**A**s we eagerly approach our biennial meeting, we are enthused by the theme of WSC 2006, "It's All About Carrying the Message." We believe that the theme of this conference directly ties to our service efforts over the past conference cycle. The activities of these past two years were derived from our strategic plan, as well as our interactions with the fellowship in various workshop formats, and they all helped us improve our ability to more effectively carry NA's message.

All of the information that we've received from various local workshops, zonal forum meetings, and you, the delegates, has helped shape the discussion sessions at WSC 2006. This is exciting for several reasons. First, the information that we received was helpful. It told a story and identified common threads running throughout the fellowship. As you read further, you will see common challenges and solutions gathered from the discussions we had about the topics of "Atmosphere of Recovery," "Infrastructure," "Leadership," and "NA's Public Image." This seems to illustrate the spirit of unity that is so crucial to our service efforts. Together, we can identify real solutions that will help us all to better carry our message of recovery.

Second, we are beginning to realize our dream of having a true issue discussion-based conference. Together, we are learning how to work and communicate with each other, identify our common concerns, and forge practical solutions.

For those delegates who have not yet forwarded their input from their *CAR* workshops, there is still time. We are accepting input up to the start of WSC 2006. We hope to receive your input, as it will shape the discussions we will be having at the conference. We can only move forward with our efforts to carry NA's message with your help. We hope to have productive, meaningful discussion sessions at WSC 2006, rather than spending our time revisiting what has been said before. We thank the delegates who have already provided input that has helped to develop the sessions for the conference, and we ask those of you who have not yet sent input to forward it to us by email or directly at www.na.org.

## Table of Contents

Last, and equally important, is that we are beginning to live a partnership between world services and regional delegates. We spoke at the last conference about developing this partnership, and we are clearly realizing this goal. Without the efforts of delegates, zones, and members, our discussions would have come up short. Your perseverance with the Issue Discussion Topics and communicating that work to us has helped forge this partnership. Each day, we are taking steps toward making NAWS' vision a reality. We are truly grateful for your dedicated efforts. Some held workshops every weekend to gather input. Others reported that more members participated in local workshops because the discussions mattered to them. These are just some of the examples of how our work strengthens the common bonds we share so that we can carry NA's message of recovery more effectively.

It has become a tradition for us to lay out an agenda for the conference week in the March *Conference Report*. As we did in the last March *Conference Report*, we have organized this report to provide a tentative agenda of the sessions and schedule at WSC 2006, as well as information about the particular topics to be discussed.

As you read this report, please remember that we are still planning for WSC 2006. This schedule (times and days) may change as we approach conference week; however, the scheduled activities and discussions will remain the same. Our pace will be energetic. And we hope that an afternoon spent in fellowship will help us recharge for the

second half of the week. We will continue to sit sometimes at round tables, at other times in more formal stadium seating. Discussions will be held in both settings; the conference's business sessions remain in the more formal setting.

In our day-by-day overview of topics, you will find a synopsis of information from the Issue Discussion Topics on which we all worked so diligently. We have provided reports about the projects from our last conference cycle, updated information about our strategic plan, currently proposed project plans, and our fellowship development activities. You will find a report from the Human Resource Panel and a recap of our joint "Leadership" discussions. This past conference cycle was full of activities that we believe helped to carry NA's message of recovery forward. However, this report only provides a snapshot of the work we have accomplished over the past two years.

Given the length of this report, some of you may be wondering, "How can anything this long be called a 'snapshot'?!" Although we appreciate that sentiment, we know that a truly in-depth report would have been ten times as long as what you now hold in your hands. We hope you take the time to sit back, relax, and read this report so that we can all arrive at WSC 2006 informed and enthused about our biennial meeting. After all, "It's All About Carrying the Message"—and together, through our service efforts, we can carry our message of hope and recovery better and farther than we ever could alone.

> **We need to collect your input on Targeted Literature and Basic Service Tools (questions 17 and 18 in the 2006 *Conference Agenda Report*) before the conference if possible. Please help us by sending in at least this information. It can be completed on the website at http://www.na.org/WSC2006/disc-input.htm.**

# Friday — 21 April 2006

| Registration Desk | 2:00 – 8:00 pm |
|---|---|

For some conference participants, this is the day of arrival. If you get in early enough, you can register between 2:00 and 8:00 pm. All conference participants need to check in at the registration desk before the conference begins on Sunday. For all funded participants from outside of the USA, expense money can be picked up beginning at 5:00 pm. Check with the registration desk for where to go. There will also be local members present to assist with those wishing to attend a nearby recovery meeting.
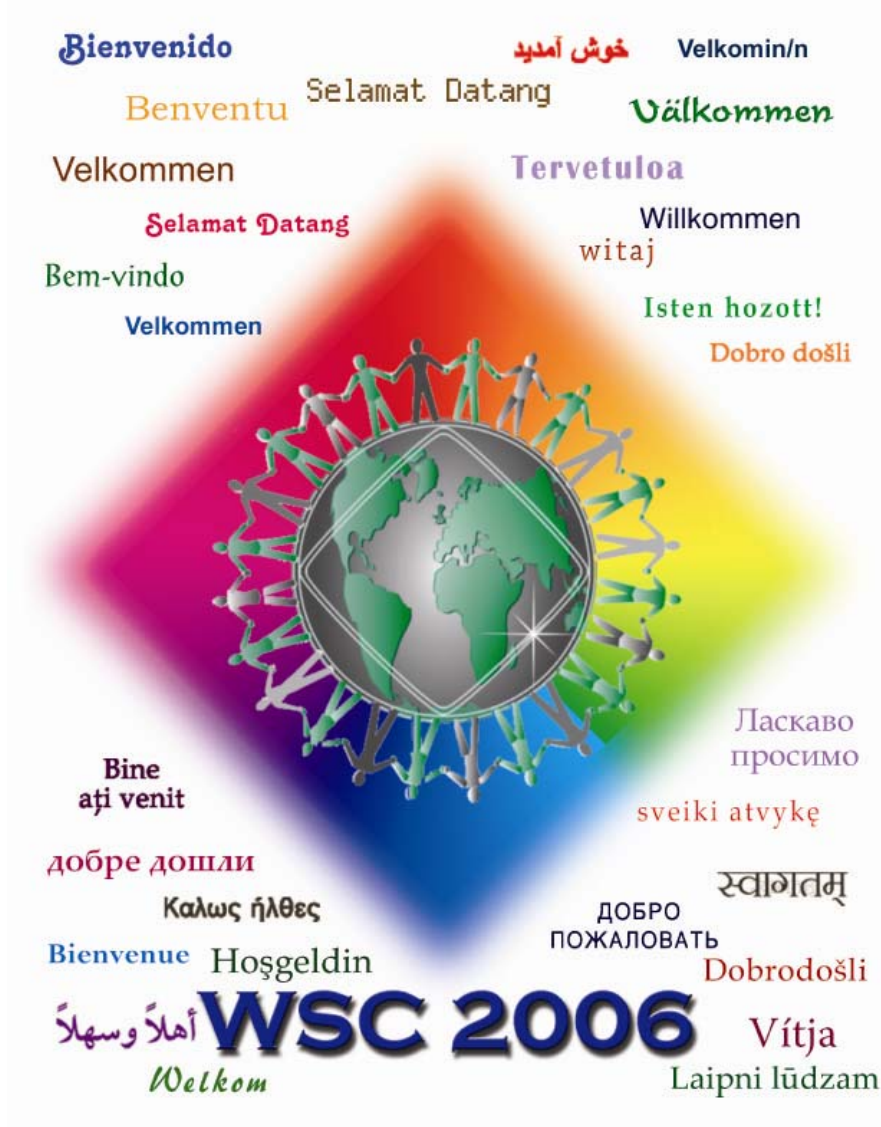
# Saturday — 22 April 2006

| | |
|---|---|
| **Registration Desk and WSC Office** | 9:30 am – 5:30 pm |
| **World Board Opening** | 10:30 am – noon |
| **A Day of Unity** | 1:00 – 5:00 pm |
| **Dinner Break** | 5:30 – 7:30 pm |
| **Recovery Meeting** | 7:30 pm |
| **World Market** | 10:00 pm |
| **Coffee House and Dance** | 9:30 pm – 1:00 am |

*While the conference doesn't officially begin until Sunday, there is plenty to keep you occupied on Saturday. The registration desk and the on-site office are both open from 10:00 am until 5:30 pm. Distribution of expense money for funded participants from outside of the USA will also occur during these hours.*

## World Board Session

Saturday morning begins with a World Board meeting and welcome session, where you can ask questions and share your ideas. This is the only session that the board will hold this week that is open to questions from any NA member, not just from conference participants. In keeping with the purpose of the week, the rest of our sessions during conference week will have a question/comment portion that is limited to conference participants.

We want to inform you that Saul A from Panama sent us his resignation from the board recently for personal reasons. Also, as many of you know Giovanna G from Colombia has been undergoing medical treatment and we do not expect that she will be able to attend the conference. Both Saul and Giovanna were elected in 2000 with terms expiring after this conference. They have both been long time contributors to world services and we will miss their presence at the conference. We want to thank them both for their time, passion, and dedication.

## Recovery Events

The local area host committee, in cooperation with NAWS, has recovery events planned at the Marriott all afternoon. "A Day of Unity" will feature recovery workshops from 1:00 to 5:30 pm. It should be a great way for all of us to prepare for the week ahead! A dinner break will be followed by a



recovery meeting, the world market, and a dance. The recovery meeting will feature speakers to set the tone for the week.

Because we know so many of us love to shop at least as much as we like to dance, the evening will also feature the world market. This will be your first opportunity to pick up some great merchandise from around the world. The second world market will take place the following Saturday. If you wish to sell merchandise for your area or region, you need to register at the WSC office by 4:00 pm.

Throughout the day (and the week), volunteers from the local fellowship will be available to assist participants and share information about local NA meetings and the surrounding area. There will also be recovery meetings held each day at the hotel beginning on Sunday.

# Sunday — 23 April 2006

**Recovery Is Alive:** *NA meetings are held poolside at 7:00 am, as well as in the evening when the conference adjourns, each and every day!*

| | |
|---|---|
| **Registration Desk** | **8:00 am** |
| **First Things First: Conference Opening and Introductions** | **9:00 – 10:30 am** |
| **It's All About Carrying the Message— The 28th World Service Conference** | **11:00 am – 12:30 pm** |
| **Lunch** | **12:30 – 2:00 pm** |
| **Navigating the WSC: Orientation** | **2:00 – 3:30 pm** |
| **NA World Services Open House Reception and Refreshments** | **4:00 – 6:30 pm** |
| **Leadership in Narcotics Anonymous—Now and In the Future** | **7:00 – 8:30 pm** |

*Session led by the WB Executive Committee and the Human Resource Panel*

## Conference Opening and Introductions

Sunday marks the official opening of the conference. We will take the roll by asking each delegate and their alternate to introduce themselves. We will find out who is new to the conference and who has been here before so that we can better share experience, strength, and hope during the week. We will also address the WB's request that the representatives from Russia, South Africa, and Iran be allowed to sit on the conference floor as non-voting participants. Unfortunately, we do not expect that the Iranian representatives will be able to obtain a visa for entry into the USA. We will close this session with the Serenity Prayer in all of the languages spoken by delegates present at the conference.

## Coming Together—The 28th World Service Conference

The focus of this session will be the theme of the 28th World Service Conference: "It's All About Carrying the Message." We will start the week off by asking participants to reflect on their personal experience with "getting" the NA message. Think about what your first "a-ha" moment was, the one that gave you hope that recovery was possible. We will also be asking for your personal hopes for the week. This will be the first of many small-group sessions that will help us meet new people from around the world.

## Navigating the WSC: Orientation

For many participants, WSC 2006 will be their first conference. Even if you are a conference veteran, we want to take this opportunity to outline the work ahead this conference week. This session will provide an overview of what we are trying to accomplish this week: the business sessions (which will be covered in detail at the beginning of the business sessions later in the week), nominations and elections, questions about expenses, and time for general questions and answers. We will also take some time to introduce the "Idea Tree," which we hope partipants will use throughout the week to share emerging issues in their communities. We will also be asking you for your input on the questions in the *CAR*, particularly on questions 17 and 18 (if you have not already provided us with

that input). The input you have gathered will allow us to provide you with a consolidated report that will be used in discussions later in the week.

## NA World Services Open House

In the late afternoon, the board will host an open house at the World Service Office. We will provide buses to take conference participants and other interested NA members between the office and the hotel. At the WSO there will be tours provided and we will serve a Mexican buffet. This event will give us an opportunity to start the week off by sharing a meal together, and getting to know each other outside of the business of the conference. The staff has been busy revamping displays and material at the WSO, so you will not want to miss this!

## Leadership in NA—Now and In the Future

### *Fellowship discussion of leadership:*

The challenge of attracting members to service has come up at almost every workshop we've attended—most notably in the Leadership and Infrastructure workshops. We have repeatedly heard comments such as "a lack of trusted servants," "no one wants to be of service," and "how do we get members to be willing to be of service?" Even though the topic of leadership stemmed from the desire to get members involved, creating and maintaining a way to develop leadership in our local services seems crucial to our ability to effectively carry NA's message of recovery.

During our initial fellowship discussions about leadership, NA members identified typical characteristics of a successful leader in NA:

- ❖ Humility, willingness and love (including things such as compassion, empathy, understanding);
- ❖ Leading by example;
- ❖ Strength and courage;
- ❖ Knowledge and vision;
- ❖ Ability to motivate others;
- ❖ Skilled at interacting with others (listens well, is receptive, etc.);
- ❖ Knows when to ask for help;
- ❖ Flexible and open-minded, not judgmental;
- ❖ Ability to make decisions; and
- ❖ Reliable, honest, and operates with integrity.

In addition to identifying leadership characteristics, members began discussing

### Leadership Identification and Development

#### Purpose and scope of the project:

The purpose of this project is to both evaluate current strategies NAWS uses to identify and cultivate leaders as well as establish a system to enable this identification and cultivation. Evaluations of the current World Pool, nominations, and Human Resource Panel systems will involve the HRP, the World Board, and delegates. The board will begin by having a dialogue with the HRP and framing discussions for WSC 2004. While the board has identified this issue as a priority over the next conference cycle, the specific focus of this work will be better defined by the discussions with the HRP and WSC. Upon conclusion of this discussion and evaluation, the board will be in a better position to establish an NAWS leadership identification and development system. An integral part of this system will include the involvement of delegates as well as an improved use of and increased ability to identify and access the expertise of the fellowship.

*This was the project plan that was approved at WSC 2004 and which we used as the basis of our discussion this conference cycle.*

avenues for leadership development and cultivation in Narcotics Anonymous. Several

commonly identified approaches for development were:

❖ Sponsorship and mentoring;

❖ Leading by example;

❖ Sharing the positive side of service;

❖ Creating opportunities to be of service; and

❖ Recruiting members for specific service positions.

Members also noted that recognition—offering praise for service well done and providing thanks for being of service—are important factors. Service may have its own rewards, but acknowledging efforts seems to foster goodwill. Goodwill may help stem the perceived close-minded, apathetic tide that appears to be eroding our services.

> *Effective leadership is highly valued in Narcotics Anonymous. Leadership qualities should be carefully considered when selecting trusted servants.*
> Forth Concept

In order to move toward successful leadership and a stronger service structure, we asked members in the *Conference Agenda Report* to identify what we can do as a fellowship to better match people with positions. Listed below are some of the common responses:

❖ Identify responsibilities and tasks of positions;

❖ Identify, cultivate, and train members to fill positions;

❖ Do not compromise requirements to fill the positions;

❖ Use forms (similar to World Pool forms) to identify skills; and

❖ Sponsorship.

