand the underlying issues. With a regional split, is there an assumption that this will provide them with a seat at the WSC and that their voice is not currently being heard? What is meant by "extraordinary circumstances" and how do we quantify this? Are there options for local communities to consider prior to a split? *A Guide to Local Services in NA* does not address some of the issues and possible solutions that could be used in these situations to address the need for localized service but that do not necessarily require a regional split. And if a regional split is decided to be in the respective regions' best interests, is there a reason why the voices of both regions could not be brought together every two years? Could services be more effective with planning and RD support and training?

After considering these issues, we developed a set of recommendations. Included in these recommendations is our desire to suspend the current policy and not create a seating workgroup this cycle. This is based on our belief that the current policy does not live up to the

spirit in which it was created and does not seem to effectively serve the conference. In the short term, we recommend that any region created from a regional split and wishing to request WSC seating not be considered until 2012. This may seem like a long time; however, a conference decision concerning our current policy cannot be made until 2008, and so 2012 would actually only be two conference cycles. During that period, we recommend looking at our service delivery system in its broadest sense and with more of a long-term viewpoint. We know that there need to be many more discussions about what our service system should look like in the future. The Issue Discussion Topic of Infrastructure has helped lay the groundwork for those discussions and for this cycle's Our Service System. We plan to gather your experience, listen to what you are telling us is working and not working, and frame discussions and recommendations for your consideration.

Consensus-Based Decision Making at the WSC

We have started our discussions in order to prepare for presentation of this in *A Guide to World Services* at WSC 2008. We recognize that there is more application and understanding of consensus-based decision processes within our fellowship today. In fact, there may be models within NA that we can build upon.

We will continue our discussions, and have agreed that there are elements that seem central to any consensus-based decision making. Some of these include: 1) carefully listening to all voices; 2) flexibility with the process for modifying proposals during discussion; 3) seeking assent of minority voices; and 4) allowing for more discussion with close calls.

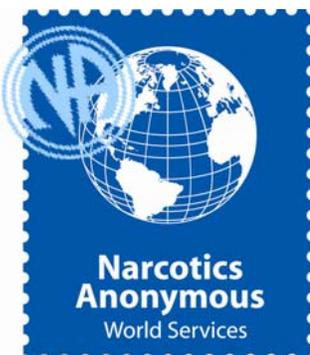
We are at the beginning with considering consensus-based decision making and will continue to keep you updated throughout the conference cycle. We plan to address this issue as it applies to the WSC, but know that we are creating a model that many local service committees will try to implement. We have heard from you that consensus-based decision making is working for many of you already. *We invite and encourage you to share your experiences and ideas!*

PUBLIC RELATIONS

Public Relations Handbook

We are ecstatic to report that the *Public Relations Handbook* is printed and ready for distribution. This service resource is available in print for \$5.00 and is available at www.na.org. For those who order the handbook, it includes one resource, the Area Planning Tool (APT), that is also downloadable at www.na.org. We encourage members to read the handbook and try some of the practical tips that are provided, and we desire for you to use the APT and let us know how that resource is working for you. We need your experience with this resource to improve this tool. We certainly hope that it helps with planning for your area, regional, or zonal services.

We are continuing to create resource material for the handbook. We anticipate an initial packet of resource materials to be released in early 2007. This packet contains resource material for Chapter Four (Interacting with Professionals), Chapter Five (Media), Chapter Six (Criminal Justice), and Chapter Nine (Phonelines). We will continue throughout this conference cycle to develop more resources. The resource section of the handbook is posted separately on our website. It includes an index which we will continue to update as we release new material. You can also sign up to subscribe to these updates at <http://portaltools.na.org/PortalTools/subscriptions/Login.cfm>



Professional events

We continue to participate in professional conference events with varied audiences, as well as partnering with local NA communities for multi-regional, multi-area cooperative professional events.

September was a busy month with conferences. We attended the annual Recovery Month Kick-off celebration in Washington, DC. As you may recall, NAWS is a community resource for the planning partners of this event—a celebration of all persons in recovery in the United States. We left Washington to attend the Cape Cod

Symposium in Hyannis, MA. This was our initial participation in this treatment conference whose attendees came primarily from the Northeast of US. The conference attendees wanted information about our program of recovery to pass on to their clients; we were so much in demand that we ran out of recovery literature twice.

