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WORLD\_BOARD@NA.ORG

### Greetings from Your World Board



Hello! It's February and we have finished our first meeting of the calendar year. As you go to regional assemblies and cast your votes for the *Conference Agenda Report* in your home group, we too are working hard to prepare for the upcoming World Service Conference beginning 25 April 2004. This issue of *NAWS News* will reflect a lot of that work. But even while we are less than ninety days away from the conference, we continue our ongoing work on many things such as fellowship services, production, translations, and the world convention, to name a few things. Whatever your interest in NA World Services, we are sure that you will find something to suit you here. To make it easier for you to find what you are looking for, we have added a table of contents below.

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As we try to balance the needs of reporting to the fellowship and to conference participants, we ask for your patience. Much of the information that we will report here is repeated in the conference reports because this publication has a different audience and is translated into more languages than the conference reports. Did you know that over 6,000 people read *NAWS News*? For this reason, we strive to give you an overview of all of the things that are going on in world services. For more details about any of the information reported here, please refer to the specific conference material that is sent to conference participants.

For those who rely on *NAWS News* to follow our work, this issue will include information about our October and January meetings. There will be references throughout to the **Strategic Plan** and the **Project Plans** for the 2004–2006 conference cycle. These documents are in the Conference Approval Track material that was sent to conference participants on 26 January 2004. In order to tie some of this information to our day-to-day work we are weaving the objectives from the strategic plan through *NAWS News* in boxes that say **Objective**. We hope this gives you an idea of how each area of our work directly ties into the strategic plan. This edition of *NAWS News* should begin to illustrate how the work we are doing is tied to the strategic plan and how the plan brings us closer to the ideals of our Vision Statement.

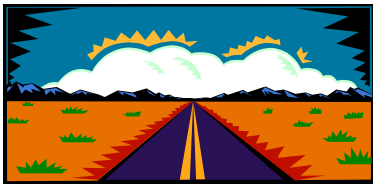
*Our vision is that one day, every addict in the world has the chance to experience our message in his or her own language and culture and find the opportunity for a new way of life...*

Our hope is that by the time something gets to the WSC for approval it will have already incorporated the collective voice of the conference. With increased dialogue and partnership, we see the conference becoming a place where we can confirm that the direction we are heading supports our vision. We look forward to a future where,

through our combined and continued effort, communication will be so clear that by the time we get to the conference we can focus more on building consensus for the future. With that ideal in our hearts, the conference then becomes a place for the most important conversations we, as trusted servants, can have. That conversation—that comes from our experience, strength, and hope—is how we, as a fellowship, can make our vision a reality.

*This is a new day for Narcotics Anonymous World Services and a new WSC! We are looking forward to a very special conference experience.*

## WSC 2004



### Moving Forward Toward Our Vision

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#### **Conference Agenda Report**

We are aware that many of you are deep into the *CAR* at this point. By now, most of us on the board have been to a *CAR* workshop. Now, many of you are trying to explain the contents of the *CAR* to the members in your home group. While you are workshopping the *CAR*, we are continuing to prepare for the World Service Conference. The WSC is the place where your delegate will come and express your conscience with other delegates from around the world. There are some *new* things we have done this year in the hopes that delegates will have an opportunity to interact with each other before we all get to the conference. As you continue to read below you will find more information about bulletin boards and the special WSC section of the website. We invite you to use these new resources and follow our work as we move closer toward WSC 2004.

While we have been traveling to regional assemblies and *CAR* workshops, we have heard some concerns about how the *Sponsorship* IP will affect changes to *Just for Today* daily meditation book. We never intended to force members to buy an entirely new version of *Just for Today* because three lines will be different. Thanks to some of your suggestions, we are looking into the possibility of cost-efficient, pre-printed stickers to cover the old

quotations. This is just one example of how you can help us by providing your input. In addition, we want to note, local translation committees have the ability to decide whether or not to translate the new material based on their needs and resources.

#### **WWW.NA.ORG/WSC2004**

Now you can go online to read the 2004 *Conference Agenda Report*, the December 2003 *Conference Report*, the December 2003 *Conference Report* in Spanish, the 2002–2003 *NAWS Annual Report*, the *Orientation to WSC 2004*, as well as the orientation input received from delegates. Plus you can download the 2004 *CAR* order form, the conference registration and housing form, and the form to fill out for regional reports to WSC 2004.