Once we identified characteristics associated with leadership, avenues for matching trusted servants to positions, and approaches for leadership development, we asked members to identify the steps we can take to help trusted servants be more successful through mentoring, training, and orientation. Members responded with the following solutions:

❖ Encourage participation before commitment;

❖ Solicit people for positions;

❖ Send trusted servants to workshops and learning days;

❖ Have a clear, written definition of duties;

❖ Training materials;

❖ Overlap terms of service positions;

❖ Help members find their service "niche"; and

❖ Use experienced members as a resource.

All discussions identified leadership as an action that includes principles such as giving, inspiring, listening, and educating. Leaders are members willing to accept these responsibilities and be models for others. It seems apparent from these fellowshipwide discussions, that we all agree there is value in leadership. We need to attract members to service. And, we need to provide the resources and training for members to be successful. Without strong leadership for our services in NA, we will not be able to attract members to recovery. We know that we want every addict to be able to experience the freedom we have found in NA.

## Our leadership discussions:

### Objective 8: Cultivate, encourage, and support leaders for all levels of the service structure.

Over the past conference cycle, we and the Human Resource Panel, had four day-long sessions together focused on leadership in NA. We left WSC 2004 with a commitment to creating a better working relationship between our two groups. And we believe that working together to create a vision for leadership development would benefit both the board and the HRP, and more importantly, those we serve. Our current Strategic Plan, as well as the plan for 2006-2008, identified leadership development and cultivation as one of our top priorities.

We began our joint discussions by grounding ourselves in what the traditions and concepts teach us about leadership. Leadership is tied to a personal program of recovery and a higher power who collectively guides our service efforts. Some of the values we identified were willingness, surrender, responsibility, integrity, unity, and collective conscience. We discussed and identified leadership principles. Some of these principles include: a commitment to further the purpose and goals of NA; accountability to the fellowship and service to others with an ability to delegate and empower. With this as our leadership foundation, we began to identify the strengths and weaknesses of leadership development in Narcotics Anonymous. We looked at the various levels of participation: group service, area service, regional service, and world service. We began to notice that although we have strengths we can build upon, we also have obstacles:

❖ Our service structure is predicated upon a sense of community and an opportunity to serve our fellowship.

❖ However, we noted that there is a lack of consistency with leadership experience.

❖ At the world services level, the current strategy for leadership (the world pool and HRP process) allows members from around the world to be nominated.

❖ Even though the current process appears to do its best to identify members' abilities through the interviews and reference checks, conference participants may still have a difficult time with discerning candidates' abilities in order to be familiar enough with those offered for election.

Through these discussions, we began to see that there are many stumbling blocks members face in moving from one type of service (a group treasurer commitment, for example) to another type of service (such as a position at the area). As reported above, there seem to be systemic challenges in developing and encouraging leadership throughout the fellowship. Leadership development begins when a member walks into a local group. Within a group, a member needs to feel welcome and gain a sense of belonging which will help them see the value in contributing to the welfare of group. Many of us felt worthless when we came to NA and

> **Tradition Two:** *For our group purpose there is but one ultimate authority—a loving God as He may express Himself in our group conscience. Our leaders are but trusted servants; they do not govern.*

didn't feel like we had anything to offer others. Helping and encouraging members with their initial coffee commitment shows them that they are contributing and builds confidence and trust. This, coupled with training as they undertake their first group service commitment, will help them to be effective and may increase their desire to continue to be of service to our fellowship. As we think back to our first coffee

commitment or other service commitment, we may realize members reached out and helped us. Yet, how many members enter and leave our meetings without perceiving their value and worth to the group and NA as a whole. We want to see leadership development throughout our service structure. Together, we can discuss the development of a system that would positively affect leadership throughout the fellowship. One that would be effective with service provision and be rewarding and fulfilling for our members.

The idea of leadership cultivation has not been widely discussed in the fellowship. Those of us who have had the opportunity to serve at various levels of the service struc-ture, can look back at how other members helped us accept a service position and provided them with the encouragement to succeed. Although this encouragement is valuable, it is not the sum of leadership cultivation. We identified several leadership cultivation factors such as everyone can con-tribute and has something to offer; increased involvement relates to increase use of indi-vidual potential and integrated strategies are needed to develop leadership through all lev-els of service. Because of the lack of a sys-tematic approach to helping and encourag-ing leaders, we are left to hope that people find the mentorship they need. We believe it takes a range of approaches, both passive and active, to sustain a vibrant leadership development system.

### Leadership development— the time has come

Based on our discussions about leadership, we have come to an understanding of leadership in Narcotics Anonymous. A member's level of involvement in the fellowship has ties to sponsorship. Sponsors often encourage their sponsees to be of service. Sponsors will usually discuss the spiritual gifts of service,

and sponsors are willing to provide guidance and encouragement. However, if sponsorship was the solution, there would be no need for leadership development. As a fellowship, we recognize the value of leadership through the practice of sponsorship—this common thread was identified by the fellowship in our leadership discussions and during our own discussions. Yet, this is only the beginning of leadership development. We need a practical path to cultivate leaders in all levels of NA service. This is how leadership development can help us have a more consistent and effective approach.

We identified various levels of member involvement based on how members contribute and participate within each level. These levels are fluid and they demonstrate a way members can use their talents and skills. Some members may find their interests and passions remain with convention committee service which we have identified as 'active contributor,' while others may serve a convention committee and to contribute their skills and talents to a chairperson commitment which we termed 'leader'. We used identification for levels of involvement to show how NA members can contribute. And, we recognize that every member will not pass through each level, nor should they. Service in NA is an unselfish act of giving back to the fellowship from receiving the gift of recovery and how members contribute with their service involvement is an active demonstration of their passion for NA. However, we need to ensure that all members' potential and contribution can be fully realized and this can be accomplished through leadership cultivation and development.

We identified five levels of involvement, starting with members who attend meetings and have a desire to remain clean. These are 'passive attendees'. When a member starts con-tributing within a group by sharing at a meet-ing, welcoming newcomers, and demonstrating

a willingness to serve, we identified their involvement as 'participant'. At the world service level, 'participants' provide review and input, attend worldwide workshops, and participate in issue discussions at the local level. An 'active contributor' demonstrates involvement through sponsoring, actively participating in a business meeting, and serving on a committee. Within world services, an active contributor may serve as a workgroup member, WCNA support member or facilitate during a worldwide workshop; whereas a 'leader' contributes by serving as a chairperson, RCM, regional delegate, HRP, or world board member. And, our fifth identified level of involvement is termed "veteran leader". These members continue to sponsor, perceive service as a lifelong commitment to NA and previously served as chairpersons, RDs, and world board members. These represent examples for levels of involvement yet this is not an exhaustive list of how members can contribute within each level.

Many of us have personal experience with these various levels of involvement. Thinking of conference experiences, some of us may have been a veteran leader (former RD) who was elected to be a leader (current RD) due to a regional situation. We wanted you to have this framework as it has been the foundation of our leadership discussions, and may prove helpful to you in thinking about the types of leadership and involvement in NA. What helped you move from one type of leadership to another? What have you seen get in the way of others efforts to do the same?

### Ideas for improvement at NAWS

After lengthy discussions about these various levels of involvement, we turned our attention to world services. We agreed there is room for improvement with how we currently provide leadership development. We brainstormed numerous ideas and developed steps that would enhance leadership development. However, we didn't make any firm decisions—

we hope to have a discussion at the conference with you about these ideas.

During our structural discussion session, we recognized that 'form needs to follow function'. In other words, we need to identify what we want to accomplish with leadership development and various methods to reach our desired outcomes before we create a structure. Some of the various structural changes that we discussed and explored were:

❖ Formalizing the link between the HRP & WB;

❖ The HRP becoming a workgroup of the board;

❖ Involving the board in aspects of the World Pool candidate selection process;

❖ Creating a more traditional model of a nominating committee with board members and non-board representation;

❖ Redesigning the world pool structure.

These are simply some of our ideas (this is not an exhaustive list). We need further discussion and experience between the HRP and the World Board before we will be prepared to make any suggestions.

In addition to possible structural changes, we discussed possible improvements to our current policies and procedures. Some ways to improve our current system may include:

❖ Introducing board members' experience into the process of nominating candidates;

❖ Clarifying criteria and experience necessary to be effective on the WB and the HRP;

❖ Eliminating regional nominations from the conference floor.

In addition, we explored the idea of using past leaders on the HRP, improving the orientation process, setting clearer expectations for nominee references, creating a mechanism to assess world pool members, obtaining input from conference participants about skilled-member resources in their regions, and evaluating the blind CPR (Candidate Profile Report) process.

In the short-term, we identified areas that would help improve our current leadership development system that did not involve structural or policy changes. Some of these included:

❖ a more effective way to identify the current needs of the board (for example, if all nominees are considered equal, how do we consider specific business skills that the board perceives as needed?);

❖ inclusion of workgroup participation into the process; and

❖ a more fluid exchange of information between the board and the HRP.

For example, we have an evaluation process for workgroup members that is currently not shared with the HRP during their selection and nomination process. The HRP interviews candidates that it may not feel are prepared for nomination but who could be cultivated by involvement in a world service project. We have had a hands-off approach between the board and the HRP; therefore, we do not share this information between our two groups. These short-term areas may have easy adaptable approaches to help improve leadership development. The adaptations to our current system seem to be just that—an improvement for now as we continue to evolve leadership cultivation and development.

As you can see, we did our best to thoroughly explore leadership development. We have used our current system for five conference cycles. As we bring this discussion to the conference, we believe that we function in an atmosphere of mutual trust and respect. Our strengthening partnership has contributed to our current atmosphere. Even though there are improve-

ments that we could make in this next conference cycle, we are all committed to creating a solid leadership cultivation and development system. We desire to leave our world services even better than when we arrived. And, we all need to embrace and support a changed system—we desire those members, who are not in our meetings today, to have the resources to help them continue to effectively carry our message of recovery.

We look forward to hearing your leadership ideas in our conference discussions. Our discussion on Sunday will share our experience and discussions with you. The second leadership session on Friday will focus on leadership development for Narcotics Anonymous. Leadership development is a system—a connected set of approaches and an environment with a foundation of agreed-upon operating principles that would provide us with committed, qualified leaders. In preparing for Friday's session, these are two questions that you may consider: what do we need for leadership development in NA and how would we approach it? We want to hear your thoughts and ideas—leadership development affects all of us. Jim Delizia, our board consultant who has worked with us and the HRP during our leadership discussions, will be facilitating the Friday session. He will provide us with a framework for a dynamic, stimulating, and productive leadership development session.

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

Hopefully, everyone will envision the day when we have effective leadership development—at the group, area, region, and world services levels. This would be a highly valuable way to ensure that we carry the message of recovery to members and potential members for years to come.

# Monday — 24 April 2006

**What Can I Do?** *NA meetings are held poolside at 7:00 am, as well as in the evening when the conference adjourns, each and every day!*

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|---|---|
| **Strategic Plan Overview** | **9:00 – 10:30 am** |
| **NA World Services Report** | **11:00 am – 12:30 pm** |
| **Lunch / Women's Luncheon** | **12:30 – 2:30 pm** |
| **NAWS Report Continues** | **2:30 – 4:00 pm** |
| **HRP Report** | **4:30 – 6:00 pm** |
| **Old Business Motions and Nominations & Resume Deadlines** | **6:00 pm** |
| **Dinner** | **6:00 – 8:00 pm** |
| **Infrastructure** | **8:00 – 9:30 pm** |

## Strategic Plan Overview

This morning begins with a presentation of the NA World Services Strategic Plan. We will discuss how we reach the goals outlined in the Strategic Plan and how the Strategic Plan leads to the project plans that will be discussed in detail during the project plan and budget session.

We will provide an overview of the process we used to develop this plan and what we are proposing for the next conference cycle. We will spend time telling you what has changed in the plan from the previous cycle and spend time in small groups involving you in the process.

We have spent much of our time as a board becoming more strategic and improving our planning processes. This process may not always catch your attention, but it has become a critical part of our role—to continually try to look at the big picture and to the near future, rather than reacting to what is happening right now. The struggle is to try to get to what we think is most important for the next two years. Our work is often the necessary preparation for what we see coming beyond the next two years. Our challenge will be to provide you with some overview of the days and days of discussions we had in order to arrive at these objectives and approaches.

We will provide you with what we would like to see for the Issue Discussion Topics for the 2006-2008 conference cycle. We are still in the process of developing these. We see important areas for possible discussion coming from what we heard in the "Infrastructure" and "Atmosphere of Recovery" discussions, as well as our conversations about broadening access to our message. We hope that your regional reports will help us make connections with the topics that seem most relevant to where we're headed this coming cycle.



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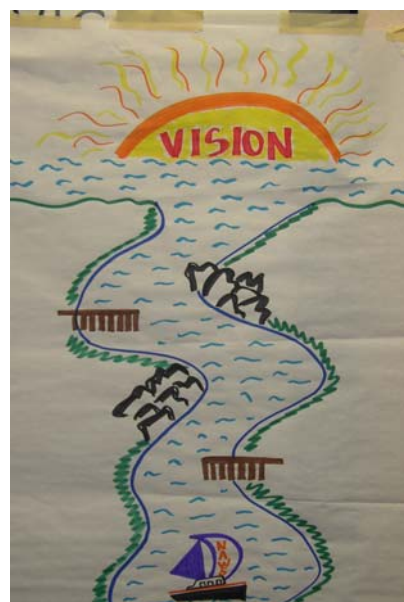
# Objectives

*Our strategic objectives, listed below, outline what we hope to accomplish within each key result area in order to move toward achieving our long-term goals. Below is a list of our objectives, followed by a more detailed explanation of the objectives and the approaches necessary to begin accomplishing them.*

## SERVICE OBJECTIVES

In order to achieve our vision, we must improve the quality of service we provide.

### Key Result Area: Communication

**Objective 1**: Identify, frame and better facilitate a dialog with members around current issues and NA philosophy.

**Objective 2**: Improve the effectiveness and efficiency of world service communication, using techniques that will resonate with diverse audiences.

**Objective 3**: Enhance perception of NA as a credible program of recovery through implementation of a PR strategy and strengthening of relationships with others with mutual interests.

### Key Result Area: Fellowship Support

**Objective 4**: Increase the effectiveness of the service structure at all levels by instilling a greater sense of purpose, plan, role, accountability and responsibility.

**Objective 5**: Help build and sustain all NA communities, recognizing their differing levels of development and need.

**Objective 6**: Make the NA message available and relevant to a widely diverse membership and potential membership.

## ORGANIZATIONAL OBJECTIVES

Sound organizational management is crucial to improving those services.

### Key Result Area: Leadership and Management

**Objective 7**: Re-evaluate and refine the delivery (and follow-up) system for products and services to a global fellowship.

**Objective 8**: Cultivate, encourage, and support leaders for all levels of the service structure.

### Key Result Area: Resources

**Objective 9**: Ensure the long-term financial stability of NAWS, and the reliability of the income stream, in order to carry out priorities and service.

**Objective 10**: Raise awareness and a sense of responsibility on the part of the fellowship to adequately fund the cost of NAWS services.

**Objective 11**: Build and align the focus and capacity of staff to support identified priorities.

## Women's Lunch

As this has become a practice at the conference, tickets will be available for anyone interested in attending at the onsite office until Monday at a price of $25.00. The lunch will be held in the Hidden Hills room at the Marriott.

## NAWS Report

This session will outline the operational picture of NA World Services, including the work of the Business Plan Workgroup, WSC seating, project updates, service material and approval process issues, and the long list of essential services at NAWS—the world convention, *The NA Way*, the website, etc.—plus a report on the branch office we opened last year in Iran. This is a lot to cover in these two sessions, so we will hold off talking about finances until the budget session. We will divide the information that we need to present between the two sessions and take questions and comments at the end. We also encourage you to use the WB Forums as an opportunity to ask questions. We also encourage you to approach any member of the board or the management of the office throughout the conference week for questions or comment.

