



2006-2008 Fellowship Issue Discussions

Taking the next steps...



Go to

[www.na.org/
discussion_
boards.htm](http://www.na.org/discussion_boards.htm)

**for all the latest info
on Issue Discussion
Topics, and participate
in Online
Issue Discussion
Bulletin Boards!**

*There will be resources
available among this section
to help you facilitate
discussions, as well as
information about
submitting your input.
These resources are
routinely updated,
so be sure to check back
regularly for
new information.*

A round of workshops on the Issue Discussion Topics has provided us with an impressive volume of fellowship input. Generally speaking, reactions to these topics have generated similar responses all around the world. Discussions have been lively and seem to give members fresh ideas and perspectives to take home. All of this positive energy will help as we shift the focus of these discussions to dig a bit deeper. As a fellowship, we're beginning to connect the dots between our strengths and our challenges. With your help, we can continue that process in the upcoming round of discussions.

The workshops we facilitate in your communities are also meant to be training sessions, but you don't have to participate in our workshops to hold your own. We encourage groups, areas, and regions to work with one another and hold your own issue discussion workshops to raise awareness, increase fellowship dialog, and provide us with your input. We strive to develop sessions you can facilitate on your own with minimal planning and preparation. You can find session profiles to help you conduct workshops at http://www.na.org/discussion_boards.htm. We hope you will send us your input on the Issue Discussion Topics, as well as the session profiles.

Building Strong Home Groups

For this topic, we asked workshop participants about the distinctions between meetings, groups, and home groups. We also asked about the strengths of home groups and how they benefit personal recovery, the atmosphere of recovery, and the local NA community. Members sent a clear message that we all have some very specific ideas about what a home group *should* be. Many members shared about the challenges their groups face as they try to reach these ideals. It seems that we know how we want our home groups to look and feel, but we can't always see how to get there.

The next section of this article is a resource called "Qualities of a Strong Home Group," with fellowship input from *Atmosphere of Recovery* and *Building Strong Home Groups* workshops. These qualities are separated into three categories: *Ideals*, *Practices*, and *Roles*.

Home Group Qualities – Ideals

Ideals	Principles demonstrated by the group and its members	
	❑ Consistency and Commitment	❑ Principles in Action
	❑ Spirit of Service	❑ Positive Perspective
	❑ Benefits of Service	❑ Intimacy and a Sense of Home

A group's ideals are the principles that the group and its members demonstrate in their week-to-week affairs. These ideals express themselves in countless ways. Some groups reach these ideals smoothly and naturally; other groups work hard to meet their potential.

Consistency and Commitment refers to home group members who regularly attend and support the group. Members become accountable to the group and for the group when they participate in both the meeting and group service. Participating consistently sends a clear message to newcomers. They get to see the same people time and time again in their early recovery. If actions speak louder than words, our ongoing participation can do more to carry the message than what we share in the meeting.

Spirit of Service means that members serve out of gratitude and a personal desire to see the group succeed, not because they feel obligated or guilty. The spirit of loving service is best spread at the home group level. Those who are not yet involved in service will be best attracted by what they see and learn from those who are.

Benefits of Service refers to personal growth that comes from service to the group. The group offers one of the most direct opportunities to give what we have in order to keep it. The group puts us in touch with newcomers and with other members with whom we might not normally spend time. This connects us to our community and it sends a message to the newcomer of how to stay involved.

Principles in Action includes accountability, responsibility, humility, patience, tolerance, sincerity, unity, and perseverance, among others. Members who practice these principles grow and change as individuals as they help to strengthen their home group. Strong home groups demonstrate these principles in business and recovery meetings.

A Positive Perspective is when the group helps members gain a hopeful outlook on the world. A strong home group encourages members to dream big, but to stay in touch with reality. As the group challenges itself to improve efforts to fulfill the primary purpose, group members get to see progress in action. The group can work together to identify realistic goals and look for ways to reach them. Members will begin to learn how to do the same thing for themselves. The group's goal of carrying a message to still-suffering addicts is humble, but the results—addicts staying clean—are miraculous. Strong home groups teach us to work toward simple goals and reach amazing heights, instead of dreaming outlandish dreams and going nowhere.