As we mentioned earlier, this is also where you will find the bulletin boards, an area of the website that welcomes general discussion. We have two discussion areas: one for the two fellowship discussion topics chosen every other year and one for service-related issues for WSC participants. While full participation is available to every member in the fellowship discussion area, only conference participants may post in the WSC discussion area.

Aren't you curious to see what members of the fellowship have to say about the topics *Self-Support* and *Atmosphere of Recovery*? Check it out for yourself. More information about the issue discussion boards is in the Fellowship News section of this issue.

#### **Regional Reports**

Many of you know that regional delegates submit reports to NAWS that are printed in the March *Conference Report* or distributed at the World Service Conference when they arrive. This year, we hope to use information in the regional reports that are submitted for the March *Conference Report* as part of the foundation for conference discussion. If your region wants to help shape this discussion we encourage you to get your regional reports to us by the deadline—**15 February 2004**. To find the regional report form and writing tips, go to the WSC 2004 site at [www.na.org/wsc2004](http://www.na.org/wsc2004).

#### **Objective 2**

Improve the effectiveness and efficiency of world services' communication with the fellowship.

## WSC Seating

We agreed with the recommendations of the WSC seating group. This workgroup was assigned to review and evaluate requests for seating at the conference. A report about our recommendations went out to conference participants in the Conference Approval Track material on 26 January. Three regions have requested seating this cycle, and their requests will be considered by the conference at WSC 2004. Those that are seated will begin to be recognized as a conference participant at the close of WSC 2004 and will be funded to attend WSC 2006. The criteria for seating are listed in *A Guide to World Services in NA*, beginning on page 24.

### Objective 5

Work to sustain and build all NA communities, recognizing their different levels of development.

## Cofacilitator Preparation

The WSC Cofacilitators are the trusted servants who are responsible for chairing business sessions at the conference. We feel it will be valuable for them to have the opportunity to interact with each other, with the parliamentarian, and also with NAWS staff prior to the WSC. Therefore, we have created a chance for them to do this in March. At that time, we will all meet together—the cofacilitators, board, HRP, and staff—to consider some of the changes we made at WSC 2002, as well as other thoughts and ideas. This preparation should support the facilitation of the business sessions of the conference.

### Objective 9

Effectively identify, cultivate, encourage, and support committed, qualified leaders for all levels of the service structure.

## Nominations and Elections

We have continued to follow through with requests made at WSC 2002 to look at nomination and election procedures. As a result of fellowship discussions held at WSC, worldwide workshops, world convention sessions, zonal forums, and other fellowship events we have attended over the last two years, we have created Objectives Nine and Ten. These objectives come from your input about the issues underlying difficulties with our nominations and elections process at the conference.

### Objective 10

Refine NAWS structure to ensure it provides the foundation needed to carry out NAWS leadership and management roles and responsibilities at a high level of performance.

We are planning a discussion with conference participants at WSC 2004 about the philosophical issues surrounding leadership in NA. As we have reported in the past, discussing the broader issues of leadership cultivation and identification in Narcotics Anonymous is a necessary part of any evaluation of our current system. And we believe that the difficulties with nominations and elections need to be viewed in the context of these larger issues.

## Conference Approval Track Material

The Conference Approval Track material contains the proposed 2004-2006 NAWS budget, which includes the proposed project plans, the strategic plan, and the recommendations for conference seating.

### Objective I

Develop and disseminate information of high value to intended NA communities and/or service bodies.

## Project Plans

The project plans presented for approval at WSC 2004 outline the work we would like to undertake for the 2004–2006 conference cycle. The strategic plan, and ultimately the priorities for projects, represents how we believe we can move toward our vision. The priorities established at WSC 2002 and the work the board has done over the last two years have helped to shape the strategic plan and the project plans for this cycle. And because they rise from our ongoing work and communications, the focuses of these plans and their priorities have been reported to conference participants over the last two years. For more detailed information please refer to the August *NAWS News*, the *Conference Agenda Report*, and the December *Conference Report*. We will discuss these plans more in the March *Conference Report*.

### Objective II

Continue to build the systems, tools, and operating culture necessary to support the strategic management of NAWS.