We have provided details of the makeup of all of our workgroups in *NAWS News* throughout the cycle. Rather than going into that type of detail here, we would like to thank all of the workgroup members for their time and commitment. Much of what we are able to accomplish is through their time and effort. We offer our thanks, too, to the staff members involved with each of these groups, who make the whole thing work. Many of the workgroup members served through the term of their conference project while other workgroups are ongoing. For ongoing workgroups, many members will rotate off, and new members will be assigned after the conference.

## NAWS Communications and Publications

### Purpose and scope of the project:

The purpose of this project is to evaluate and improve how World Services receives input from, reports to, and gets feedback from the fellowship to assist in all stages of the work process. This project will bring some closure to the Communications Task Force report/project and initiate a communications plan that includes standards for reporting and responding to the fellowship. Ultimately, our goal is to develop a comprehensive and deliberate communications strategy for all world services' communications.

The CTF work and an updated report on the problem statements will form part of the foundation of this project. We will take a look at the information that we are putting forward to the fellowship and what kind of input we receive as a result of that communication. In addition, we will examine how the information we hear at workshops, assemblies, and similar events and receive in written communication is captured and incorporated into our work. The result of the project is an improved ability for the fellowship to impact all of NAWS work, including our strategic plan, and the work that comes out of that plan.

The objectives of this project are to initially improve this system by creating:

◆ Standards for messages communicated through reports and face-to-face interactions with the fellowship

◆ Standards for responding to the information received at face-to-face interactions and other solicitations for input from the fellowship.

◆ An interim communications plan for the 2004–2006 conference cycle that includes *The NA Way Magazine.*

◆ A plan to periodically evaluate the effectiveness of the system.

*This was the project plan approved at WSC 2004. We believe that our consistent approach with the four issue topics–Atmosphere, Public Image, Infrastructure, and Leadership, our use of* The NA Way, *and our approach to participation at workshops and zonal forums—helped us to make new and real progress this conference cycle. We hope to build on this experience for the next conference cycle!*

We will also discuss some of the challenges presented by many of our current policies. As we have moved from a business-oriented

conference to a consensus-based discussion model, our policies sometimes seem ineffective. It seems to us that a policy should simply codify practice and purpose. We are finding that the purpose and reason of our policies are often missing, leaving us with no way to evaluate the effectiveness of a particular policy. We know that if a policy could answer every question, we would not need a service body like the world board to discuss and evaluate activity during the course of a conference work cycle. WSC 2006 will be a great opportunity for us to begin discussions about some of these issues.

## WSC Seating

As you already know, we are recommending seating for five of the six regions who initially asked for it. Region Mexico Occidente was not recommended for seating. As we outlined in the seating report in the Conference Approval Track material, our recommendation differs from the workgroup's in two cases: South Africa and Western Russia. The workgroup did not recommend their seating; we did. The workgroup made its decision based on the seating policy's requirement that a region be in existence for three years before being seated at the conference. We believe, however, that there is a deficiency in the seating criteria. We believe that the criteria do not really fulfill the original intent of the policy, as that intent was stated in the *CAR* when the seating policy was first presented, which was to provide some parameters for conference seating as well as to limit the seating of additional USA delegates at the conference resulting from regional splits. We felt it was our job to observe the original spirit of the

policy, not the literal criteria; otherwise, there would be no need for a board recommendation on regional seating requests.

We invited both South Africa and Western Russia to enter into this process because we felt that the conference needed them more than they need us. Russia, for instance, has done more fellowship development work than any other region in Eastern Europe. The existence of the NA communities in South Africa and Western Russia predates the establishment of their formal regional structures. Both regions are gateways for NA access to parts of the world that are not currently represented at the conference; as such, they are critical to the process of extending the geographic reach of our message. The issues raised by this seating recommendation make it clear to us that we need to discuss the purpose of the seating criteria as they are currently written. It seems to us that the criteria are not doing what they were intended to do.

The issue of the proliferation of USA regions via the subdivision of existing regions is more difficult to address. Our current service structure does not seem to help local NA communities address their local service needs in ways that do not lead to regional subdivision. We understand the desire for several areas who share similar circumstances and challenges to come together—but does this always require a regional split? When regional assemblies were first developed, it was our hope that they would bring disparate NA communities—rural, metro, developed, and newer, etc.—together for discussion. Our

challenge in the future will be to talk about some of these issues. Until we do, however, is there really any lack of USA representation at the conference? These new, small regions have populations whose voice is already heard at the conference. As we move toward a more discussion-based conference, it seems easy for these regions to come together to participate in the discussions. We are sure this will be an interesting conversation.

## Service Material Approval

In the process of compiling the *Public Relations Handbook* and the Public Relations Strategy, we've also had to look more closely at the policy for approving new service material. The current policy describes how service resources are to be approved, based on how those resources are distributed. This seems like an unwieldy, confusing way to develop and distribute materials for the fellowship—and even more so when you want to update these materials in response to members' needs.

We agree that materials that define NA philosophy or the service structure need either fellowship or conference approval, based on the nature of a given piece. The review-and-approval process should be outlined in the project plan that the conference considers and approves. That was one of the reasons why we outlined the process for fellowship review and conference approval in the *PR Handbook*. The early chapters of the handbook talk about how we implement the principles laid out in many of our traditions.

There are many other pieces of service material that are simply resources. NA communities that choose to translate them should make any adaptations to such pieces that seem appropriate to their needs. We say, "Take what you can use, and leave the rest." Much of this material is developed by the office or compiled from resources that

we receive from the fellowship. Such things as form letters, sample guidelines, and inventory material have been routinely distributed by the office for years.

The problem comes when we want to include that kind of material in a conference-approved handbook, primarily so that it can be more accessible to the fellowship. Should this material require a minimum two-year process for updating or revision? If so, can we include "pending conference approval" material in a conference-approved item? Can the material be revised more than once in a conference cycle, if that seems helpful to those using the material? Can "pending conference approval" material be posted to the Web and or listed for sale in the WSO inventory?

All of the addenda proposed in the *PR Handbook,* for example, would be more useful if they could be updated as the need for new information about technology and tools changes. We have included several items in the Conference Approval Track for a 90-day review: a Public Relations Statement, the *PR Handbook,* a preface and conclusion for the handbook, and the Area Planning Tool. The Area Planning Tool is a perfect example of the kind of material that isn't well served by the current policy. We would like to distribute the Area Planning Tool in a variety of ways, one being in the *PR Handbook*. It is also our expectation that as the fellowship uses a resource like this, we will get feedback about how to improve it. Does it make sense to wait for WSC 2008 to approve such material, and then wait until the following conference to revise it? This is not material that we see needing a project plan or a workgroup, simply fellowship review and then revision. There is need in the fellowship to create tools that can be easily updated and distributed in a variety of ways.

The long list of addenda items in the *PR Handbook* also draws attention to the way

we approve service material. We released the last four chapters of the *PR Handbook* with the mailing of this report. They have been out for a ninety-day review, but not for a ninety-day approval period. These chapters contain material that should be updated regularly. We did not send those chapters out as a way of forcing the conference to do anything, but to provide an example of the problem we have discovered with this policy. We hope to spend some time discussing how the conference wants to approve material like this. We also hope to update the PSAs and create new shorter videos in the next conference cycle, provided we can first clarify our approval procedures.

## Projects and Workgroups

### Public Relations Strategy Project

Although there is nothing formal for the conference to consider with this project, it had a great impact on what we are proposing in the *PR Handbook* implementation, our Strategic Plan for 2006-2008, the projects we have proposed, and the ongoing work of public relations at NA World Services. We have repeatedly learned that our work is only as good as the foundation upon which it is built. We want to thank the workgroup for providing us with a strong foundation for our future work in this area.

### *Public Relations Handbook* Project

This workgroup held its tenth and final meeting on 17–18 March. We spent this final meeting factoring fellowship input into chapters 10 through 13. As we have reported throughout the 2004-2006 conference cycle,

## Public Relations Strategy
### Purpose and scope of the project:

This project aims to both create a public relations strategy and, with that strategy as a foundation, begin impacting the development of new PR tools.

Using past experience and the information gathered through the PR Roundtables, develop a public relations strategy that allows us to:

- Help the still-suffering addict find the NA program
- Develop and present a positive public image
- Cultivate and maintain cooperative relationships with professionals
- Clarify the role of NA as a resource in the community
- Ensure that our public relations activities are in keeping with the principles of our Twelve Traditions
- Coordinate the focus and approach of NA's PR efforts
- Assess perceptions of Narcotics Anonymous
- Evaluate the effectiveness of our PR activities

The strategy will be used to evaluate current tools and identify which new tools are needed. New tools should reflect the importance of a common approach to PR and the interdependence of all parts of the fellowship to make these types of efforts a success. This will have some overlap with the PI/PR Handbook proposed in the Service Handbooks project. These tools may include, among other things, materials for:

- Orientation of trusted servants and staff
- Training and coordination within the fellowship
- Community/professional events
- Multimedia information (Internet, PSAs, written material, etc.)
- Quality presentations, adaptable to a variety of audiences
- Periodic collection of data

The approval process for some of these items may vary. The World Board approves any bulletins that are developed. Some material may require conference approval. If conference-approval material is available for distribution well ahead of WSC 2006, the material could be released early, clearly distinguished as "Pending Conference Approval" and identified with a unique header and color. We plan to present the PR Strategy to the conference for approval since this document would outline a long-term strategy for these efforts.

the *Public Relations Handbook* appears to be a helpful resource to members in our fellowship. Members have written to us saying that they are already finding practical applications in their local service bodies. It is gratifying to hear that members seem to find

this handbook helpful in their efforts to further carry NA's message of recovery.

We believe this handbook reflects the global service experience of our members. Besides the widespread distribution of the material during the review and input phases, we had a workgroup with varied experience. Their experience, along with the members who contributed input, seems to reflect our current best practices in providing these services. As long as our principles guide us, we will continue to carry our message of recovery farther by building and maintaining relationships with those whose goals are to help addicts.

### PR Handbook Distribution

We distributed 1,109 review packets to conference participants, areas and regions, current workgroup members, former workgroup members, and former world board members. A total of 610 members signed up to receive the material electronically. There was some duplication between those who received written material and with those who signed up for the electronic version.

### Review and Input Facts

We received 139 pieces of input. The input came from geographically diverse sources, with submissions coming from the USA, Canada, New Zealand, Turkey, Germany, South Africa, Iran, Australia, Portugal, and the United Kingdom. Since we sent the material to our members in three phases for the 90-day review and input period, the following is a percentage breakdown for each phase:

| | Chapters 1-4 | Chapters 5-9 | Chapters 10-13 |
|---|---|---|---|
| **Individuals** | 49% | 36% | 47% |
| **ASCs** | 43% | 53% | 40% |
| **RSCs** | 6% | 11% | 13% |
| **Groups** | 2% | | |

## Service Handbook
### Purpose and scope of the project:

The first handbook that we feel obligated to address is a new draft of the *PI Handbook*. As we reported previously, we believe that a new draft should be created using all available material as a resource, including the current *PI Handbook* and the draft created before 1998. We are committed to completing work on minimally a PI Handbook during this cycle. Our vision of what would best serve the fellowship, however, would be something with an even broader scope, a Public Relations Handbook, that would cover all of the external focuses of our service committees—public information, hospital and institutions, websites, phone lines, etc. We plan to have a discussion with the conference about which focus for a handbook will best serve the needs of our fellowship.

Although this is our top priority, we are very aware of many problems with our other existing handbook material. Although we do not believe that we will be able to complete the work in this conference cycle, we would like the conference's support to create a new handbook for Events and Literature Distribution since the existing handbooks were primarily created in the late 80s. We would like to create new material for all of the areas currently covered by all of the existing handbooks, including *A Guide to Local Services in NA*, as well as developing basics for smaller or newer NA communities. With approval from the conference, we can begin work on some of these materials if resources become available.

This was the project plan approved at WSC 2004 for the PR Handbook and its review and approval process.
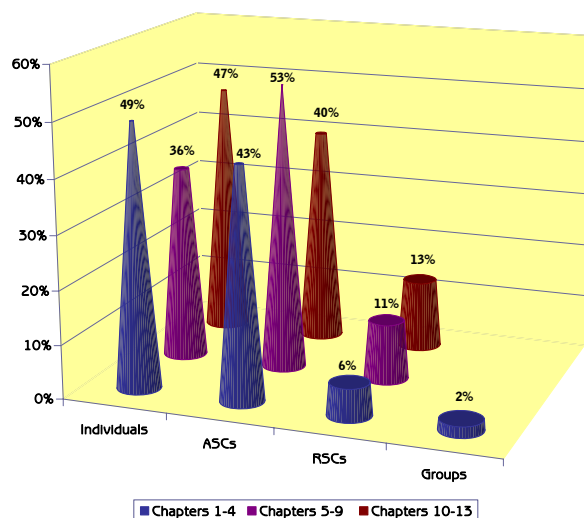
The results of all work will be communicated regularly and ultimately presented to WSC 2006. All handbooks will be presented to the conference for approval. In keeping with conference policy, if this material is available for distribution well ahead of WSC 2006, the material could be released early, clearly distinguished as "Pending Conference Approval" and identified with a unique header and color. Because it has been so long since NA World Services has developed a new handbook, we plan to create a ninety-day review-and-input period for the PI/PR material as well as any other handbooks that may be created. The entire handbook may be sent out for review at once, or we may send pieces as they are drafted. The review-and-input material would be distributed to all delegates, and it would also be available to any NA member or local committee who requested it. We will clearly communicate the timeframes and review periods as the project is developed.

## Basic Text Project

Work on the Basic Text project is humming right along. In fact, as this report was being written, we were preparing for a workgroup meeting at the end of March, and we have another meeting already scheduled for several weeks after the conference. You have probably read that we have moved from the collection phase of the project to the evaluation phase. The workgroup has been extremely busy reading and reviewing submissions. We are not turning away submissions that we receive now, but we cannot promise that they will receive the same level of attention as submissions sent in before the deadline.

**Where we are now: filling gaps**

While we are evaluating the material, we are also beginning to put together the draft of the text. Over the next six months, we will edit and compile what we have and organize the material. We will also write a new preface to the book, an introduction to the personal-experience section, and short summaries to appear at the beginning of each story.

Alongside those writing, editing, and organizing tasks, we may also continue to solicit selected experience to fill gaps we have identified in the material we have already received. We began the project with a sense of some of the experience we wanted to include in the book and, for the most part, we have been pleased that members have sent us what we were looking for. Our desire to put together an international collection of personal stories that truly reflects our diversity, both in terms of demographics and lived experience, is becoming a reality. Nonetheless, as we get a better sense of the collection of experience as a whole, we may still need to actively seek experience from members in some parts of the world, for example, or from addicts who got clean in high-risk environments like prison, or from members who are isolated in some way (rural recovery, for instance). If there are experiences or demographics you feel we should make an extra effort to include, the conference is a good opportunity to let us know.

Some of the demographics and experience we have highlighted from the beginning of the project as important to include are things such as:

- ❖ International experience
- ❖ Rural recovery
- ❖ Isolated in recovery
- ❖ Cultural and demographic diversity

❖ Youth in recovery
❖ Sexual identity
❖ Racial diversity
❖ A variety of spiritual beliefs (including atheism)
❖ Living the principles
❖ Illness in recovery
❖ Life on life's terms—"good things, bad things," including stories focused on loss/grief
❖ Other manifestations of addiction

This is by no means an exhaustive list, but it does give a sense of how this collection of NA experience should reflect the diversity that's found in our fellowship.

### Existing stories

As we wrote in the *Conference Agenda Report*, We have begun discussing the disposition of the existing stories in the current Basic Text. As you may recall, the motion in the 2004 *CAR* authorizing the project called for replacing "some or all" of the existing stories. Our thinking right now is that we will keep 15 to 25 percent of the existing stories, based partly on their historical relevance—that is, the historical role of the authors, as well as the historical content of the stories—and partly on the recovery content of the stories. After looking at the remainder of the existing stories alongside the new submissions we have received, we may decide to retain others. We haven't yet made a final decision on the issue. We hope you will share your thoughts with us and let us know if you have heard anything at your regional *CAR* workshops about this issue.