Intimacy and a Sense of Home comes as members work together to try to accomplish group goals and find ways to better carry the message. Members also get to know each other and help each other to grow, change, and reach our own personal goals.

Home Group Qualities – Practices

Practices	How strong home groups operate	
	<input type="checkbox"/> Safe, Positive Environment	<input type="checkbox"/> Good Public Relations
	<input type="checkbox"/> Teaching Principles	<input type="checkbox"/> Encourage Diversity
	<input type="checkbox"/> Self-Support	<input type="checkbox"/> Nurture All Members

A group's practices are its deliberate, specific efforts to enhance the atmosphere of recovery and move toward the ideals of a strong home group.

A Safe, Positive Environment helps to bring our Third Tradition to life. A group must create an atmosphere of acceptance and respect for all members. A simple way to start could be to ask people who attend to turn off cell phones and refrain from cross talk. People feel safe when they are welcomed into meetings, when home group members remember their names, when they know the meeting will be there every week no matter what, and when they see the same people show up regularly. Groups might not have control over who shows up and who engages in disruptive behavior, but they can choose how to react. Strong home groups can show appreciation to members who attend regularly. They can also stand up firmly to disruptive behavior so members feel safe. We make sure that disruptive members know that they are welcome, even if their behavior is not.

Groups can **Teach Principles** to members. The principles of recovery in the steps, traditions, concepts, and all of our literature are great material for group discussion. Groups can raise awareness of principles through topic discussion or literature study meetings, or with group workshops. They could even discuss a spiritual principle at the monthly group business meeting. There are countless ways to study recovery principles at the group level. Try some new ideas in your group, and see what works best for you.

Self-Support is one of the many principles that groups can explore in this manner. The IP *Self-Support: Principle and Practice* can provide ideas for discussion. Members can explore how they, as a group and as individuals, can contribute to the common welfare of Narcotics Anonymous as a whole.

Good Public Relations deals with the way the group's actions reflect on NA as a whole. The group can explore whether or not their meetings provide an attractive example of NA (especially in open meetings), or whether or not they have a good relationship with the provider of meeting space.

To **Encourage Diversity**, groups can make an effort to welcome and meet the needs of addicts of any background. They can also work to make sure that they do not tolerate any behavior that might alienate other members.

Nurture All Members doesn't just mean all home group members; it means all NA members, especially newcomers. Groups help members find recovery, not just abstinence. The group must encourage members to grow and change in their recovery. Groups and members can help each other in a lot of ways: showing up on time and staying for the entire meeting; working the steps and sharing our experience, strength, and hope in the meeting; and showing positive care and concern for other members, new and old. The actions of the group and its members form the basis of the group's character, which will affect the group's roles in and out of NA.

Home Group Qualities – Roles

How a group interacts with NA and the community		
Roles	<input type="checkbox"/> Evolves with Members	<input type="checkbox"/> Model of Service
	<input type="checkbox"/> Establishes a Network	<input type="checkbox"/> Unity and Credibility
	<input type="checkbox"/> Gateway to Service	<input type="checkbox"/> Positive Message

A group's roles are the ways it interacts in and out of NA. This includes the role the group plays in members' lives, the role it plays in the NA service community, and the role it plays in the community at large.

A strong home group **Evolves with Members**. The personality of the group will grow and change as its members do. Consistent and reliable home group members give the group a sense of character, and new members help keep the group fresh and dynamic.

Establishes a Network refers to how the group connects newcomers to members who provide guidance in recovery and service. Newer members look to older members for experience and support with their personal recovery, and also for their understanding of service. Older members also demonstrate the fact that recovery and service are ongoing processes that only stop when we do.

Model of Service means that the group helps new members understand how our service system operates, how to be of service, and what different positions mean. The group should encourage newer members to learn these things by working with one another.

The group should also provide a **Gateway to Service**. The principles of advancement and continuity put members in touch with service to the group and to other levels of the service system. Strong home groups expose their members to the service community by encouraging them to attend service meetings and to keep up with what's happening at area/region/world.