The work we do and discussions we have at the conference this year will help shape the project plans presented in 2006. The conference is an opportunity to establish the focus of the work that will be proposed two years down the road. Your suggestions, your participation in discussions, and your input will be essential in the development of future projects, plans, and priorities. *A Guide to World Services in NA* defines the New WSC as a culminating experience where we can talk about issues of importance to the fellowship. It is an opportunity for all of us on behalf of the fellowship we all serve, to focus on input for the next cycle and to move closer to realizing our vision.

### **WSC 2004 Sessions**

Our primary goal at this conference is to bridge the gap that still exists between where we stand now and the ideal of our vision. We have been discussing the design of the sessions, and we will work to incorporate our strategic planning so that conference participants understand and feel comfortable with this essential tool. We are looking for ways to make the entire conference experience more enjoyable and easier to absorb. We will keep conference participants posted on the actual agenda and sessions for WSC 2004.

For now, we know that one of the local areas, the West End, will be holding a Unity Day on Saturday, 24 April. The Unity Day will feature workshops, a meal break, a recovery meeting, an alternative merchandise store, and a dance. In addition, the West End Area provides hospitality all week for conference participants—rides to meetings, local information, help getting to the store for those items we forgot, and a multitude of other things to help us feel at home! They are very excited that the conference is coming up and look forward to helping. We thank them and the surrounding areas in the Southern California Region for their service to the conference over the years.

## **Public Relations**

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### **Professional Events**

Since our last report, we attended the American Corrections Association conference in Nashville, Tennessee; the annual conference of the National Association of Alcohol and Drug Addiction Counselors in Washington, DC; the International Conference on Alcoholism and Addiction in Toronto, Canada; and the South East Conference on Alcoholism and Drug Addiction in Atlanta, Georgia. Professional events such as these continue to be

effective opportunities to increase awareness of NA as a viable recovery program, foster and enhance cooperative relationships, and further our primary purpose.

### **Objective 3**

Raise awareness and enhance the perception of Narcotics Anonymous as a credible program of recovery.

In addition, while in Lima, Peru for the worldwide workshop, we participated in a public relations effort spearheaded by the Peru Region. This was a great example of coordinating regional and NAWs resources to create a well-rounded presentation. The region gave food to everyone there, and this may have drawn more people than they would have otherwise. We were impressed and grateful to have seventy to eighty treatment-related professionals and government officials attend the presentation. Beyond the presentation, there was an opportunity for the attendees to build a community together while eating and socializing.

### **Public Relations Roundtables**

As most of us know from working a Sixth and Seventh Step, it is essential to ask for critical feedback. We have been doing just that in our public relations roundtable project. The Basic Text says, “When someone points out a shortcoming, our first reaction is to be defensive. We must realize that we are not perfect. There will always be room for growth.” (p.35) In this spirit, we have asked for input about Narcotics Anonymous from leaders in professional fields and, while they are very busy people, they have graciously given us their time and energy. The professionals who agreed to participate in the PR roundtables have given us tremendous support by providing outside perceptions about NA’s successes and challenges. While assessing the concerns raised by the PR roundtables, we need to also consider the simple achievement that we have people willing to support us in this way—support that we didn’t have five or ten years ago. The participants have been honest, open to learning about NA, and willing to share their expertise and experience. The sessions have been an opportunity to foster and enhance cooperative relationships with professionals. We are grateful for their involvement.

For those who don’t know, three public relations roundtables have been held so far, and one more is scheduled for March 2004. The fourth roundtable will include professionals from government and non-government organizations involved with policies related to addiction and recovery.

# Fellowship News

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## Community Building

In each of the discussions that have taken place, participants identified current issues and trends in their fields and outlined ways they coordinate services for recovering addicts. We explored their awareness and perceptions of NA and their experiences with NA communications and representatives. Each roundtable also included an information exchange and brainstorming session with the participants, NAWS staff, and world board members.

The roundtables have raised two issues that, unfortunately, we are quite familiar with: **predatory behavior in meetings** and **unfulfilled phonline positions**. It was the opinion of some of the professionals that referring young female clients to NA was dangerous because NA meetings seemed to be unsafe, predatory environments. In addition, more than one participant had tried to contact local NA phonelines, in large metropolitan areas, with unsatisfying results. (Many participants reported that one reliable way they could find meeting information was at [www.na.org](http://www.na.org).) This input painfully reminds us how important our behavior can be, how important it is to fill service positions, and how important it is to keep meeting information updated. We will continue to talk about these topics through the conference and beyond. We encourage you to begin having conversations within your own home groups and areas about what we, as a fellowship, can do.