### Looking ahead

The next major milestone in the project will be the mailing of the review-and-input draft of the text, which is scheduled for September 2006. The review period will last six months, with input due no later than March 2007. As with the *Sponsorship* book,

we will automatically send a review draft of the text to conference participants, RSCs, and ASCs, but any other members or committees will need to sign up to receive a copy. We may allow members to sign up online, as they did with the *PR Handbook* review drafts. The July *NA Way* will have more details, but one need not wait until then to sign up. Anyone who wishes to can write or email the board at any time to be added to the review-and-input mailing list.

The approval form of the Sixth Edition Basic Text is scheduled to be published in September 2007 and will be included as an appendix to the 2008 *CAR* for voting at that year's conference.

We are at the half-way mark for the project. When we started, some of us felt that the prospect of a Sixth Edition text seemed impossible in *any* time frame. This is a project that reflects our growth as a fellowship, not only because of the increased diversity and richness of experience the text will reflect, but also by virtue of its existence at all. Thank you all for helping make it happen.

### Submissions to the project

Total submissions we have received with copyright release forms: 703

**703**
**Basic Text submissions**
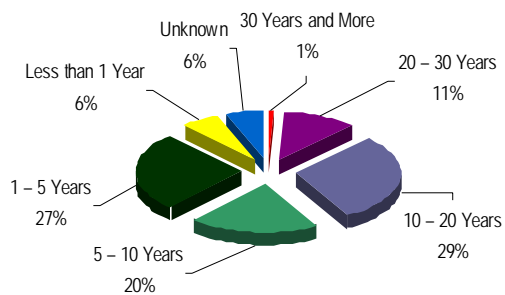**received with copyright**
**release forms**

### Gender

Male: 404
Female: 286

## Cleantime

More than 30 years clean: 6

More than 20 years clean: 79

Between 10 and 20 years clean: 204

Between 5 and 10 years clean: 137

Between 1 and 5 years clean: 185

Less than 1 year clean: 39

Unknown cleantime: 41



## Location

United States: 534 (from 46 states plus the District of Colombia)

Outside the United States: 161 (from the countries listed below)

| | | |
|---|---|---|
| Argentina | Mexico | |
| Australia | Nepal | |
| Belgium | Netherlands | |
| Brazil | New Zealand | |
| Canada | Nicaragua | |
| Colombia | Norway | |
| France | Portugal | |
| Germany | Puerto Rico | |
| Greece | Russia | Trinidad |
| India | Saudi Arabia | Turkey |
| Ireland | Spain | United Kingdom |
| Israel | Sweden | Venezuela |
| Italy | Switzerland | West Indies |

# Basic Text Project
## Purpose and scope of the project:

To create an approval-form Sixth Edition Basic Text including a new preface, the replacement of some or all of the personal stories, and an introduction to the personal stories. This project ends a six-year process of evaluating potential changes to the Basic Text and initiates the process of revising the text. During this conference cycle, material would be solicited and drafting would begin. However, a review and input of the text as well as the issuing of an approval form would not take place until the 2006–2008 conference cycle, pending conference approval of a new project plan. We plan to have that review open to anyone who requests it.

Substantial time will be spent identifying and targeting specific experience to include in a revised personal stories section. We will use a variety of methods to collect personal experience and stories including *News Flashes*, local contacts, interviews, and audiotapes. In order to eliminate barriers that may make it more difficult for some members to tell their stories (e.g., literacy levels, language differences), we anticipate a high degree of communication between members contributing their experience and workgroup members assigned to this project.

The proposed timeline as published in the September 2003 *NAWS News*:

- July–Dec 2004: Develop a plan for drafting the text and the solicitation process;
- Jan–Dec 2005: Solicit, compile, and make decisions about input material; then put together a first draft of the text;
- Jan–July 2006: Finalize the draft text, filling in any identified gaps;
- Sept–Mar 2007: Fellowship review and input period;
- Sept 2007: Publish the approval form of the text;
- WSC 2008: Approval.

This is the project plan that was approved at WSC 2004 after being sent out in the *Conference Agenda Report*.

## Business Plan

I n this conference cycle, the Business Plan (BP) Workgroup became a routine resource for NAWS management and the World Board. The BP Workgroup looks at the business operations of NAWS in detail and, during the current conference cycle, presented us with investment and financial policies. They also serve as the audit committee for the board, as called for in current USA legal regulations. The BP Workgroup will spend the next conference cycle assessing the existing literature distribution system as well as looking at other business operations. There is more detail included in the project plan for this activity.

### *The NA Way*

*The NA Way Magazine* has experienced growth and changes. Our electronic subscriptions continue to increase. For the April 2006 issue, we sent out 2,166 electronic copies in English, a 30 percent increase over the previous issue. *The NA Way Magazine* is also published in French, German, Portuguese, Spanish, and Farsi. In addition to the electronic subscription for the April 2006 issue, we distributed over 39,397 copies by postal mail. The online version of the magazine also receives nearly 5,000 visits per month.

*The NA Way* Editorial Board had a face-to-face meeting this cycle, but it routinely does its work by email. The board revised the article submission guidelines to help members with their submitted contributions. It created a submission database to track and assess whether the magazine is successfully reaching members of the fellowship. Finally, the Editorial Board explored ways to update and revitalize *The NA Way* that are gradually slowly being incorporated into the magazine. Keeping *The NA Way Magazine* growing, alive and relevant for our members is our desire.

### *Reaching Out*

*Reaching Out*, one of our fellowship's oldest periodicals, carries the word of NA recovery into hundreds of jail settings, prisons, and other correctional facilities, both inside and outside the United States, four times a year. Besides being sent to individual incarcerated addicts who request this publication, a quantity of *Reaching Out* is sent to all registered hospital and institution subcommittees, free of charge, to be distributed in the institutions they service. More than 10,000 copies of each issue of *Reaching Out* are currently being printed. The workgroup for this publication meets only by email or conference call.

## Translations Evaluations Workgroup

The Translations Evaluations Workgroup meets primarily by email and conference calls. In this cycle, they were able to have a face-to-face meeting and create a simplified evaluation process for the first piece of NA literature (IP #1) and a glossary. They also updated and streamlined the glossary of NA terms and provided references and explanations to assist in early translation efforts. We were happy to update this process, as our previous evaluation process was created over a decade ago. We were able, as a board, to adopt this new process, as presented, as current NAWS policy, and we have been using it successfully for about a year.

## Routine or Essential Services

**M**uch of this type of activity at NAWS is covered in the *Annual Report* that was released recently for the fiscal year ending 30 June 2005. As we discussed at WSC 2004, the *Annual Report* is now released after the audit is completed so that this information can be included in the report. This would typically mean a release sometime after the October board meeting. The last annual report was obviously delayed. As we previously reported, after taking on an ambitious schedule of projects and workshops for this cycle, we lost two staff writers. Although these positions have now been filled, the transition impaired our reporting ability.

We call these services "routine" in our reporting and budgeting process, but they are anything but what that term implies. The attention, variation, relevance to our members, and importance makes these services seem to us to be more "essential." We have begun to call them this to indicate their significance.

### Lawsuits and Insurance Issues

In the last two years, we had four lawsuits filed against NAWS for allegations of injury at a local event, inappropriate member behavior, or denial of individual rights. NA World Services had no role or responsibility in any of these circumstances. We were named as a defendant in an attempt to assure that there was a possibility of payment for the damages sought. We have been named in personal injury lawsuits before but have been able to seek release, due to our lack of involvement, without significant expense. Currently, we are seeing more use of the courts to seek resolution to problems between individual NA members and between members and the local service structure.

It is becoming increasingly difficult to have NAWS released from some of these local legal issues. What is asserted is that as the legal owner of the Narcotics Anonymous name, NAWS is centrally responsible for the acts of local NA service committees and groups. There have even been cases where people have tried to hold NAWS legally responsible for acts allegedly committed by individual members. We are presently planning to develop an additional Intellectual Property Bulletin that clearly spells out NAWS' relationship to local committees and groups who use the NA name. We think that this may help to better clarify these relationships.

The need for local service committees to have adequate liability insurance protection which will defend them in the event that they are named in a lawsuit is becoming increasingly important. Many regions are already aware of this and maintain adequate protection but a great many do not. We do not see this trend of lawsuits diminishing. Many years ago it was not possible for local service bodies to get liability insurance. Today, there are companies that provide such coverage. We have limited information about a couple of these companies. This is by no means a comprehensive list and some regions may be aware of other companies. We are asking delegates to provide us with this type of information. We do not believe that our time together at the conference is best served by discussing these or other specific occurrences but would like more information to share with others about possible solutions.

## Translations Overview

We recently approved a Group Reading Card set for NA communities that only has IP #1 translated. Until these communities complete the other needed literature to create the full seven-piece set, they will have a set without "Just for Today" or "We Do Recover," as well as the back page of the Traditions Reading Card. We are currently preparing sets in Arabic, Hindi, Japanese, and several Eastern European languages.

Some exciting news to report: We have draft translations of IP #1 in several Southern African languages: Zulu, Xhosa, Sesotho, and Tswana. A draft in Swahili has been distributed around Kenya and Tanzania for a few years, but seeing these drafts for Southern African languages is leading us to hope for NA growth in other regions of the vast African continent.

Recently we completed an update on languages represented in NA as of October 2005. We did our last count almost two years ago, and we used the results in the rather popular "NA Speaks 47 Languages" map. Since then, we have seen a marked increase to 65 (!!!) languages spoken in NA today. This is an increase of about 35 percent in less than two years. We are counting all active languages, plus all languages where there has been translation activity at one time or another, because it means the language is now spoken in local meetings in that NA community, even if their translation activities have been intermittent. A full list of all of the activity finalized during the current conference work cycle can be seen in the product update, which appears later in this report.

## Fellowship Services

**Web Contact Database Activity**



As you can see, the activity in this department stays consistently high. One of the challenges we all face is how to more easily exchange information in order to keep the meeting locator more accurately updated. Even though we have tried to direct inquiries of this type to the local region or area, the activity on the meeting locator continues to increase dramatically. And although it was certainly a surprise to us, we continue to hear from professionals that they find their most reliable information here.

## Interesting Traffic Patterns on www.na.org

Ever since we initiated the main NAWS website back in 1995, we have kept track of visitors' traffic to the site. This made it possible for us to track what sections and pages on the website were useful to the visitors, as evidenced by the number of "views." Starting in 2004, we added information about the online traffic to the main database (portaltools.na.org), as well as the server that houses the shopping cart (cart.na.org). We have been aware that some of the changes we initiated during the past conference cycle had some impact, but it was not until we looked at some specific traffic patterns that we began to get a different picture.

### Overall traffic

We suspected that our membership and interested others would find the website useful, but we have been amazed by the growth in traffic between March 2005 and March 2006. Rather than put the specific figures here, we are enclosing a table at the end of this section that depicts this incredible growth. It is important to note that overall traffic has increased by almost 20 percent, while traffic to the NA Meeting Locator has



increased by almost 20 percent! Regardless of how much we try to divert traffic to the links page the activity here continues to grow. We are talking about how we can get more accurate information into people's hands! Particularly when you see the difference between the count of meetings that we show in our database and what you provided us in regional reports.

## Recovery literature

Before WSC 2004 we announced that, on a trial basis, we would start posting certain pieces of NA literature on the website, including several recovery pamphlets and group readings in English and several other languages. Shortly after WSC 2004, we expanded the trial to include the seven selected IPs in all available languages. Early in 2005, we decided to post all English IPs and booklets online, and were determined to do the same for all other available languages. That task has been successful. As of the end of January 2006, we had posted literature in thirty-two languages. At present, all available IPs and booklets in English, Spanish, Brazilian, Portuguese, French, and Swedish are online, and we are working hard to continue to load other languages as they become fully available.

## Database innovations

We have spent a great deal of effort to keep our database up-to-date and accurate (it truly depends upon your help and the help of other members), and we have also worked hard to make the online database more user-friendly, both for visitors and for the trusted servants responsible to update their area/regional meeting information. To that end, we implemented an option to view the meeting search results in a printable format, which we are glad to see is being used frequently. Soon to go live is the ability for any area to print their meeting directory using the NAWS database, utilizing some templates we will be making available online. On a final note, we are also working on a process to make it easier for "webservants" to update their meeting information in batch format, instead of having to do it one-by-one.

## A surprising result

When we decided to post *A Guide to Local Services in NA* during the second half of 2005, we did not expect the kind of reception it got online. Within the first seven days it was viewed or downloaded over 500 times. By March 2006, that number increased to 6,008 views. You may have noticed that we have created a separate page for service material and posted the handbooks there.

## NAWS Website Traffic

| Item | Mar-06 | Jan-06 | Difference | Mar-05 | Difference |
|---|---|---|---|---|---|
| | | | | Convention sales effect | |
| Total Hits | 3,229,265 | 3,035,057 | 6.4% | 2,550,216 | 26.6% |
| Total Visits | 293,888 | 251,077 | 17% | 212,747 | 38.1% |
| Average per Day | 9,480 | 8,099 | 17% | 6,862 | 38.1% |
| Page views       Main site | 495,597 | 488,712 | 14.1% | 444,274 | 11.6% |
| Database | 276,306 | 300,613 | -8.1% | 228,952 | 20.7% |
| Cart | 42,346 | 41,673 | 16.1% | 29,701 | 42.6% |
| Area and Regional Links | 25,328 | 23,967 | 5.7% | 22,147 | 14.4% |
| Event Calendar | 24,334 | 42,246 | -42.4% | 19,374 | 25.6% |
| Information about NA | 18,348 | 16,383 | 12% | 17,041 | 7.7% |
| Recovery Literature Page | 13,215 | 12,369 | 6.8% | 10,212 | 29.4% |
| Contact Page | 8,858 | 8,606 | 2.9% | 8,122 | 9.1% |
| Events | 10,168 | 10,238 | 0.7% | 9,538 | 6.6% |
| Phonelines | 7,668 | 7,180 | 6.8% | 7,163 | 7.1% |
| The NA Way Magazine | 5,731 | 5,380 | 6.5% | 5,148 | 11.3% |
| A Guide to Local Services | 6,068 | 5,355 | 13.3% | N/A | |
| IP #1 | 1,285 | 1,186 | 8.3% | N/A | |
| White Booklet | 945 | 861 | 9.8% | N/A | |
| Meeting Locator | 72,887 | 109,180 | -33.2% | 61,530 | 18.5% |
| Meeting Locator Printed | 7,269 | 6,971 | 4.3% | N/A | |
| Shopping Cart Views | 41,794 | 40,797 | 2.4% | 28,957 | 44.3% |
| Donation Views | 81 | 102 | -20.6% | 127 | -36.2% |

# HRP Report

In addition to the Leadership discussion session on Sunday, there are two sessions to provide participants with an opportunity to talk with members of the Human Resource Panel: one is during our report on Monday and the other is our Open Forum on Tuesday. Following is the report from the Human Resource Panel.

## The Human Resource Panel

Greetings from the Human Resource Panel. This has been a busy conference cycle for us in many ways. From our first meeting in August 2004, we have been working hard to identify the very best-qualified candidates available so that conference participants can choose new trusted servants at WSC 2006. Our efforts have been exhaustive and we are confident that all of the nominees we have identified would make excellent trusted servants. We are hopeful that you will share our confidence in the outcome of our work. In that way we will be most likely to fill the vacant World Board, Human Resource Panel, and Cofacilitator positions at the upcoming WSC. With that in mind, we continue to urge all participants to vote for as many nominees as possible when that time comes.

In addition to our work on nominations, we were able to participate in leadership development discussions with the World Board throughout the cycle. This is representative of the cooperative working relationship we currently enjoy with the World Board. We appreciate the board's interest in our participation and look forward to future discussions at the WSC and beyond about how to improve the way we identify and select leaders in NA.