Unity and Credibility refers to the unity groups establish in the service structure and the credibility they create in the community. Groups that actively contribute time and resources to their area service committee help to establish and maintain unity in the local NA community. That unity, which must start with the groups, enhances NA's credibility as service efforts become more efficient and responsive to local needs.

The **Positive Message** we send to the community is that NA members are not only gaining freedom from active addiction and finding new ways to live, but are also learning to take on responsible and productive roles in society. That message will enhance the credibility of NA and help us reach more addicts.

Building Strong Home Groups Worksheet

Groups can use the new group worksheet (see next page) to find out what issues they can look at and improve. Beyond the group level, talking about the worksheet in your service bodies can give you some ideas about the issues in your communities.



Building Strong Home Groups Worksheet



This worksheet is meant to help NA members strengthen their home groups. Use it in your group business meetings to find ways to grow and improve. The idea of longer business meetings isn't always appealing. If needed, the group can schedule an extra business meeting or have a get-together on a separate day. In a spirit of giving, a little extra time goes a long way to strengthen the group so it can better carry the message. To make the process quick and smooth, hand out copies of this sheet in advance and try to get as many group members as possible involved. The worksheet includes a list of home group qualities in three categories on the back of this page.

1 Identify Areas for Group Improvement

For each category (*see list on the back of this page*), members can choose one or two items the group can improve, before or during the business meeting. Compare lists or vote. Address the top issues, one at a time.

2 State the Issues

The group should briefly discuss what needs to be improved in each area they chose, one at a time. Remember, keep it simple! Don't get too wrapped in the problem; move into the solution.

3 Brainstorm Solutions

As a group, discuss solution ideas. Remember, there are no bad ideas and there is no need to debate. One idea that won't work might lead to another that will. Focus on ways to make progress; don't worry about being perfect. Small improvements are better than no improvements.

4 Choose the Solutions

Choose the ideas that most members agree on. If needed, this can be done by a simple vote.

5 Make Decision(s)

From the brainstorming, look for simple, practical actions the group can take to implement the solutions. Be specific about *who* will carry out the action, and *how* it should be done.

Example

Area for improvement: Practices – Public Relations

The issue: meeting facility complains about noise and mess after our meetings, and they never know who to talk to about the problem.

Brainstorming/choosing the solutions (votes):

- let people know about noise (2)
- announce in meeting format (5)
- also mention trash/cig butts (3)
- have someone stay to clean up (5)
- give the facility phone numbers (4)
- have someone check in monthly (5)

Decisions:

- Add statement to meeting format about keeping noise and mess down.
- Group secretary will give facility our contact info and check in monthly.
- Get a “clean-up” person each month to make sure we don't leave a mess.

Ideals	Principles demonstrated by the group and its members
	<ul style="list-style-type: none"> <input type="checkbox"/> Consistency and Commitment – People can count on our meeting and trusted servants. <input type="checkbox"/> Spirit of Service – Members serve willingly with gratitude for NA. <input type="checkbox"/> Benefits of Service – Trusted servants demonstrate growth that comes with service. <input type="checkbox"/> Principles in Action – Members live NA principles and share about them in our meetings. <input type="checkbox"/> Positive Perspective – The group and members dream big and share our successes. <input type="checkbox"/> Intimacy and a Sense of Home – We help all members feel like a part of the fellowship. <input type="checkbox"/> Other _____
Practices	How strong home groups operate
	<ul style="list-style-type: none"> <input type="checkbox"/> Safe and Positive Environment – Our format keeps us focused on recovery. <input type="checkbox"/> Teaching Principles – The group discusses the steps, traditions, and literature. <input type="checkbox"/> Self-Support – Members give time and resources freely to support the message. <input type="checkbox"/> Good Public Relations – Our group reflects well on NA as a whole. <input type="checkbox"/> Encourage Diversity – The meeting reaches all newcomers and welcomes them home. <input type="checkbox"/> Nurture All Members – Group members are supportive and challenge each other to grow. <input type="checkbox"/> Other _____
Roles	How a group interacts with NA and the community
	<ul style="list-style-type: none"> <input type="checkbox"/> Evolves with Members – Members’ personal growth strengthens the group. <input type="checkbox"/> Establishes a Network – Our group puts newcomers in touch with experienced members. <input type="checkbox"/> Gateway to Service – Members introduce newcomers into group service, then beyond. <input type="checkbox"/> Model of Service – Our group prepares trusted servants to work well at other levels. <input type="checkbox"/> Unity and Credibility – We work with other groups and ASC in a spirit of cooperation. <input type="checkbox"/> Positive Message – Group members are an example of NA changing lives for the better. <input type="checkbox"/> Other _____