Each roundtable group received copies of NA literature and publications. Most were unaware so much NA literature existed. They were impressed with *The NA Way* and our Membership Survey pamphlet. They did, however, have some concerns with our literature. They said it must be more simple and appealing to the reader because those new in recovery are faced with a constant information overload. They also thought it would be helpful to have literature targeted for more diverse needs and situations (e.g., stages of recovery, young people, etc.).

While we all know we have problems maintaining consistent service, it is painful to have someone point out our shortcomings. But this is one of the purposes of the roundtables—to gather honest feedback from professionals who are trying to help recovering addicts. We can use this feedback to improve the way we further our primary purpose and ensure that NA is considered a viable recovery program.

We are excited and happy to report that, as we move toward WSC 2004, NA communities around the globe are experiencing fellowship growth. Probably the fastest growing community on our list is Russia. Their NA communities have been growing at what appears to be a somewhat extraordinary rate. We have word of meetings in Moscow, St. Petersburg, Central Russia, Latvia, Ukraine, Estonia, and Lithuania. The issue of having literature available for these growing communities is a major and continuing challenge. In February 2004, we will be facilitating a gathering of Russian-speaking communities of NA in St. Petersburg to talk about these issues and others. In the days following the workshop, the winter European Delegates Meeting will be held in St. Petersburg.

South Africa is forming a region! They are forming this service body to help coordinate the needs of the various communities there and have requested help from NA World Services. We are aware of meetings in Durban, Johannesburg, and Cape Town. We will be scheduling a visit to South Africa soon.

Another aspect of community building is the development of our service committees, our trusted servants, and our communications. Our strategic plan and our proposed project plans for this conference cycle reflects some of the work we hope to accomplish in these areas.

### Objective 4

Clarify the roles and support the work of each level of the service structure of Narcotics Anonymous.

We can work together to achieve a more fully developed *infrastructure*. Sending us your minutes and guidelines will help us to compile resource material we use to respond to requests around the globe. This material will also help us keep abreast of what is going on in your NA community. So, please make it a point to forward copies to NAWS on a regular basis. We are also constantly striving to make our meeting database more accurate. We can only achieve this with your help.

### What's a Web Servant?

Your web servant can update your region's meeting information listed at the NA World Services website, [na.org](http://na.org). Consider the implications!  
For more information contact us at [fsmail@na.org](mailto:fsmail@na.org) or by calling 818-773-9999 x 771.

## Issue Discussion Bulletin Boards

The issue discussion boards are still brand new. They provide a unique (and often very dynamic) forum to share ideas about the Issue Discussion Topics and the upcoming conference. You might be surprised by what you find there....

## Spanish Personal Stories

For the last two years, the Spanish speaking communities have been working on personal stories for the Spanish Basic Text. This has been a huge effort on their part, incorporating input from eleven countries on three continents to create thirteen stories. The stories geographically represent all parts of South America, Central America, North America, and Spain. The committee went to great lengths to choose a diverse selection of stories. The personal stories workgroup is accountable to the Latin American Zonal Forum. They have recently submitted these stories to us for review. We will be in touch with our contact as soon as we come to consensus. The integrity of the Narcotics Anonymous message is, as always, the most important criterion.

Another exciting aspect of watching the development of these stories is that, if the Basic Text motion is approved, we may be working together as an entire fellowship after the conference to tell our stories. We will keep you posted as to the progress the Spanish speaking communities are making.

### Objective 7

Build a range of literature to meet the diverse needs of members and potential members.

## Posting Material on the Internet

As many of you who have access to the Internet know, we have been very conservative in posting literature online. We have been moving slowly and with great caution, ever mindful of legal ramifications and our responsibility to the fellowship in this regard. We know that has been frustrating for some of you, but we are starting to come around. We are now discussing the next steps to make more of our recovery literature available via the Internet.

The following IPs are now on our website:

English: *Who, What, How, and Why*; *NA: A Resource in Your Community*; *Welcome to Narcotics Anonymous*; *For the Newcomer*; *Am I an Addict?*; and *For Those in Treatment*.