During the 2004-2006 conference cycle, the World Pool experienced substantial growth relative to past conference cycles. There are currently 765 members in the World Pool, a significant increase since March 2004. We want to take this opportunity to once again thank everyone who has made themselves available for service by entering the pool.

The World Board utilized the World Pool for a number of efforts, including the Basic Text, *PR Handbook,* and PR Strategy projects. In addition, World Pool members were used on *The NA Way* Editorial Board and in the Translations Evaluation Group. In total, thirty-two members from the pool were utilized for work this past cycle.

## The HRP Nominating Process

The deadline for submitting World Pool Information Forms (WPIF) for possible nomination at WSC 2006 was 31 August 2005. In September we began the process of selecting nominees by sending out letters to all those pool members who met the clean-time qualifications. A minimum of eight years clean is required for Human Resource Panel and WSC Cofacilitator positions, and a minimum of ten years clean is required for participation on the World Board.

A total of 605 letters sent in mid-September asked that a response of interest be sent to the WSO by 21 October. Those initial packets contained a description of the duties and responsibilities of an HRP member, WSC Cofacilitator, and World Board member. They also offered a final chance for potential candidates to update their WPIFs.

In response to input and concerns voiced at WSC 2004, and to be certain our mailings were being received, we used registered/certified mail for all of our correspondence, including for the first mailing. We understand that this may have caused some problems for members because of the postal

service requirement that the receiver sign before completing delivery. We apologize for any inconvenience, and we thank you for your understanding.

In mid-November, we began the process of considering potential nominees from among the 125 candidates who had returned letters of interest to us. All candidates were evaluated through a blind screening process, using a Candidate Profile Report (CPR) created from information in their WPIFs. In early December, after scoring all potential candidates, the HRP made a selection of those who would move forward in the process. At that time, a total of sixty-six individuals were selected to continue in the process.

We then sent letters to everyone who was a part of the blind screening, reporting their status in the nomination process. We included a blank General Information Form (GIF) for all of those continuing. (You may remember that the GIF was created in response to a request from WSC 2002 participants for additional specific information about each nominee.) We informed candidates that, if they were nominated, the form would be distributed to conference participants exactly as submitted, along with their CPRs. You will receive these materials at the WSC.

In mid-December, we began candidate and candidate reference interviews. This part of the nomination process required that the candidates and their references take time from their busy schedules to respond to a series of telephone interview questions. We thank everyone who was involved for their time and flexibility in this part of the process. After that exercise was completed, the HRP came together for our March meeting, where the final list of nominees was selected.

Concurrently with the above described process, the HRP facilitated the opportunity created at the last WSC for regions, zones, and the World Board to forward candidates for consideration after our first, blind screening process. These RBZ (region, board, and zone) candidates were integrated into the nominations process. Once their submission was verified, they were included in the interview and final selection phase.

For your information, the deadline for RBZ submissions was 31 October 2005. We received twenty-nine submissions identifying twenty-five potential candidates, with twelve appearing on the final ballot. You will notice that our list of nominees includes the RBZ source, if any. If a nominee had more than one RBZ source, all were listed. Nominees without an RBZ source were identified through the HRP's blind screening process, described above.

We understand that all of this information about our process can be a bit challenging to digest, especially for new RDs and alternates. With that in mind, we created a graphic representation of our process. We hope you find it helpful.
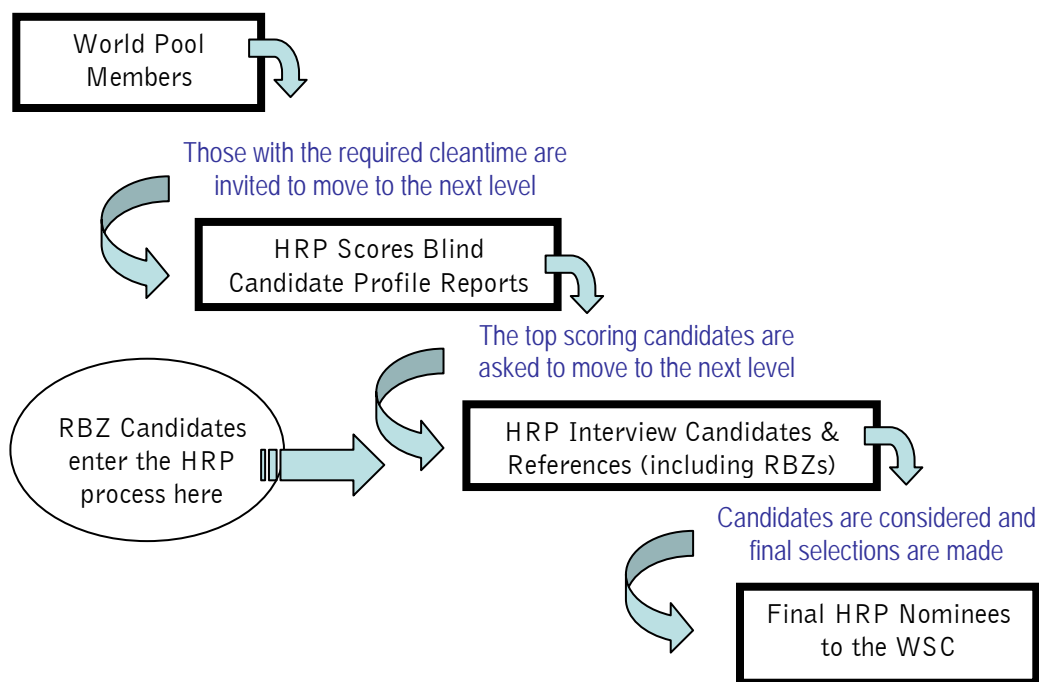
There are ten World Board positions, two Human Resource Panel positions, and two Cofacilitator positions that will be open at the upcoming 2006 World Service Conference. The HRP nominations that resulted from the above described process are listed below.

It is important to note that this list may be published before all nominees have had the opportunity to respond to our request for final confirmation of their willingness to be nominated for service at the WSC. If anyone on the list chooses to decline nomination by the HRP, their name will not be on the ballot at the World Service Conference.

| Human Resource Panel | | |
|---|---|---|
| **Name** | **Region** | **RBZ Source, if any** |
| Dave P | Carolina | |
| Gregory S | Alabama/NW Florida | Alabama-NW Florida RSC |
| Julie-Ann B | Washington Northern Idaho | |
| Marc G | Chicagoland | |
| Mary Kay B | Region of the Virginians | |
| Cofacilitator | | |
| Antoinette S | Buckeye | |
| Jimmy S | Chesapeake & Potomac | Chesapeake & Potomac RSC |
| Odison "Junior" G | Brazil | |
| Walter B | Free State | |

| World Board | | |
|---|---|---|
| Name | Region | RBZ Source, if any |
| Alan B | New England | |
| Arne H-G | British Columbia | British Columbia RSC/Canadian Assembly |
| Bill L | Arkansas | Arkansas RSC |
| Bobby S | South Florida | South Florida RSC |
| CJ A | Florida | |
| David W | Georgia | |
| Franney J | Washington Northern Idaho | |
| Jim G | Carolina | |
| Mark H | New Zealand | World Board |
| Mark H | Wisconsin | World Board & Wisconsin RSC |
| Matt S | Northern California | |
| Myron B | Tejas Bluebonnet | |
| Paul C | Canada Atlantic | Canada Atlantic RSC |
| Ron H | Rio Grande | World Board |
| Tim S | Australia | World Board |
| Tom McC | Hawaii | World Board |
| Tonia N | Greece | World Board |

As a reminder, the source is listed if the nominee received an RBZ nomination. All other nominees were identified through the HRP's blind screening process. Regardless of their source, we are confident that all of the nominees we have identified would make excellent trusted servants.

Independent of the HRP's process and in accordance with procedures contained in *A Guide to World Services,* seated regions can forward nominations at the World Service Conference. We remind anyone seeking such a regional nomination that a completed World Pool Information Form must be submitted at the WSC along with a signed Regional Nomination Form. Both forms can be found on the NAWS website and the Regional Nomination Form is included in this report*.*

In closing, as in the past, we continue to look for ways to improve the nominations process and are dedicated to doing whatever it takes to make it the best that it can be. Your ideas continue to be an essential part of that effort. We welcome any thoughts you have and encourage you to forward them to the HRP c/o NAWS. We look forward to seeing everyone at the World Service Conference.

## Infrastructure

We proposed the topic of infrastructure because of the input we continually heard from members, groups, areas, and regions about the challenges they were having providing services in their local communities. These challenges seemed to be a result of committees trying to operate in a service structure that doesn't necessarily allow for things such as the ability to easily communicate and cooperate within that structure. We asked members to first look as what is working in the service structure, in local groups, and with individual members. Here's what's working, according to those responses: Committee guidelines, zonal forums, the use of the web, training that occurs in learning days, keeping members with clean time involved, the passion and dedication of NA members, sponsorship, and the value of members working together to carry NA's message.

Unfortunately, the list of what is working doesn't seem to be enough. A lack of training for service positions was repeatedly identified as something that is not working. Other common challenges listed were:

- ❖ ineffective service support materials;
- ❖ a lack in the way our services are structured;
- ❖ problems in transitioning from service positions;
- ❖ no mentoring of trusted servants;
- ❖ communication breakdowns;
- ❖ the often negative image of service and a lack of interest in being of service;
- ❖ the need to develop leadership;
- ❖ a lack of financial resources and the misuse of financial resources; and
- ❖ a lack of spiritual principles in service.

The solutions identified seemed to point to the need for our service structure to operate in a more cooperative and efficient fashion. These solutions include:

- ❖ events such as learning days having a more dynamic format;
- ❖ better coordination with our services;
- ❖ electing the right people for the right positions;
- ❖ more service handbooks and tools;
- ❖ using the Twelve Concepts to guide service efforts, and
- ❖ recognition and feedback for those performing service efforts.



Many of the challenges that members identified highlight the fact that infrastructure is about how we operate, rather than what we are trying to accomplish. The goals of an area service committee, for example, are not the problem. Supporting local groups and providing services like local NA phonelines, or panel presentations in local hospitals are not what members seemed to be challenged by. Problems that are challenging are subcommittees duplicating service efforts (e.g., three different people, who haven't talked to each other, responding to a call from a local high school) or members volunteering for commitments and then becoming so frustrated and overwhelmed that they leave those commitments after receiving no support or training.

The next step in the infrastructure discussions took place in the *CAR* workshops we held throughout the fellowship. We focused these discussions on points from the input we had gathered over the previous two years. We felt it was important that these discussions really start to examine the system in place for carrying NA's message. We asked members to think about whether

or not the current service structure in their local NA community is best suited to carrying the message, and what about the current structure could be better suited to carrying the message.

Communication—or lack of, communication—was identified as an area needing improvement, including a better use of technology. Another common theme was a lack of flexibility in the local service structure—in other words, the need for form to follow function. These discussions really began to get at how we operate. They pointed to some systemic problems that often impede the ability of local members to effectively provide services.

We then asked members to look at the goals of our service efforts, or what we are trying to accomplish, and how can we best meet those goals. Carrying NA's message was resoundingly identified as the clear purpose of all our service efforts. In our view, this reinforced the idea that our challenge is not in clarifying the goal of our service efforts; it's in how we reach that goal. Members reiterated this by listing the need for more attractive service meetings, stronger groups, frequent inventories, stronger communication, open mindedness, and knowledge of the traditions and concepts.

Much of our work this past cycle (which will continue into the next cycle) is meant to address the infrastructure needs identified in these discussions. The *Public Relations Handbook* and the *Area Planning Tool* specifically address the structure of our services. These tools are designed to help areas foster cooperation, communication, and ways to provide services more effectively. It seems clear that most of us in Narcotics Anonymous are passionate about carrying NA's

message to suffering addicts. What we seem to need is guidance on how to focus that passion so that our service efforts can be more productive, creative, and attractive.

We hope that we can continue these discussions at the WSC and focus on the systemic challenges in our service structure. Many of us are aware that NA's original service structure was designed for a fellowship that was very different from the fellowship that exists today. In the past we have focused on improving pieces of our structure (such as reorganizing world services), but we have not talked about the system in its entirety since the early 1990s. One of the approaches in the strategic plan addresses the need to discuss the service structure as a whole:

**Approach 4.2:**

Have a more holistic discussion about the service structure as a system.

Although we had a project plan approved at WSC 2004 to define the roles of the service structure, we now believe that we need to have these more basic discussions first. The next step in having a "holistic discussion" means talking not only about the ways in which the various "levels" of service (groups, areas, regions, and zones) relate to each other, but also about the ways in which subcommittees operate within an area and the ways in which neighboring areas communicate and cooperate with each other. We've already heard from delegates, in their regional reports, that finding ways to share experience and resources with other areas and regions is something that needs to be discussed. We hope that this session will begin a discussion that will continue into the next cycle about how all levels of the service structure can better support our efforts to carry NA's message.

# Tuesday — 25 April 2006

**We Do Recover:** *NA meetings are held poolside at 7:00 am, as well as in the evening when the conference adjourns, each and every day!*

| | |
|---|---|
| **Human Resource Panel Open Forum** | **9:00 – 10:30 am** |
| **World Board Conference Forum** | **11:00 – 1:00 pm** |
| **Lunch** | **1:00 – 2:30 pm** |
| **WSC 2006 Opening Business Discussion Session— Discussion of Old Business Motions** | **2:30 – 4:00 pm** |
| **Public Relations** | **4:30 – 6:00 pm** |
| **Dinner** | **6:00 – 8:00 pm** |
| **Reaching Those Who Are not in Our Rooms—Common Needs** | **8:00 – 9:30 pm** |



## HRP Open Forum and World Board Conference Forum

At the last conference, the World Board forum and the Human Resource Panel forum ran concurrently. We are happy to be able to schedule these forums at different times this conference. The Human Resource Panel will kick off the day, with the World Board forum immediately following. The HRP will provide a structure for this session that will be outlined during orientation. The World Board forum is designed to discuss old business motions and amendments as well as any other questions or information that conference participants choose to bring up. We will be asking that if possible, questions to the World Board be submitted the night before the forums. We want to see if this will allow us to organize our discussions better in order to more effectively use our time together. We have never tried this before and will need your help to see if this can work for us all.

## Old Business/Discussion Session

We will spend our time together after lunch preparing to enter the first business session of the week. The old-business discussion session will give us a chance to have a conversation about the old-business motions and any amendments to those motions. Taking some time here to have a conversation about the issues raised through old business motions gives participants an opportunity to discuss the motions without being hindered by the limitations of parliamentary procedure. We've found these discussion sessions to be extremely helpful in making the business session run smoothly. More importantly, these discussions help the body address the concerns that underlie various motions.

In the course of our travels to *CAR* workshops, we've heard some questions and concerns about our recommendation for Motion 3. It is important to us, as your World Board, to clearly address the intention behind our recommendation. When discussing this issue, we drew on the experiences we have heard from many non-English-speaking regions. Our own experience (as we saw so much with the *Sponsorship* book) also shows that allowing more time for review and input doesn't necessarily mean that more members will be interested in providing input.

The policy for review and approval spells out the minimum requirements of ninety days for review and 150 days for approval of any recovery material. The specifics for the review and approval time for each piece of recovery material are spelled out in the project plan that is adopted by the conference. In the case of the Basic Text, these details were also sent out in the *CAR*. They called for a ninety-day review period and an eight-month—or 240-day—approval period.

We believe that this motion was designed to make it easier for NA members to participate in the process of approval, based upon the assumption that if a book-length piece is available for a longer period of time, more members will read it before its approval at the conference.

Sadly, this has not been our experience, even with English-speaking NA communities. The majority of our members do not read a book-length piece before it is approved at the WSC. We sincerely hope this will change with the Basic Text—but, so far, this has not happened.

We believe that the place to effectively impact a piece is in the review-and-input stage, rather than the approval stage. By the time a piece of literature is in the approval stage, it is time for a simple yes or no. The approval draft does not allow for any meaningful changes in content.