Group Notes (use extra paper if necessary)

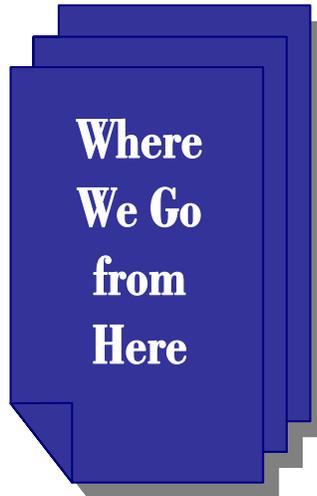
- ① **Area for improvement** _____
- ② **The issue** _____

- ③ **Brainstorming** _____

- ④ **Choosing the solutions** _____

- ⑤ **Decisions** _____

Building Strong Home Groups



This round of discussions will shift our focus. We will spend less time identifying solutions and more time exploring how to act on those solutions. The input you give will shape the resources that we develop to assist groups. So far, we have received input about the need for tools or IPs that could raise the awareness of issues such as the importance of having a home group and the benefits of doing service. Some members have shared that group tools would really help, like printable information for group trusted servants (how to be a group secretary, how to lead/chair a meeting, etc.). We hope to get a better idea of what should be on this list from discussions in the months ahead.

As a start, we have used current input to outline a basic tool to help groups identify ways to grow and change. This tool can be used in business meetings to help groups think about practical ways to become stronger. As individuals we benefit from personal inventory; groups can, too. We hope that discussions on this topic will help groups find new ways to approach challenges. We also hope you will share your experiences with us.

THE GROUP...



SHARES...

- Strength and Courage** ●
- Friendship** ●
- Peace and Serenity** ●
- Love** ●
- GOD** ●



Who Is Missing from Our Meetings and Why

Narcotics Anonymous continues to grow and change as a fellowship. Our most important goal is to improve our efforts to reach the addict who still suffers. We have come an incredibly long way in pursuit of this goal, but we can still make progress.

Input from the fellowship has consistently pointed out that we are not reaching all of the addicts in our communities. Sessions on *Who Is Missing from Our Meetings and Why* since WSC 2006 continue to drive home the point that our local NA communities have population gaps. However ambitious it is, one point of our vision statement expresses the ideal to which we strive—that “every addict in the world has the chance to experience our message in his or her own language and culture.” This means we strive to make it possible for them to find us, and when they come to us, we strive to give them what we have *in a way they can receive it*. We have made progress with this, but we still struggle in many places to reach minorities of language and culture. There are thousands of Spanish-speaking meetings in the world today, for example, but they continue to struggle in communities where Spanish is not the predominant language.

We tend to underestimate the power of that initial identification. We all seem to look for people who look like us, used the way we did, or have similar experiences to ours. We especially do this when we’re new. Many of us share that we don’t quite remember what we heard in our first meeting, but that we remember how we felt. Our message is hope, the feeling we get when we think NA might have something to offer us. To get that hope, we have to suspend our disbelief for a moment and accept the idea that maybe—just maybe—we too can stop using and find a new way to live. A newcomer in a meeting full of people who are like each other but not like him or her will probably feel a genuine sense of alienation. We say that “our diversity is our strength,” but we are often afraid to discuss diversity. We focus on our similarities to find common ground with other members, but that doesn’t mean that our differences disappear. We need to be careful not to get so wrapped up in similarities that we refuse to acknowledge our differences. If we do so, we might rob newcomers of the chance to relate. We know that we share at least two things in common with all other NA members—addiction and recovery. Newcomers might admit that they are addicts, but we can’t offer them our message of hope that they too can recover unless they can see a place for themselves in our fellowship.