Spanish: *Who, What, How, and Why*; *NA: A Resource in Your Community*; *Welcome to Narcotics*

*Anonymous*; *For the Newcomer*; *Am I an Addict?*; and *For Those in Treatment*.

Portuguese: *Who, What, How, and Why*; *Welcome to Narcotics Anonymous*; *For the Newcomer*; and *Am I an Addict?*.

French: *Who, What, How, and Why*; *NA: A Resource in Your Community*; *Welcome to Narcotics Anonymous*; *For the Newcomer*; and *Am I an Addict?*.

These are some of the most frequently visited pages on our site! Up until now, our practice has been to wait until a local community contacted us and requested it, before posting these IPs in their language. At our last board meeting, we discussed proactively posting all translated versions of the six IPs that are already on our site.

In addition, when we consider that people outside the fellowship—either those interested in coming to NA or professionals who want to send someone here—may benefit from literature like the group readings, we need to make sure that the site is useful for them too. We have decided we are going to include the group readings on [www.na.org](http://www.na.org) because they provide a good introduction for people not familiar with NA.

Posting more material will allow individual regions and areas to provide links to our website so that anyone who visits their sites can easily access these readings as well.

### Objective 6

Broaden availability of the Narcotics Anonymous message to a widely diverse membership and potential membership.

In addition, we are posting *A Guide to World Services* and *A Guide to Local Services* on the web. This is the first time we are posting service material of this sort online, so we will see how it goes. As with the IPs, we will post what languages we have available.

## Worldwide Workshops

By now we are well into the process of having our next worldwide workshop in Bangalore, India. For more information about this, please go to [www.na.org](http://www.na.org) and click on NA events. Stay tuned to the next issue of *NAWS News* for more info on Bangalore.

In the last *NAWS News* we talked about our workshop in Lima, Peru on 12–14 September 2003. We were greeted and treated by the membership there with love and respect. See the Public Relations section of this issue for some interesting information on the public relations work the Peru Region did while we were there.

We will be discussing the next cycle of worldwide workshops and will hopefully come up with ways to maintain this valuable connection between world services and the fellowship in an increasingly efficient manner.

## **Inmate Correspondence**

This has been a very controversial topic for some members in the fellowship. As many of you know, the WSO receives over eighty letters a week from inmates seeking NA literature. Many of these members are trusted servants at meetings held within the institutions in which they are housed, and many of them are attempting to work the Twelve Steps.

Currently, the WSO does not coordinate any correspondence program with these individuals. However, recently the number of requests for sponsorship among these members has grown. The WSO will exam ways in which we can facilitate a connection between incarcerated members and members in the fellowship who may be willing to help these addicts work the steps.

In our effort to move forward in this area, we will in no way be directly answering letters, but rather exploring the possibility of acting as a coordinator so we may better serve this population of addicts. Some local committees already coordinate inmate correspondence, but many inmates are incarcerated in areas that do not have such a committee. Where there are already committees in existence, we would direct such correspondence to those committees.

We know many of you would be more than willing to serve your fellow members in this fashion and we will update you on our progress with this program. We want your experience on this matter as we begin to move forward in helping our members "behind the walls."

# **WCNA**

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## **WCNA-30 Videos**

We have received numerous requests for copies of the various videos taken and shown throughout the convention weekend in San Diego, California. We discussed these requests and considered many concerns related to it. We considered that there are full-face views of NA members identifying themselves as members. The primary issue was that once released, we would lose control of how video of our members would be used. As a result, we will not make these videos available at this time.

Our discussions did raise interesting issues about anonymity in this technological age. What are the differences between audio and videotapes? How could videotapes affect our fellowship's emphasis on principles before personalities? Could a video create a larger than life image of NA members? What would be the consequences if videotapes got into the wrong hands and were used to make a profit? As technology becomes more of an ingrained piece of our culture, we may want to continue having these types of discussions.

On another note, for those who are interested, a comprehensive financial report from the convention is available in the annual report.

## **Future WCNA Locations**

*A Guide to World Services in NA* (p. 35–36) outlines the world convention rotation plan and criteria for being considered within the respective zones. The schedule, as of now, that has been approved by the World Service Conference is:

**WCNA-31**, 1-4 September 2005, to be held in Honolulu, Hawaii, will have flyers out the end of this year. Contact the WSO if you would like to be on the mailing list for flyers.