We presented information about Narcotics Anonymous at the World Federation of Therapeutic Communities biannual conference in New York City, NY, 31 August – 2 September. We shared our workshop with Greece and Malaysia, who supported the NA program as a community resource that these professionals have seen as effective. This conference showed the beginning steps toward cooperation with the therapeutic communities; as these treatment settings have evolved, they have become more willing to refer their clients to NA.

From New York, we went on to the International Council on Alcoholism and Addiction conference which was held in Edinburgh, Scotland. We interacted with prime ministers of health from Finland and Romania, who desire NA recovery materials in Russian to help their addicts, and with the prime minister of health from Mexico, as well as professionals, scientists, and researchers from around the globe.

September was truly a full month. 28 September through 1 October we attended the International Chemical Dependency Nurses conference in Philadelphia, PA. This was our first conference with these professionals, many of whom had misconceptions about NA and our recovery literature. We were able to introduce them to resources such as *Just for Today*.

Moving into October, we attended the Employee Assistance Professionals conference which was held in Nashville, TN. They had many international attendees, many of whom had no knowledge of the Narcotics Anonymous program. We provided information to professionals from South Africa, Kenya, Nigeria, Caribbean Islands, and Eastern Asia. Additionally, we met and interacted with military personnel; in fact, we sent a group starter kit to a military base in Iraq.

Our public relations efforts help us toward realizing one of the goals of our vision statement—*Narcotics Anonymous has universal recognition and respect as a viable program of recovery*. Efforts from our members and NAWS with positive public relations will help us toward achieving our goals.

Cooperative PR efforts with regions

NAWS partnered with two regions that interacted with professionals who work in treatment and correction at the conferences held in their respective regions. We worked with the Tejas Bluebonnet Region to support their participation at the HIV conference that was held in Houston, Texas, and we assisted the Region of the Virginians in their efforts to participate in a correctional conference in October.

If professional events in your regions are up and coming, please feel free to contact NA World Services. We are glad to work with you to make your participation successful and rewarding. After all, this is one avenue to help us toward actualizing our vision statement.

Public Relations Forum

Share your experiences with us in *The NA Way*. In the upcoming January edition of *The NA Way*, there is an article that focuses on medication and our Tenth Tradition: *NA has no opinion on outside issues; hence the NA name ought never to be drawn into public controversy*. After reading the article, please share your thoughts and experiences with us.

WCNA UPDATE

We are currently in full operational swing—preparing registration materials, updating our website, and completing everything necessary to ready us for the 1 December 2006 opening of registration for WCNA-32 that will be held in San Antonio, Texas, 30 August – 2 September 2007. We expect that this convention will probably be the biggest in our history, with projected attendance at around 25,000 members.

You will be able to register for the convention online, make hotel reservations online, and book air travel at www.na.org. We are offering many new and exciting changes for the first time with the San Antonio celebration of recovery. Members traveling to the convention from outside of North America will be able to get discounted airfare into the convention site for the first time, and we will be offering the usual discounts to North American members.

For the most up-to-date WCNA-32 information, to request a registration flyer, or to volunteer for service at the convention, please visit www.na.org/WCNA32/index.htm. Convention registration and hotel reservations will open 1 December 2006.

A second new feature for San Antonio is that members will be able to purchase reserved tables for the kick-off and jazz luncheons and the Saturday night banquet. We expect to be able to announce a few of the entertainers who will perform when we open registration, which is another first for a world convention.

Expanded merchandise lines showcasing more men's and women's apparel will assist pre-registrants to purchase merchandise specially developed for them. We look forward to you joining us for this awesome celebration of recovery in San Antonio. Please visit our website at www.na.org for more information.

Human Resource Panel

Greetings from your Human Resource Panel

Just a few short months ago we reported to you about our first meeting of this conference cycle. We are glad to be in touch with you again so soon, as there is already much more to report. Our second meeting of this conference cycle was held in October. We continue to meet with the World Board and NAWS staff to discuss leadership development within our

fellowship. Our participation in these discussions has enhanced our ability to consider the strategies we use to accomplish our goal of forwarding qualified candidates to the World Service Conference. We also continue to work in conjunction with the World Board on the development of a two-page World Pool Information Form. This form is intended to be an easily translated resource and will be used by members who only wish to involve themselves in workgroup assignments at the world level.