Fellowship input has also shed light on a few important aspects of the issue. For starters, the portion of the addicted population that is missing from our meetings is different from one community to the next. In order to take local action, each NA community will have to take a look around, in the fellowship and out, to see who isn’t hearing our message. Once we have determined who is missing, we can ask ourselves a couple more questions. First of all, do these groups of people ever find NA in the first place? If they do, why aren’t they coming back?

Who Is Missing from Our Meetings and Why Questions for Service Bodies

If there are segments of the local population that never seem to be exposed to NA, then we need to look at our local service efforts for solutions.

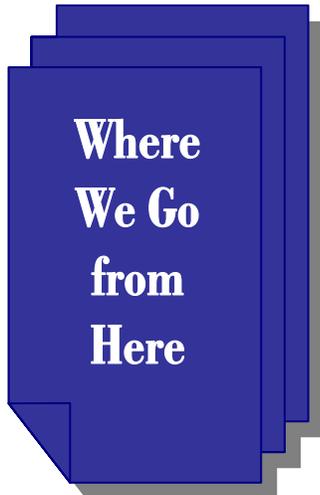
1. What public relations gaps or misconceptions about NA in our community can our service bodies work to resolve?
2. What outreach work can we do to spread the word about NA to potential members?

Who Is Missing from Our Meetings and Why Questions for Groups and Members

If there are types of people who find NA but aren’t coming back, we can look at what we do as groups and as individuals to make everyone feel welcome. Our program has something to offer everyone; it’s our responsibility to make sure that *our fellowship* is as attractive and accessible as the NA program of recovery. We must ensure that there is room in our NA community for “all manifestations of the recovering person.”

3. As a member, what personal efforts can I make (and encourage other members to make) to reach out to different types of people?
4. What changes can we make at a group level to make sure that we do not alienate members of any background, but instead welcome all?

Who Is Missing from Our Meetings and Why



It is clear that not every NA meeting will be equally comfortable to all members. The important concern is to know that all of the addicts in our community have meetings where they *can* feel comfortable. As members trying to carry the message, it is our responsibility to identify and overcome the barriers to recovery in our communities. It is part of giving away what was so freely given to us. The answer to “Who is missing?” varies from one community to the next, so each community will have to explore its own answers and solutions. Common needs meetings and targeted literature might play a part in the solution, but there seems to be a lot more that we can do. In some cases, we may see no solution but to wait vigilantly. When we find a chance to reach out, we take it. If there are ways that our service system can get these members into our meetings, and ways that we as individuals and groups can keep them here, then it is our responsibility to do whatever we can. It’s about our Twelfth Step, our Fifth Tradition, our First Concept, and the NAWS Vision. It’s about carrying the message.

Our Service System

We also received a lot of energy and valuable input about this final topic. Members enthusiastically shared a variety of ideas about NA services. The main ideas and concerns were fairly consistent. First, we need to bring the atmosphere of recovery from our meetings into our service system. Second, we need effective and reliable ways to develop leaders in NA service. Third, we need to improve our practices of planning and self-support.

Fellowship input suggests that our current system is too rigid. Standing committees, policies, and guidelines have not always helped us in our efforts to welcome and embrace new members or respond efficiently to community needs. The challenge we face together is to explore new ways to approach our service efforts. Many service bodies have begun to do this already, a little bit at a time. NA World Services will continue to gather your input and frame discussions with the fellowship. The evolution of our services will be a gradual process. We can begin by looking at what is in front of us.

A common vision about what is most important to us at each level of service will help us work together successfully. One of the first steps we can take is to bring some form of planning into our service efforts at all levels. For the areas in which we hope to grow—making service meetings more attractive, leadership cultivation, and planning—tools and resources can go a long way. Some service bodies have offered locally developed tools, which we have made available on an area of our website: http://www.na.org/local_resource_area.htm. We urge other members and service bodies to share their resources. Email them to fmail@na.org. Also share any ideas about tools that world services can develop to assist your local efforts.