**WCNA-32**, 29 August–2 September 2007, is to be held in San Antonio, Texas.

**WCNA-33**, 2009, is to be held in Europe or the Middle East. The criteria for cities to be considered outside the USA or Canada as defined in *GWSNA* is that the city must have a half-million in population in a metropolitan area, there must be fifty groups/meetings in the region or NA community and twenty-five groups/meetings in the city itself, there must be an international airport, and there must be a sufficient number of hotel rooms and meeting space available for the time needed. Of the cities in Europe and the Middle East that meet the criteria, we eliminated Paris, France; London, England; and Athens, Greece. So at this time, we are currently considering the following cities for the WCNA-33 site: Stockholm, Sweden; Barcelona, Spain; Dublin, Ireland; Berlin, Germany; and Lisbon, Portugal.

**WCNA-34**, 2011, potential sites are Anaheim, California; Dallas and Houston, Texas; Denver, Colorado; Las Vegas, Nevada; Los Angeles, San Francisco, and San Diego, California; Phoenix, Arizona; Seattle, Washington; and Vancouver, Canada. At this time we have eliminated Dallas, Las Vegas, and Seattle.

**WCNA-35**, 2013, potential sites are Atlanta, Georgia; Boston, Massachusetts; Baltimore, Maryland; Chicago, Illinois; Detroit, Michigan; Fort Lauderdale, Miami, and Orlando, Florida; Indianapolis, Indiana;

Minneapolis, Minnesota; Montreal and Toronto, Canada; New Orleans, Louisiana; New York, New York; Philadelphia, Pennsylvania; St. Louis, Missouri; and Washington, DC. The cities that have been eliminated so far are Atlanta, Fort Lauderdale, and Miami. A new rotation plan will be presented to the conference in sufficient time for planning for the site of the 2015 World Convention. More will be revealed...

## WSO

### Budget

We will continue to work with WSO management in creating new ways to review the key points of the budget. The budget is just another tool used in our planning efforts. Yet, for those of us not familiar with financial planning, a budget can seem like quite a cumbersome and confusing tool. Our goal is to maintain our fiduciary responsibility to the fellowship, while allowing Executive Management the latitude to continue their work with the Business Plan Group and the Executive Committee of the board. Both of these committees review the budget and provide direction and input to Executive Management and the board. This helps to keep our eyes on the overall trends for world services over a longer period of time. With this knowledge we hope to be able take more proactive, long-term action, using the information in our budget to impact our strategic plan. Anyone interested in reviewing the NAWS budget can find the complete details in the 2002–2003 *NAWS Annual Report*, as well as in the Conference Approval Track material.

#### Objective I2

Ensure the long-term reliability of the NAWS income stream in order to carry out identified priorities and service.

### Staff Update

There have been some comings and goings of staff that we thought you would be interested in hearing about.

We have hired six new staff people. Deborah Hall joins our accounting department with lots of relevant experience; De Jenkins comes to us as a project coordinator and is staff support for our PR Roundtable project. Mandy Bell, Toni Kerwin, and Portia Medina all bring a variety of skills to our Fellowship Services department. And last but not least, we have hired a new part-time employee at WSO-Europe, in Brussels. Welcome to Ben

Dechamps. We welcome everyone to NA World Services.

In addition to our new staff members, we have promoted three of our current staff members. Tony Greco and Kim Young have both accepted their reassignments as Writer–Editors with enthusiasm and commitment. Wendy Kemptner is busy adding her unique energy to the Production Team. We congratulate them on their new positions and are excited about the contributions they will make.

We also have had to say goodbye to two of our long-time employees, Steve Sigman and Mary Hollahan, as well as one of our crucial Fellowship Services Team members, Mindy McVey, and our Translations Assistant, Shane Colter. We wish all of you the best of luck in your new life adventures.

If you or anyone you know is interested in coming to work for Narcotics Anonymous World Services, there are still a few positions available at the World Service Office. We are always accepting applications and looking for qualified people to come and work for your fellowship's primary service center. For more information please visit [www.na.org](http://www.na.org) or call the WSO and speak with Human Resources at extension 121.