We do not believe that a one-year approval period is desirable or necessary, particularly for short pieces like IPs. This would mean that we would have to allot a minimum of four years to develop an IP. This does not seem to be either a practical or a responsible way in which to serve the needs of our fellowship.



The conference gives all of us an opportunity to participate in an international discussion on this issue. This may be an issue where regions give delegates an opportunity to participate in these discussions and then make a decision about the motion. Our experience is that a genuine discussion is often needed in order to really address the challenges raised by motions. We hope that we can use this time at the conference to have the kinds of discussions that can only take place when a group of people come together face-to-face. We look forward to having a genuine discussion about what we want to see in all stages of the literature development and approval process.

## Old Business

The old business session will include a roll call and the adoption of minutes from WSC 2004 (included in the mailing of this report). The cofacilitators and our parliamentarian, Don Cameron, will help facilitate the business session.

# *Public Image and Public Relations*

As many of you may recall, NA's public image came to the forefront following the Public Relations Roundtable discussions. We learned that our ability to effectively carry the message of recovery is hampered by our public image—how we are perceived by society. Our discussions in the public image fellowship workshops initially centered on identifying and defining NA's public image. To better understand how we are viewed, we asked members to take a step back and think about NA from the perspective of someone who is not an NA member. What is the image that we are projecting to someone who is approaching and interacting with NA for the first time? Many of the commonly reported perceptions were similar to what we heard from the Public Relations Roundtables:

- ❖ NA is for heroin addicts and/or criminals
- ❖ NA meetings are not safe for young women
- ❖ NA has no long-term recovery
- ❖ NA has no public image and what we do still remains a secret to the public

These initial discussions further pointed out that the judicial system seems to have a positive perception of NA based on their willingness to send potential members to NA meetings.

Participants in public image workshops went on to identify that a positive public image begins with members accepting personal responsibility. Granted, we cannot change our members' behavior and attitude, yet we can instill a sense of personal responsibility and inform our members that behaviors affect NA's public image and affect potential members' ability to experience the message of recovery. Making our services more responsive, illustrating long-term recovery in

NA and treating our meeting facilities with more respect were identified as crucial points to creating a positive public image.

In *CAR* workshop discussions, there was a focus on how members can accept responsibility for NA's public image and reputation—through maintaining awareness that we all represent NA; how service bodies can take responsibility for NA's image—by following through with various professionals, treatment centers, and by maintaining accurate meeting information; and, how members can develop personal responsibility in themselves and assist others—through personal one-to-one communication and creating meeting formats that help to teach others about the importance of a positive public image. These discussions confirmed that members are clear about the consequences of a negative public image.



The next step in our discussions was to identify what made some potential members feel like NA is not the recovery choice for them and why some professionals are reluctant to refer potential members to NA. Some members feel that individual members' behavior and attitude may dissuade potential members; while other members perceive that misinformation or a lack of accurate information affects public perception.

Our discussions moved to our service efforts and how these are needed to help improve our public image. Our services can work co-operatively and collaboratively toward creating a positive public image. To succeed, we need to overcome identified challenges.

Some of these obstacles were the same ones that were identified in the Infrastructure discussions—a lack of communication between committees, a lack of human and financial resources, and a lack of cooperation between committees. As we continue to work to improve our services, our public image has been strengthened through the awareness's gained from these discussions.

Our *Public Relations Handbook* will hopefully be a vehicle for our members to discuss some practical solutions for the ways our services can work together to create a more positive public image for Narcotics Anonymous. Together, we can bring the information contained within the handbook to life. Some of the ideas we have identified that can be beneficial for our members with implementation include:

- ❖ New PSAs and training videos
- ❖ A more systematic approach to training throughout the fellowship

Additional resources that support the ideas that were discussed in the handbook are outlined in the addendum material for the *Public Relations* Handbook.

We need to work in partnership to create a systematic approach toward training. We have seen the positive and productive results from our partnership with the Issue Discussion Topics and we have every reason to believe that our strength is our partnership—world services, delegates, and members.

In this session we will provide an overview of the public relations activity that we have been involved with, both from world services

and in partnership with zones and members. Public Relations is exciting—helping us to build cooperative relationships so addicts may experience recovery. In our conference discussion session, we will have the opportunity to share with each other. We want to hear about newly implemented public relations approaches such as multi-regional events with professionals and government interactions. Additionally, we desire to hear challenges, particularly hurdles that we seem unable to overcome. We have experiences to share with each other at the conference. In this way, we all can gain a sense of the importance of public relations in our efforts to carry the message of recovery.

## Atmosphere of Recovery

**O**ur discussions about a group's atmosphere of recovery first began in the previous conference cycle (2002-2004). We finished that first round of discussion with a great sense of the importance of this topic, but no tangible conclusions. The fellowship then asked that we continue our discussions about an atmosphere of recovery in the 2004-2006 conference cycle. As a result, we've spent a good portion of these past two years talking about a group's atmosphere of recovery. In fact, this seemed to be the most popular topic to discuss.

The first step in these discussions during the current conference cycle was to ask members to comment on what makes NA groups attractive and strong. Some of the common themes that emerged were not a surprise:

❖ welcoming newcomers;

❖ sponsorship;

❖ creating a safe meeting environment;

❖ sharing in a way that other members can identify with; and

❖ helping trusted servants understand the importance of their role in an NA group.

Members also mentioned very specific components of strong NA groups—those things that seem to make an NA meeting special:

❖ offering hugs;

❖ sharing coffee or a meal together after a meeting;

❖ giving rides; and

❖ laughter in the group.

Also a part of these initial discussions was the task of identifying the challenges NA groups face in creating an atmosphere of recovery. Some of the common challenges were:

❖ the effects of the negative behaviors of few members on a group's recovery atmosphere;

❖ a lack of members with cleantime;

❖ not enough trusted servants who understand their role and its importance; and

❖ the unfortunate reality that members can sometimes create an environment in meetings that is limiting, closed-minded, and lacking mutual respect.

Also noted in these discussions were the challenges of things such as ringing cell phones, prejudice, a lack of members practicing spiritual principles, and a lack of service and recovery material to support local groups.



We then asked participants to come up with some possible solutions to these problems. Participants reinforced the need to take personal responsibility for unity in NA meetings, and the crucial role sponsors play in leading by example. Participants also offered solutions that focused on the need for tools and guidance to help strengthen groups. Several solutions participants mentioned again and again were strong meeting formats, tools for members at the group level, and the use of recovery literature to strengthen a group.

Based on the input we heard in the first round of discussions outlined above, we focused the questions contained in the *Conference Agenda Report* to take the next

step in these discussions. The questions in the *CAR* took the general question of "What makes a group strong and attractive?" and asked participants to look at what local groups are actually doing that is successful—that is, the ways in which local groups are creating an atmosphere of recovery and carrying NA's message. We all know what an atmosphere of recovery feels like: it is inviting and welcoming, both to newcomers and to those with some clean time. The challenge is in consistently encouraging that atmosphere in our groups.

❖ Leading by example and paying attention to newcomers were the dominant themes. Practical suggestions like providing phone lists, focusing the meeting on the first three steps, and handing out welcome packages were offered as specific examples.

❖ Group inventories and regular business meetings were also encouraged;

❖ along with maintaining the meeting's recovery focus through such things as the use of literature and announcements.

After we had spent some time establishing what members actually see working in their local groups, the next step seemed to be to identify what happens when we *aren't* able to create an atmosphere that is attractive and welcoming in our groups. To suggest that there might be addicts in the local community missing from NA meetings as a result of our inability to create an attractive atmosphere of recovery is a much more difficult topic. Yet, these discussions raised some important challenges.

❖ The list of those missing from local groups included racial and ethnic groups (Asian Americans and Native Americans were repeatedly mentioned as specific examples of who is missing from local groups in the USA);

❖ Those from various language groups;

❖ Both younger and older people in the community;

❖ Professionals; and

❖ Members in service and members with cleantime were also mentioned populations who are missing from local groups.

Common reasons given for why these groups of people might be missing were:

❖ The need for more recovery literature;

❖ The need to reach out to professionals through meeting lists and information about NA;

❖ The need to pick speakers with a clear NA message; and

❖ The challenge of cultural and economic circumstances that may prevent some people from finding NA (such as a lack of transportation or the custom of not sharing "family business" with outsiders).

Common ideas about what a group can do to transform a less-than-welcoming atmosphere into an atmosphere of recovery included:

❖ using group business meetings to have solution-oriented discussions;

❖ using NA literature to address various problems;

❖ clarifying and establishing meeting procedures (by considering things like room set-up, format changes, making social activities a part of the group); and

❖ training trusted servants before assigning them group responsibilities.

Leading by example was the recurring response given when members were asked what they could do, as individuals, to create an atmosphere of recovery in their groups. Also emphasized was the responsibility of a group's members to create a welcoming atmosphere.

We heard again and again that these discussions allowed many members to talk about issues in a way that they hadn't been

able to in the past. Members seemed to feel that the topic of a group's atmosphere of recovery was extremely relevant to what they experience in their own groups. We also heard that the format of these discussions was a positive experience, in and of itself, and that these discussions often led to a greater awareness of practical solutions to a group's challenges.

There cannot be any issue more important to us, as a fellowship, than what a person finds when they walk into an NA meeting. Aside from encouraging these conversations to continue at a group level, what else can we do? This is the next question we need to answer at the WSC.

For us, these discussions highlighted our strengths in the things we already do that work. At this point, we need to find ways to preserve and build upon these strengths. We know that things like meeting formats and group discussions work, but what else can we do? As your board, we used the input from these discussions to affect the strategic plan and the projects most needed for this next cycle. Many of the project plans we've proposed for the next cycle attempt to address the needs raised by members. It seems undoubtedly clear that there is a need
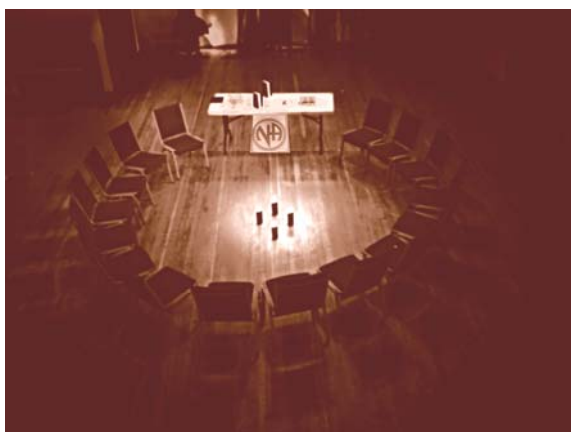
in the fellowship for targeted literature and basic tools that support group-level service. What also emerged is a need for some way in which to address the issues of members'

behavior and members with clean time leaving NA meetings.

Creating tools is what world services can do—but we know that won't be enough. What we hope to talk with you about at the conference is how we, as a conference, can help to better support what groups do to create that atmosphere of recovery. What are the ways in which each of us, as individuals, can help? Making NA meetings attractive to a broader range of people seems to be one aspect of how groups can build an even stronger atmosphere of recovery.

One of the approaches we've identified in the strategic plan specifically outlines the need for discussions about how to broaden NA's message of recovery:

**Approach 6.2:**

Structure discussion around broadening access to the NA message and fostering an atmosphere of recovery for a diversifying membership (stress First Tradition unity along with the needs of demographically specific populations).

We believe that the idea of common needs is a direct result of the discussions we've had about a group's atmosphere of recovery and the ways in which it carries NA's message. We know that trying something new can be scary, especially since this issue, for many people, seems to threaten the unity described in our First Tradition. We believe, however, that we are ready to take some risks and see what we can do to make NA's message more widely available. We also believe that, although not all these ideas may work, it is important for us, as a fellowship, to continue to focus on how each of us can help our groups develop an inclusive and welcoming atmosphere. As we all know, such an atmosphere is invaluable in helping addicts finding recovery in NA.

## Reaching those who are not in our rooms—common needs

After dinner, we will spend some time discussing ways to reach those who are not in our rooms. We thought it would make sense to discuss this topic after spending the afternoon focused on the atmosphere of recovery in our groups.

Much of the input we received on the atmosphere of recovery pointed to those groups of people who are missing from our meetings. This can be a difficult topic, because common needs is an issue founded on two sound principles: unity and attraction or identification. We've heard many members share that, although there should not theoretically be a need for common-needs meetings, many such meetings have sprung up in their areas and regions. We want to hear about your experience with this. Some regions don't have common-needs meetings at regional conventions, in keeping with convention guidelines—but they say that the common-needs meetings sponsored by some of their groups seem to serve a population in that region.

As we mentioned in the *Conference Agenda Report,* we propose to have common-needs meetings at the world convention in San Antonio, on an experimental basis. This experiment is a direct result of the discussions we've had about ways to better carry NA's message. We know that trying something new requires a certain degree of faith. We believe, however, that NA is resilient enough to take these risks in an effort reach more people. Some of us may not personally agree with the idea of common-needs meetings, but it seems worth considering if it helps someone find NA's message in his or her own language or culture. We are calling this an experiment because we know that not all new ideas work. We also know, however, that calculated risks are worth taking if they result in more addicts being able to find recovery.

The other request that we have made is to prioritize the development or revision of targeted literature—recovery literature written to speak to specific demographics. The *Youth and Recovery* IP, for example, is very dated and not very relevant to the young person walking into an NA meeting today. For many other demographics—like older members, Native Americans, those with clean time, professionals, or the other populations identified in fellowship discussions—we have nothing in print that speaks to them directly. We do not think these two approaches—meetings, and literature—are a total answer to this issue, but they are at least a beginning. We have heard repeatedly from those outside NA who interact with addicts that we seem unwilling to deal with that initial need for identification. We hope that these efforts can improve the chances for identification. If that happens, a newcomer may stay long enough to find out that they, too, can find a place in our fellowship.

We hope to be able to discuss this with you at the conference to find out what is happening in your region. It seems to us that now is the time to really look at the gaps between our theories and our practices. This session will also help all of us gain a global perspective about who's missing from NA meetings around the world. We hope to be able to come away from this session with a common understanding of how the topic of common-needs efforts connects to our ability to better carry NA's message.

# Wednesday — 26 April 2006

**Give Yourself a Break:** *NA Meetings are held poolside at 7 am, as well as in the evening when the conference adjourns, each and every day!*

| NA World Services Budget and Project Plans Presentation/Discussion | 9:00 am – 12:30pm |
|---|---|

| **Offsite Lunch and Recovery Meeting** | **12:30 – 5:00 pm** |
|---|---|

| New Business Deadline | 6:00 pm |
|---|---|

| **Zonal Forum Meetings** | **rooms available from 5:30 pm** |
|---|---|

## Brief Financial Update

**W**e will open with a session focused on the budget and monies spent for the past conference cycle. There will be an opportunity for questions and answers about the 2004-2006 budget, followed by a presentation of the 2006-2008 budget and project plans.

The 2005 *Annual Report* includes a financial summary of our activity for the fiscal year ending 30 June 2005, as well as an audit for the same period. We are also providing a financial statement through the end of February 2006 with this report. Please review this information before the conference so that we can spend our time in discussions. Although we are trying to minimize the reporting time, we will always be happy to answer your questions at any time.

If you compare the 28 February 2006 financial report to the budget, things look very positive. NAWS' income is running approximately 15 percent ahead for the first eight months of this fiscal year, which ends on 30 June. Since we budget income conservatively, this is expected. In addition, approximately one-third of this increase is due to our activities in Iran, which were not considered in the last budget. If you compare this report to the same period for the previous fiscal year, the picture is much different.

The February 2006 Income from Literature Distribution was $678,770, which is above budget, but $23,705 below the previous year's income through the same month. For the year-to-date, our literature distribution income is $5,174,652; almost $800,000 ahead of budget (by 5.9 percent). Last year's income for the same period was $4,882,039.