Along with forwarding candidates to the WSC, we also focus some of our efforts on increasing the size of the World Pool. Membership in the World Pool has increased to 947. With our ultimate goal being to provide a slate of highly qualified nominees to the WSC, we have made some decisions and are considering others about the World Pool.

We have made the decision to perform a preliminary review of all World Pool members who will have the clean time to be considered for nomination at the next WSC in April 2008. This review will provide us the opportunity to begin an initial evaluation of the qualities of those currently in the pool. It will also assist us in considering any additional information we may need about potential nominees, and about how we can best approach strategies for maintaining and increasing the quality of members in the pool.

Qualities always considered for nomination by the HRP

- ◆ Balance between rotation and continuity in NA World Services efforts
- ◆ Recovery experience; service interests
- ◆ Skills and talents applicable to task/position
- ◆ Maturity level, character, integrity, and stability
- ◆ History of commitment
- ◆ Geographic diversity when all other considerations are equal

As outlined in *A Guide to World Services (GWS)*, we will be asking members whose World Pool information is older than three years to update that information with us. If a member does not respond to our request, they are deemed inactive. In this way, we are ensured that we are working with the most

current and accurate information in the pool. In an effort to allow everyone ample time to complete their updates, in the next few months we will be contacting pool members whose information is older than three years, asking them to update their information by 31 August 2007.

Enhancing our strategy

In the past, the World Pool represented the only resource the HRP could use to begin consideration of members for nomination. In 2004 the WSC decided the HRP should consider members whose names were forwarded by regions, the World Board, and zones. We identify these members as “RBZ Candidates.” This recent decision actually better reflects discussion in *GWS*, which states that local service committee nominations of candidates to the World Pool are recommended. We encourage everyone to consider this opportunity, and you can expect to hear more from us. For now you may want to make a note that the deadline for submitting RBZ candidates will be 31 October 2007.

Most members who have been of service to NA can relate to encouraging another member to step forward to fill an open trusted servant position. Their knowledge of duties of the open position and observations of others help to match task to talent. In that spirit we are committed to better communicating the qualities needed to fill NAWS trusted servant positions, including: better communicating with regional delegates information about the qualities needed for each world-level position and how to involve other members in the process; creation of a formal system for the fellowship to use to identify shining stars; creation of a tool that could be easily used by any trusted servant to describe qualities we are looking for and how to become involved in the process; and the use of discussion boards.

We are also considering input from delegates to find a way to use some form of regional endorsement to validate the quality of potential nominees. As a part of this we have discussed the difficulty of acquiring some type of regional endorsement for a potential nominee who may have not been recently involved in the region where she or he lives. As you know, another NA service commitment or personal commitment of some kind (a return to school, family obligations, recently moving to a new region, etc.)

may cause a member who is highly qualified for world services assignments to have not been involved in service at the regional level for quite some time. Ultimately, we must consider how to best garner high-quality feedback from those who have recently observed each potential nominee in service to NA.

Interviewing references has proved in the past to be a valuable tool for evaluating each potential nominee's ability to successfully complete world service-level assignments. We are currently working toward further defining the qualities each reference should have to best be able to provide high-quality feedback about each potential nominee. At the top of our list is that references have very recently observed potential nominees in direct service to NA.

Internal guidelines adjustments

As is the case in all of our service efforts, at times it is necessary to make adjustments to continue serving our fellowship effectively. With that in mind, we spent time in our last meeting updating our internal guidelines to reflect changes that will enhance our service. We acknowledged that we will continue to use registered mail during the HRP process and that the outgoing HRP panel leader will mentor the newly chosen panel leader for the remainder of the conference cycle.

Upcoming meetings of your HRP

Our next meeting will be held in late January 2007. This meeting will include another joint session with the World Board on leadership development, along with HRP meetings to continue our process of evaluating, enhancing, and keeping our commitment to an effective nominations process. As always, we are inspired by and ask for your ideas, concerns, and questions. We are encouraged when we receive input from individual members, trusted servants, and service bodies. You are always welcome to contact us at hrp@na.org, or to call or write to us at NA World Services.

world services calendar and deadlines

1 December 2006	WCNA-32 Registration and hotel reservations begin
28 February 2007	Basic Text review deadline for input
1 April 2007	Deadline for requests for WSC Seating
29 Aug-2Sept 2007	WCNA-32, San Antonio, Texas
1 September 2007	Approval form of Sixth edition Basic Text released