#### Objective I4

Build and align the focus of staff with the capacity to support identified priorities.

### Product Update

We have received some project ideas that we will be proposing to conference participants at WSC 2004. First, we have a quality problem in our fellowship—we are getting so much clean time that our numbers don't fit on the medallion anymore! Thank goodness for the valuable input offered by our medallion designers. We have a new medallion design to consider at the conference this year. The new look would include a change from Roman numerals (I, V, X, etc.) to Arabic numbers (1, 5, 10, etc.), as well as some layout reconfiguring, which will hopefully visually enhance the medallion's appearance and give us more room for the oldtimers to have their years on the medallion too.

By popular demand, we are going to present a sample of We Do Recover as a group reading. In addition, we are going to make a sample of the Third Step Prayer poster we currently have in inventory that incorporates the phrase, "Many of us have said..." in the beginning. Samples of both of these ideas are going to be presented at WSC 2004.



The look of our literature has been the subject of some of our recent discussion. We are currently seeking ways to rejuvenate the graphic appeal of our IPs and other literature pieces. We will keep you posted as we progress on this.

We are also happy to report that we have added five new Italian-language items to our recovery literature list. They include *In Times of Illness*, *Behind the Walls*, and IPs 6, 20, and 21.

Finally, we have added our four Public Service Announcements to our website at [www.na.org/psa.htm](http://www.na.org/psa.htm). You may either download these PSAs by saving them locally to your hard drive, or view them directly from our website.

## **From the Human Resource Panel**

As your Human Resource Panel, we are committed to striving for fairness, integrity, and respect in the nomination process, and we try to stay focused on our objective of nominating the best-qualified members for the positions available. Following is a review and update of where we are in the selection process for forwarding nominees at WSC 2004.

As you remember, the deadline for submitting World Pool Information Forms for possible nomination at WSC 2004 was 31 August 2003. In September, we began the process for selecting possible nominees by sending out letters to all those pool members who met the clean time qualifications (minimum eight years clean for Human Resource Panel and WSC Cofacilitator positions and minimum of ten years clean for World Board positions). A total of 357 letters were sent requesting a response of interest to be sent to the WSO by 13 October 2003. These initial packets contained a description of the duties and responsibilities of an HRP member, WSC Cofacilitator, and World Board member, and they offered the final chance for potential nominees to update their World Pool Information Forms.

After we received the initial letters of interest we sent another letter on 30 October 2003 acknowledging receipt of potential nominees' responses. At that time, we asked all candidates to be sure to update any personal contact information. Only 117 candidates responded favorably to this request.

On 14 November 2003 we began our evaluation of potential nominees from which we had received letters of interest. All potential candidates were considered through a blind evaluation process. As

we have mentioned in the past, this conference cycle we felt more comfortable using the blind evaluation process, as it allowed us to assess all resumes in an anonymous and equitable manner. A selection of candidates was then made via a conference call 15 December 2003. Letters were sent to all selected candidates inquiring whether or not they were still interested in being considered further for possible nomination at WSC 2004. A total of ninety-five individuals were selected to continue in the process.

On 22 December 2003 we then sent a letter acknowledging continuation in the nomination process, as well as a General Information Form (at the request of WSC participants). Candidates were then asked to choose only one position they would like to be considered for and to return their completed General Information Form to the WSO no later than 15 January 2004. We informed candidates that, if nominated, the form would be given to conference participants (in the same form as submitted) along with their Candidate Profile Report. So far, there have only been two candidates who have withdrawn their names from the nomination process. In addition, we sent out letters on 18 December 2003 to those members no longer continuing in the selection process.

We are currently conducting interviews with potential candidates, as well as contacting their references. We will meet in March to make the final selection of nominees. We will send confirmation letters to all candidates forwarded for nomination, and we will publish the names of nominees in the *March Conference Report*.

It has been an honor to serve as your Human Resource Panel this conference cycle. We hope that we have succeeded in providing the best possible candidates under the current system.

### **2004 Calendar of Events & WSC Travel Deadlines**

Regional Report Deadline	15 February
Airline Reservations	23 February
WSC Registration Form	15 March
WSC 2004	25 April–1 May

### **Contact Information**

WSC Travel – Email [WSC2004@na.org](mailto:WSC2004@na.org)  
Or phone 818-773-9999, ext. 116