Atmosphere of Recovery in Service

Members consistently point out the value of personal recovery to NA service, especially a strong working understanding of our literature, the steps, the traditions, and the concepts. Some members pointed out that it would benefit trusted servants to see the NAWS Vision discussed more frequently at local levels. Trusted servants everywhere seem to share the firm belief that NA service is a vital extension of each individual’s personal recovery. Many members simply refuse to participate in service beyond the group level, however,

because service meetings tend to lack an atmosphere of recovery. If we apply what we know about strong home groups to our service meetings, they might begin to attract more members to service.

If we can make newcomers to service feel as welcome as newcomers to NA, we'll be off to a good start. Some service bodies make special efforts to bring recovery into their service meetings. For example, some service bodies take time to recognize recovery anniversaries. Others begin their service meeting with a recovery meeting. Still others have moved away from motions and pro-con debate to consensus-based decision making driven by open discussion. Some changes have shown more success than others. As your World Board, we work together to make a list of common values and basic ground rules that we all agree on. We use those to guide the work we do together. Service bodies might consider that as a way to build a sense of community with one another. Members have also suggested an information pamphlet or other basic tools as a way to bring recovery into service.

Atmosphere of Recovery in Service Questions

We would like to hear more about what your service bodies are doing or could do to create an atmosphere of recovery. Be creative with your ideas. Talk about not only your current atmosphere but what might be possible.

1. What steps do you or could you take, as individual members, to bring personal recovery into your service efforts?
2. What actions do your committees and service bodies take or could they take to promote an atmosphere of recovery?

Leadership

The topic of leadership development is directly related to the atmosphere of recovery in our service meetings. Our system of leadership cultivation will rely heavily on what our service bodies do to welcome and encourage participation. Some communities host service workshops and learning days. Others stagger elections or overlap service terms to provide greater continuity and training opportunities. These methods vary in their effectiveness, and members report the most success when they combine approaches and apply them rigorously. Patience is crucial to this effort. Just as we don't recover in thirty or sixty days, so might our efforts at cultivating leaders be gradual. We look forward to hearing what you are doing locally to encourage participation to help leaders grow.

selfLessness
intEgrity
accountAbility
spiritual Depth
honEsty
trustwoRthiness
willingneSs
Humility
faIth
oPen-mindednes

Leadership Questions

3. How can we improve the understanding of the roles and responsibilities for each service position?
4. How can we better train, mentor, and support our trusted servants or potential trusted servants?

Planning and Self-Support

One of the most common challenges for service bodies around the world is a lack of adequate resources. This problem is usually the direct result of a lack of member contributions. Service bodies need funds to accomplish their tasks, but they also need the time and energy of able-bodied members. We all know that we keep what we have by giving it away. We need to raise awareness that self-support is not just taking care of ourselves. We practice self-support by giving time, energy, and resources to the fellowship that makes our way of life possible. Members can contribute more than just money. They can contribute time and energy in service to NA.

Sometimes our resources get caught in one level of service or another. Members might be willing to contribute time and money to the groups and service bodies that serve them directly, but reluctant to help

neighboring NA communities or other levels of service. The spirit of unity in the First Tradition reminds us that supporting NA anywhere is self-support. As addicts we can be driven by the fear that we will not have enough—enough money, enough time, enough people—and we try to hold onto our resources. Yet recovery teaches that us we have to give it away to keep it. The principles of generosity and service are spiritual solutions to the self-centered fear at the heart of our disease. Possibilities for our own growth in recovery expand with the strength of NA.

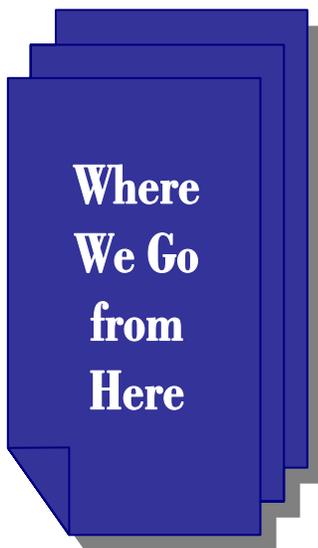
In addition to lacking resources, our service system does not consistently make the best possible use of resources. Planning can help us manage our resources better. Trusted servants have received the Area Planning Tool® (APT) with a great deal of excitement. The APT helps members identify and prioritize issues and make realistic plans to work toward common goals. With this approach, more members take active roles in each stage of the process. Members can feel like part of the solution and help raise the awareness of local service efforts. Areas and regions report great initial successes with this process. We encourage you to practice this tool in your issue discussion workshops and include your input about the APT with the input you send about the IDTs. If we all take this first step to better planning, we can continue to work together to identify other ways to improve our service efforts, make service more fun and more productive, and better carry the message. We welcome all of your input about this tool and the planning process.