Donations for this same period are approximately 15 percent higher than budget, but compared to last year they are down almost 10 percent, or $59,940. We received $54,750 in February 2006 compared to $64,364 in February 2005, and donations for the fiscal year are $483,382 compared to $543,322 for the same period last year. The number of donations and the spread among members, groups, areas, and regions seems to be pretty consistent. It is possible that this decrease may be one of the phenomena often seen in a conference year, when we usually experience a downturn in donations, prior to the conference, then receive more donations

during the conference week itself. Since the conference costs us approximately $300,000, we are hopeful that level of donations will improve.

Literature Production operating expenses are approximately 13 percent higher than budget, with increases in shipping costs, operating expenses associated with Iran, and a dramatic increase in legal costs representing about 60 percent of the total increase. Our Cost of Goods is 24 percent higher than budget, primarily due to Iran's inclusion, which represents 90 percent of that difference between budget and actual expenses. We also added personnel across all activity areas that were not reflected in the budget, accounting for 38 percent of the unbudgeted amount in this area.
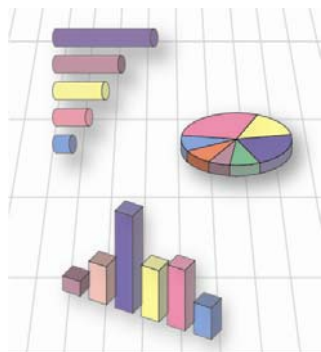
World Service Conference Support is under budget by approximately 13 percent. Once all of the expenses associated with the WSC are entered, however, that surplus should be more than exhausted. Fellowship Development is approximately 3 percent under budget at this point, but we expect that by the time we reach year-end on 30 June we will be over budget, given our rather expansive workshop efforts this cycle.

Non-Convention Specific Events expense is approximately 9.5 percent under budget. We also are including the table below which is a *draft* financial summary from WCNA-31 in Hawaii.

The world convention can and does have considerable influence at times upon our cash flow, for a limited period. However, the World convention occurs only once every two years and is conducted as a "break-even" event – that is, whatever income is generated is eventually paid out to cover expenses. Because not all staff labor and overhead expenses (such as office facilities) are budgeted to the specific event, generally the world convention shows a net expense, not net income. The income from WCNA-31 was more than originally budgeted, due to an unanticipated number of attendees. The various indicators that we look at to project attendance did not play out in Hawaii. Without these indicators, we do not make the financial commitments of fellowship funds to cover these attendees. These financial commitments are much more than simply the cost of registration packets; they include transportation, facilities, audiovisual needs, staffing, security, etc.

| **WCNA-31 Income** | |
|---|---:|
| Registration | $580,120 |
| Special events | 550,515 |
| Newcomer donations | 18,177 |
| Merchandise | 453,325 |
| Other sales | 39,136 |
| Rebates | 172,520 |
| **Total event specific income** | **$1,813,793** |

**WCNA-31 Expense**

| | |
|---|---:|
| Registration | $260,441 |
| Special events | 504,177 |
| Program | 203,630 |
| Merchandise | 315,004 |
| Facilities | 202,230 |
| Support Committee | 17,822 |
| Administration | 138,015 |
| **Total Event Specific Expense** | **$1,641,318** |
| **Total Event Specific Excess Income/Expense** | **$172,476** |

Some of the demographics of our order sources have changed considerably. We include the following table to attempt to demonstrate some of this change.

**Orders Source**
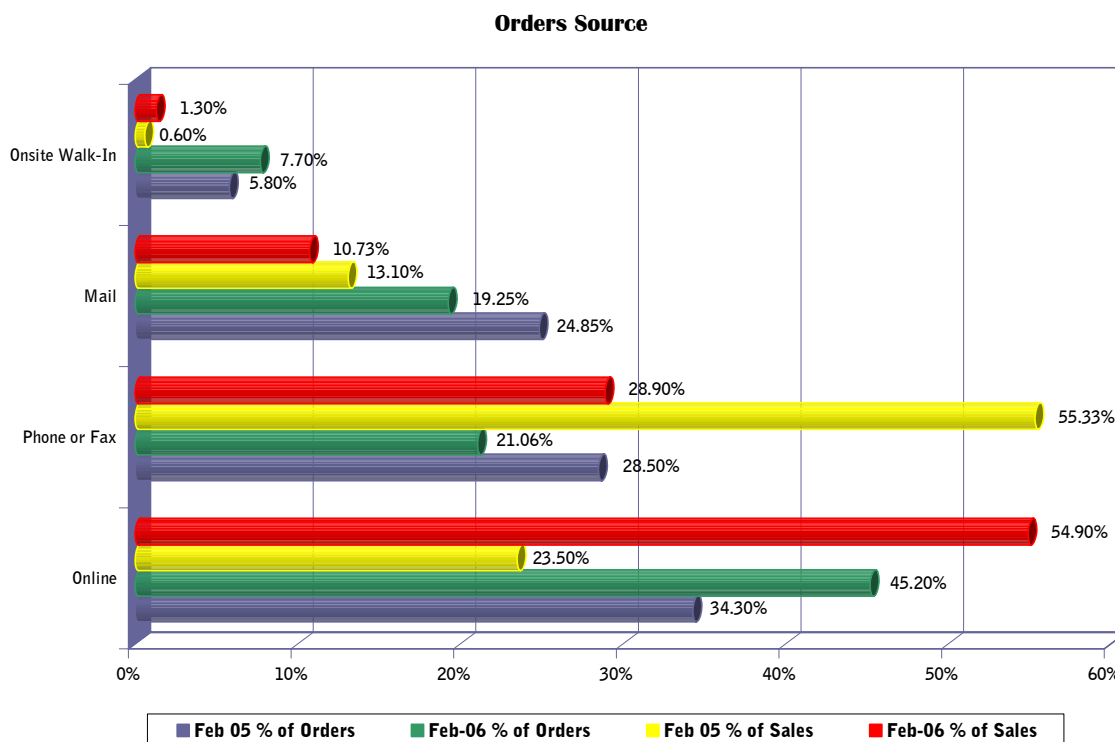


| Feb 05 % of Orders | Feb-06 % of Orders | Feb 05 % of Sales | Feb-06 % of Sales |

| Order Sources | February 2005 | | February 2006 | |
|---|---|---|---|---|
| | % of Orders | % of Sales | % of Orders | % of Sales |
| Online | 34.3% | 23.5% | 45.2% | 54.9% |
| Phone or Fax | 28.5% | 55.33 | 21.06% | 28.9% |
| Mail | 24.85% | 13.1% | 19.25% | 10.73% |
| Onsite Walk-in | 5.8% | 0.6% | 7.7% | 1.3% |

**Customer Type**
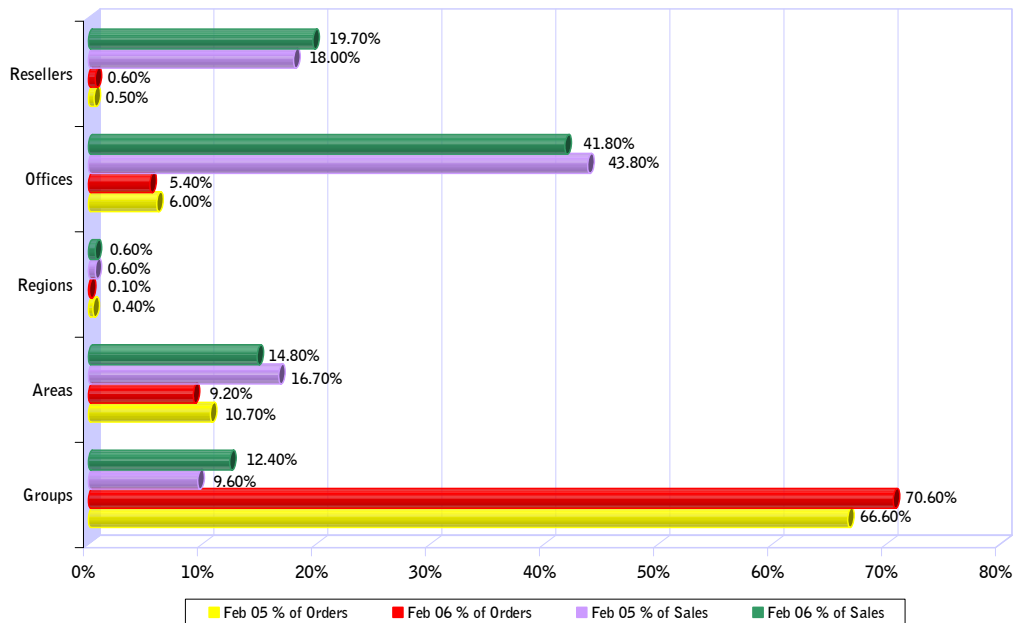


| Customer Type | | | | |
|---|---|---|---|---|
| Groups | 66.6% | 9.6% | 70.6% | 12.4% |
| Areas | 10.7% | 16.7% | 9.2% | 14.8% |
| Regions | 0.4% | 0.6% | 0.1% | 0.6% |
| Offices | 6.0% | 43.8% | 5.4% | 41.8% |
| Resellers | 0.5% | 18.0% | 0.6% | 19.7% |

As you can see, although the percentage of our orders online increased modestly, the amount of our total business that takes place online has increased dramatically in the last twelve months. This is a trend that we expect to continue.

The current reserve target is approximately $3.2 million. This is based on the previous year's totals for Fellowship Development and World Service Conference Support. As of February 2006, we had $1,940,984 in reserve accounts. This represents 166 days of a 300-day target.

## Presentation and Discussion of Budget/Project Plans

We will spend much of this session going over new projects and carryover (or essential) projects. As outlined in the budget and project plans published in the Conference Approval Track, these projects include the Basic Text, the Business Plan Workgroup, Issue Discussion Topics, the *PR Handbook* and PR Strategy implementation, workshops, basic service materials, targeted literature, and public relations development. We plan to distribute a revised version of the project plans and the draft 2006-2008 NAWS budget at the conference. The revisions are limited and will be clearly indicated. They have been made to clearly identify the review and input and approval processes for the IPs and handbooks we are proposing. The process for other service material will be dependent on our discussions at the conference. We will also be making a revision to the Travel Policy for 2006-2008 to allow for annual changes in the mileage rate, based on US government published rates.

Much of the work that has come out of the strategic plan has led to the development of tools to aid local service efforts. We hope that this session will give us an opportunity to continue to

use input from participants in order to shape the Strategic Plan. We can only do this by hearing what is most needed in your local communities. We will spend time here identifying a list of targeted literature and basic service materials from the input you gathered through *CAR* workshops. We will be asking you for this information earlier in the week so that we can all discuss a list consolidated from your efforts.

**Targeted Literature**

*Priority (not necessarily in order)*
o   youth and recovery
o   medication and recovery

*Second ranking (not necessarily in order)*
o   the benefit of service to personal recovery
o   the spiritual development of members with longer clean time, and how to continue to engage them in the fellowship of Narcotics Anonymous

*Third ranking (not necessarily in order)*
o   older members and recovery
o   issues regarding gender

### Basic Tools for Groups, Areas, and Regions

o   Updateable materials that cover group trusted servant roles and responsibilities and how to carry them out
o   Discussion tools for running certain types of meetings
o   Simple, interactive tools (with more contemporary packaging) for leaders to use to increase member understanding and practice of the principles, including the "why"s and concepts (in both a generic, and a capital "C," sense) of service
o   Puzzle of the components of the service structure
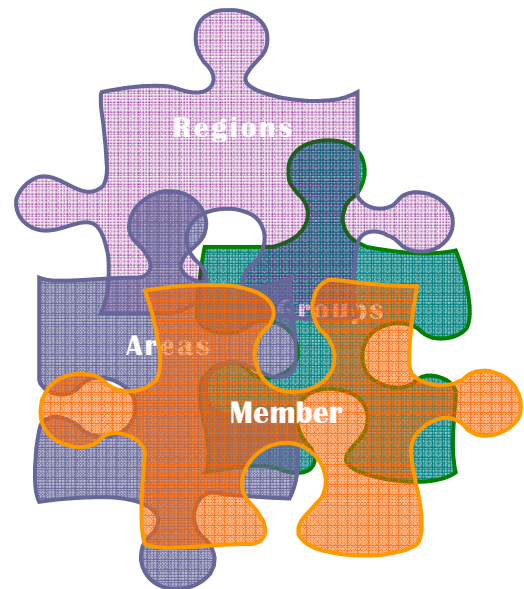
### Offsite Lunch: Calamigos Ranch

The off-site lunch was such a success last conference that we've decided to schedule it once again. We will spend our afternoon outdoors, where we can eat, play, and spend some time together outside of the conference facilities. Our afternoon off-site will close with a recovery meeting.

## Deadlines

The new business deadline is at 6:00 pm upon our return from Calamigos Ranch.

## Zonal Forum Meetings

After the conference sessions are through for the day, rooms will be available for zonal forums that wish to hold meetings. If you are planning to meet, or plan to give a report, please sign up at the WSC office by Monday so that we can make sure you have a room.



NA World Services Vision Statement

All of the efforts of Narcotics Anonymous World Services are inspired by the primary purpose of the groups we serve. Upon this common ground we stand committed.

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;

- NA communities worldwide and NA World Services work together in a spirit of unity and cooperation to carry our message of recovery;

- Narcotics Anonymous has universal recognition and respect as a viable program of recovery.

As our commonly held sense of the highest aspirations that set our course, our vision is our touchstone, our reference point, inspiring all that we do. Honesty, trust, and goodwill are the foundation of these ideals. In all our service efforts, we rely upon the guidance of a loving Higher Power.

# Thursday — 27 April 2006

***Just for Today:*** *NA Meetings are held poolside at 7:00 am, as well as in the evening when the conference adjourns, each and every day!*

| | |
|---|---|
| **World Board Meeting and Conference Forum** | **9:00 am–noon** |
| **Lunch** | **noon – 1:30 pm** |
| **Budget and Project Approval & Elections** | **1:30 – 3:30 pm** |
| **Fellowship Development** | **4:00 – 5:30 pm** |
| **Dinner** | **5:30 – 7:30 pm** |
| **Zonal Forum Reports** | **7:30 pm** |

## World Board Meeting and Conference Forum

The day begins with an opportunity to interact with the World Board. Board members will discuss new business motions, and then participants will have a chance to ask questions or offer input. Again, just as a reminder, we are asking that you provide us with your questions the night before in order for us to better plan this session.

## Budget and Project Approval & Elections

After lunch, the conference will come together to approve the proposed 2006–2008 NA World Services budget and all project plans that were discussed the day before. All project plans will be voted on individually. We will also be taking a straw poll in order to get your sense of the importance of these projects. Additionally, we will be getting your sense of the priorities for Targeted Literature and Basic Service Tools, as well as for the 2006-2008 Issue Discussion Topics. Elections will take place in conjunction with this session, facilitated by the Human Resource Panel.

## Fellowship Development

We will spend some time before dinner providing participants with an overview of our fellowship development activity this cycle. This overview will consist of a presentation of our trips as well as trips made by regions and zonal forums. During the 2004-2006 conference cycle, we have provided support to the fellowship through various workshops in South Africa, the Middle East, India, Southern California and Nashville (USA), Ukraine, and Lithuania. You have seen summaries of many of these activities previously reported in *NAWS News*. We will try to make it a bit more real for you in this presentation with pictures and graphics. While we've spent a great deal of our time and resources on fellowship development, there is still much left to do. One of the great benefits of this activity is bringing together members of local NA communities and of neighboring communities, and those who speak a common language. These connections of one

addict helping another are a critical component of the benefit that continues once the workshop is over. We'll take some time during this session to look forward toward the fellowship development efforts that will be needed during the next cycle.

## Zonal Forum Reports

Each zone will be given the opportunity to provide participants with a brief report about their zone. Again, please let us know by Monday if you plan to provide a report.