Planning and Self-Support Questions

First and foremost, we urge you to use the Area Planning Tool. Let us know what has or has not been working well in your use of the APT or other forms of planning.

5. How have you implemented planning in your local service efforts?
6. What local efforts have helped or could help you address lack of human and financial resources to become fully self-supporting?

Our Service System



Our fellowship has come a long way since we first developed our current service system. The needs of our members and communities, as well as our resources, have changed drastically. We are doing our best to keep up. The areas discussed in this section—An Atmosphere of Recovery in Service, Leadership, and Planning and Self-Support—are places where we can begin to make immediate changes. Many of us remember a time when service committee meetings were shouting matches. We were usually able to hug afterwards and go have dinner or coffee together. Like working a Tenth Step, we're learning that if we serve together peacefully, we won't have to make amends later. Strong leadership can be both a cause and a result of shifting attitudes toward service. The role of our leaders is to create other leaders, to ensure the viability of our message. Our leaders call upon other members to stand up and be a part of the Fellowship of NA and its service system. We encourage each other to give time and resources freely. Our gratitude speaks when we give freely, but it also speaks when we refuse to squander what we've been given. Planning our services carefully helps us to use our resources responsibly.

Once again, we urge you to use the APT and the group worksheet. Send us your input. Tell us what you do to bring recovery into your service meetings, and tell us how you strengthen leadership in your service community. Our service system will continue to evolve naturally as you tell us what works so we can help you spread the word.

* The APT is a resource for Chapter Three, Effective Services, in the *PR Handbook* and can also be downloaded at <http://www.na.org/handbooks/handbook-index.htm>.



2006-2008 Fellowship Issue Discussions

Taking the next steps...

Building Strong Home Groups

Input on this topic led to two new group tools. The first is the "Qualities of a Strong Home Group" sheet. This sheet includes ideas from members around the world about what it means to have a strong home group. To help groups strengthen those qualities, we created the "Building Strong Home Groups Worksheet," a simple resource that outlines basic steps for growth as a group. Use it in your groups and let us know what you think.

Building Strong Home Groups Worksheet This tool will help you find and discuss ways to improve your efforts to carry the message. Download it with the group qualities sheet at http://www.na.org/discussion_boards.htm.

Who is Missing from Our Meetings and Why Questions

for Service Bodies

If there are segments of the local population that never seem to be exposed to NA, then we need to look at our local service efforts for solutions.

1. What public relations gaps or misconceptions about NA in our community can our service bodies work to resolve?
2. What outreach work can we do to spread the word about NA to potential members?

for Groups and Members

Our program has something to offer everyone. Let's make sure that *our fellowship* does, too.

3. As a member, what personal efforts can I make (and encourage other members to make) to reach out to different types of people?
4. What changes can we make at a group level to make sure that we do not alienate members of any background, but instead welcome all?

Our Service System Questions

for Atmosphere of Recovery in Service

Let us know what you are doing or could do to bring recovery into service. Be creative!

1. What steps do you or could you take, as individual members, to bring personal recovery into your service efforts?
2. What actions do your committees and service bodies take or could they take to promote an atmosphere of recovery?

for Leadership

The goal of strong leadership in NA is to encourage others to become leaders, too.

3. How can we improve the understanding of the roles and responsibilities for each service position?
4. How can we better train, mentor, and support our trusted servants or potential trusted servants?

for Planning and Self-Support

Area Planning Tool We urge you to use the APT to bring planning into your service efforts. Download it at <http://www.na.org/handbooks/handbook-index.htm>

5. How have you implemented planning in your local service efforts?
6. What local efforts have helped or could help you address lack of human and financial resources to become fully self-supporting?