# Friday — 28 April 2006

**More Will Be Revealed:** *NA Meetings are held poolside at 7 am, as well as in the evening when the conference adjourns, each and every day!*

| | |
|---|---|
| **Leadership** | **9:00 – 10:30 am** |
| **How to Be an Effective RD** | **11:00 am – 12:30 pm** |
| **Lunch** | **12:30 – 2:00 pm** |
| **WSC 2006 New Business Session** | **2:00 – 3:30 pm** |
| **Area Planning Tool** | **4:00 – 5:30 pm** |
| **Dinner** | **5:30 – 7:00 pm** |

## Leadership

We will start the day by picking up the topic of leadership cultivation in Narcotics Anonymous. We will spend this session defining what leadership cultivation means to all levels of the service structure and how we can develop a more consistent approach that we all support. Becoming more aware of how we are already cultivating leaders in our areas and regions can help us become more conscientious about the ways we can positively influence future leaders. Jim DeLizia will lead us in this session.

## How to Be an Effective RD

During WSC 2004 we talked a lot about the importance of a strong partnership between delegates and world services. Those discussions made clear that the only way we can really be effective is through a strong partnership. We have definitely made strides in the ways in which we all work together to realize a common vision. Now that we've spent time focused on how delegates can help us realize the goals contained in the Strategic Plan, we thought it would be a good idea to focus on some of the ways we can support the work that delegates take home from the conference to their local communities.

Developing the ability to effectively communicate is probably the biggest task with which delegates leave the conference. We want to spend some time during this session sharing communication ideas and approaches. Our hope is that participants will be able to come away from the conference with a variety of approaches about how to effectively communicate.

We will close this session by returning once more to the topic of leadership. We will ask participants, who are the leaders in their own NA communities, to brainstorm what are the leadership characteristics of an effective delegate. We have found that, while there are many veteran delegates who are confident in their roles, many others are overwhelmed by their leadership roles. By outlining some leadership characteristics of a delegate (a leader is responsive, a leader mentors future leaders, etc.), we hope participants can come away with an awareness of the leadership skills they already possess and ones they may want to strengthen.

## New Business

We will discuss motions by topic. We will have discussions and conduct a straw poll on the motions before entering into a formal business session.

## Area Planning Tool

We will spend this session putting the new *Area Planning Tool* into practice. As we noted in the recap of our discussions about infrastructure, we hope that the *Area Planning Tool* addresses some of the challenges we seem to face in *how* we provide local services. Stronger communication and cooperation and a more efficient use of NA's human and financial resources are all areas that seem to need some improvement. We hope that spending this session acquainting delegates with the *Area Planning Tool* will empower participants to begin implementing this tool in ways that best serve the needs of their local NA communities.

# Saturday — 29 April 2006

**Keep Coming Back:** *The last poolside meeting of the conference will be held at 7:00 am.*

| | |
|---|---|
| **Moving Forward with a Common Vision** | **10:00 am – 12:30 pm** |
| **Conference Lunch and Closing** | **1:00 – 3:30 pm** |
| **Recovery Meeting** | **8:00 – 9:30 pm** |
| **World Market and Coffee House** | **10:00 pm** |

## Moving Forward with a Common Vision

We will spend our time together this morning recapping what we've achieved together this cycle, all the work we've done this week, and what's ahead for us for the next two years.

One of the areas we'd like to discuss with you are the successes and challenges of the issue discussion process. We would like participants to let us know if there seems to be a specific direction we've taken that has worked to forward communication between NAWS and their local communities, and what hasn't worked as well. We can take some time to lay out where there is work left to do and how we can improve. We want to continue to talk about ways to work toward building a partnership with delegates, because we know this is how we can all become more effective. For this final session, bring your ideas about how to improve communication, and what is working or not working.

We will also have time in this session to discuss the Basic Text project if we have not been able to answer all of your questions or have exhausted discussions in previous sessions.

## Conference Luncheon and Closing

We will close the conference by acknowledging outgoing world services trusted servants (World Board and Human Resource Panel members, and Cofacilitators). The funds for this luncheon have already been deducted from the money provided to funded conference participants. For alternate delegates, tickets will be available for sale in the onsite office until Friday at a price of $25.

## Evening Activities

After we have worked so hard together during the course of the week, it will be nice to join together in a celebration of our recovery at night. There will be a recovery event, which will be attended by many local members, where a variety of participants have been asked to share their experience, strength, and hope, followed by an additional world market and coffee house. Those of you who wish to sell merchandise at the world market must register at the WSC office by Friday.

<div align="center">

### NAWS Product Update

</div>

**Anglicized**

- ◆ IP No. 11: *Sponsorship*, *Revised*

**Arabic**

- ◆ IP No. 1, 7, and 22
- ◆ Keytags: Welcome – Multiple Years

**Bosnian**

- ◆ Keytags: Welcome – Multiple Years

**Brazilian**

- ◆ *The NA Step Working Guides*
- ◆ IP No. 11: *Sponsorship*, *Revised*

**Brazilian/Portuguese**

- ◆ New Design Bronze Medallions in 18 Months and 1–30 Years Clean

**Bulgarian**

- ◆ IP No. 1, 6, 7, 8, 12, and 19
- ◆ NA: A *Resource in Your Community*
- ◆ Keytags: Welcome – Multiple Years
- ◆ Group Reading (6-Card Set)

**Croatian**

- ◆ Keytags: Welcome – Multiple Years

**Danish**

- ◆ A*n Introductory Guide to* NA
- ◆ IP No. 5, 6, 7, 8, 11, 14, 16, 19, 22, and 23
- ◆ Keytags: Welcome – Multiple Years
- ◆ Group Reading (6-Card Set)

**English**

- ◆ Basic Text, Pocket-Sized Version
- ◆ Basic Text, Audio CD Set
- ◆ *Sponsorship*, Softcover & Gift Editions
- ◆ T*he* NA S*tep Working Guides*, Audio CD Set
- ◆ IP No. 11: *Sponsorship*, *Revised*
- ◆ *Just for Today*, *Revised*
- ◆ A*n Introductory Guide to* NA, *Revised*
- ◆ 8-Pocket, 20-Pocket, and 25-Pocket Lit Racks
- ◆ The NA Way Mug
- ◆ New Design Medallions in Bronze, Biplate, Gold-Plate, and Silver in 18 Months and 1–50 Years Clean
- ◆ Added "W*e Do Recover*" reading card to our existing set (7-Card Set)
- ◆ Added "M*any of us have said*" to the Third Step Poster
- ◆ White Booklet and B*ehind the Walls*, Stitch-Free Version for H&I
- ◆ NA Medallion Journal (Black or Terra Cotta)

## Farsi

- Basic Text
- IP No. 8: *Just for Today*

## French

- *Twelve Concepts for* NA *Service*
- Added "*We Do Recover*" reading card to the existing set (7-Card Set)
- New Design Bronze Medallions in 18 Months and 1–30 Years Clean
- White Booklet (Revised to include French personal stories)

## German

- *Just for Today*
- IP No. 11: *Sponsorship, Revised*
- An *Introductory Guide to* NA, *Revised*

## Greek

- White Booklet
- IP No. 5, 6, 7, 8, 14, 16, 19, 22, and 23
- Poster Set of Six

## Hebrew

- *It Works: How and Why*
- IP No. 2, 6, 7, 9, 11, 12, 16, 19, 22, and 24
- Bronze Medallions in 18 Months and 1–25 Years Clean

## Hindi

- IP No. 1, 5, 6, 7, 8, 9, 12, 16, 19, 22, and 23

## Hungarian

- IP No. 1: *Who, What, How, and Why*

## Icelandic

- IP No. 1, 7, 8, 9, 13, 14, 15, 16, 20, 22, and 23
- Keytags: Welcome – Multiple Years

## Indonesian

- IP No. 1: *Who, What, How, and Why*

## Italian

- *The NA Step Working Guides*
- An *Introductory Guide to* NA
- *The Group Booklet*
- IP No. 11, 17, and 24
- Poster Set of Six

## Japanese

- Basic Text
- Keytags: Multiple Years

## Latvian

- IP No. 1: *Who, What, How, and Why*
- Keytags: Welcome – Multiple Years

**Lithuanian**

◆ White Booklet
◆ IP No. 2, 5, 6, 7, 8, 9, 11, 14, 16, 19, 22, and 23

**Moldovian**

◆ Keytags: Welcome – Multiple Years

**Norwegian**

◆ A*n* I*ntroductory* G*uide to* NA
◆ IP No. 11 and 21
◆ Added "*We* D*o* R*ecover*" reading card to our existing set (7-Card Set)

**Polish**

◆ IP No. 1, 7, and 22

**Portuguese**

◆ IP No. 11: S*ponsorship*, R*evised*

**Russian**

◆ IP No. 1: W*ho*, W*hat*, H*ow*, *and* W*hy*, R*evised*
◆ Group Reading (7-Card Set)

**Slovak**

◆ IP No. 1 and 7
◆ Keytags: Welcome – Multiple Years

**Spanish/Castilian**

◆ S*ponsorship* Book
◆ IP No. 11: S*ponsorship*, R*evised*
◆ J*ust for* T*oday*, R*evised*
◆ A*n* I*ntroductory* G*uide to* NA, R*evised*
◆ Added "*We* D*o* R*ecover*" reading card to our existing set (7-Card Set)
◆ Added "M*any of us have said*" to the Third Step Poster
◆ New Design Bronze Medallions in 18 Months and 1–30 Years Clean

**Swedish**

◆ IP No. 11: S*ponsorship*, R*evised*

**Tagalog**

◆ Group Reading (7-Card Set)

**Turkish**

◆ NA: A R*esource in* Y*our* C*ommunity*

**Ukrainian**

◆ Keytags: Welcome – Multiple Years

**Urdu**

◆ Keytags: Welcome – Multiple Years

# Status of Project Ideas Submitted

| | Submitted by | Project Idea | Date | Recommendation |
|---|---|---|---|---|
| 1. | David G | Revision of Bulletin #27 "HIV and AIDS in NA" | 9 Aug 04 | Bulletin revision is currently a project of the board for this cycle. This has not yet been prioritized for this cycle. |
| 2. | Parrish J | Glossary for Basic Text | 11 Aug 04 | Proposed changes discussed to the BT at WSC 2004, and this was not selected. |
| 3. | Jimmie B | To put the Basic Text on to CD (Audio). We have CD-Rom & tapes now so we are not reaching our full potential. | 15 Aug 04 | Researched and created. |
| 4. | David K | Writing an IP on attitude, behavior | 24 Aug 04 | Are planning a bulletin rather than an IP, given the current priorities for literature development. |
| 5. | Arne H-G | Smaller spiral bound version of the current line numbered Basic Text | 25 Aug 04 | Evaluating all of the ideas we have received for small format of the BT. Have never decreased the price of the BT depending on the format. It was decided to not pursue the spiral-bound/lined-numbered version. |
| 6. | Esperanza Area | ASL Video of the Basic Text for hearing impaired (ASL: Am. Sign Language) | 14 Sept 04 | Although this version did not evaluate well in the ASL community, we are in the process of finalizing an ASL version of the White Booklet. |
| 7. | Jeff L | Online Digital Logos | 19 Sept 04 | Will look into how this could be done. |
| 8. | Jay H | Translate IPs and Basic Text into ASL (Am. Sign Language) | 26 Oct 04 | We are in the process of finalizing an ASL version of the White Booklet. |
| 9. | Ed B | Excerpt Steps 1-3 of the *Step Working Guides* for institutions. | 31 Oct 04 | Will look into this further. If decision is made to pursue, would require conference action. |
| 10. | Dawn R | A prayer for the addict | 7 Dec 04 | Idea will be kept with ideas for consideration with other literature input. No plans to proceed with this idea. |
| 11. | Mohammed RI | Securing treatment and care for people living with AIDS/HIV working funds | 20 Jan 05 | There are organizations that specialize in addressing this need, but NAWS is not one. This is outside of our purpose. |
| 12. | Seamus M | Simple questionnaire to regions for distribution. | 22 Feb 05 | NAWS has started gather (research) information from regional delegates to present to the World Board. WB would then discuss how to proceed. |
| 13. | Ted F | Basic Text and It Works… on audio cd/MP3 | 9 Mar 05 | Currently re-mastering audio; no decision regarding creating MP3 format. |
| 14. | David B | Literature address healthy sexual behavior | 11 Mar 05 | Idea will be kept in the stream for literature ideas. |
| 15. | Mike M | The 10/11 Book (Daily meditation-evening book) | 16 Mar 05 | Idea will be kept in the stream for literature ideas. |
| 16. | Kevin C | Large Print version of the Wallet Cards, item EN 9127 | 29 Apr 05 | Item produced; font size will increase and format will change from three panels to four. |

| | Submitted by | Project Idea | Date | Recommendation |
|---|---|---|---|---|
| 17. | Anna K | Texts to Braille | 26 Jul 05 | Will keep a small inventory of Braille literature available for same cost as written literature. |
| 18. | Heather B | Purple GSR keytags | 15 Jul 05 | Submitted last year and was not seen as a priority then or now. |
| 19. | Heather B | IP on how to gain financial freedom in recovery | 15 Jul 05 | Will keep idea on file for future literature projects. |
| 20. | Oli E | Replacing language in Basic Text from "men and women" to "people" | 17 Oct 05 | Will keep idea on file for future literature projects. |
| 21. | Doug R | Revise Living the Program IP | 25 Oct 05 | Will keep idea on file for future literature projects. |
| 22. | Bryan S | Include Nicotine in It Works | 8 Nov 05 | Will keep idea on file for future literature projects. |
| 23. | Jackie G | WCNA Merchandise Process | 7 Dec 05 | This is a process the World Board is already committed to research. |
| 24. | Elliot L | CD Version of H&I Tape | 9 Dec 05 | Will complete this idea. |
| 25. | George B | Paperback Pocket-sized Basic Text & It Works | 20 Dec 05 | Item will be researched further. |
| 26. | Bradley Y | Medallion Booklet/ Album | 20 Dec 05 | This item is not seen as a priority at this time and will not be pursued. |
| 27. | Ron C | We Learn Reading Card | 5 Jan 06 | Will keep idea on file for future literature projects. |
| 28. | Dawn O | "My Doctor, My Pusher" IP | 4 Jan 06 | Will keep idea on file for future literature projects. |
| 29. | Athena C | Basic Text online | 20 Jan 06 | Our expectation is to have the Basic Text online sometime in the next conference cycle. |
| 30. | Polish Web Committee | World Meeting List | 22 Feb 06 | Although there are many good ideas here, the specifics are not something we can do. |
| 31. | Polish Web Committee | Information for Newcomers on na.org | 22 Feb 06 | A website redesign is in process and there will be an area specifically for newcomers. |

# Regional and Zonal Reports

# Summary of Data from Regional Reports

The following is a summary of information extracted from delegates' regional reports. Some of the information was taken directly from reports that were submitted online. However, the reports that were sent in their own format may or may not have included all of the information requested. As a result, we do not have exact numbers in every case. Additionally, some of the numbers (such as the area or regional convention attendance) are obviously delegates' estimations, and in some cases delegates provided information other than what was requested in the form. In addition, the amounts given are not accurate in every case. For example, the dollar figures are estimates that have been converted from other currencies (such as Euros, Yen, etc.). The basic rule for each question is, "of the delegates who responded to the question, a certain number said this" or, "of the reporting regions, a certain number of people attended area conventions this last year." This summary of regional data is simply meant to provide a cursory overview of what's occurring in many regions throughout the fellowship. We hope you find these totals helpful and informative.

## Facts about all Regions that Submitted Reports for March 2006 *Conference Report*

Total number of regions submitting reports ............................................................. 102

Number of regions/delegates that have attended a WSC before ....................................... 61

Total number of areas ................................................................................... 328

Total number of groups according to the reports submitted ..................................... 17,452

Total number of groups from the **SAME** regions according to database .................................. 17,333

Total meetings per week according to reports ...................................................... 34,511

Total number of meetings from the **SAME** regions according to database ............................... 29,706

H&I panels taking place each week as reported by regions ......................................... 1,766

## Donations and Literature Distribution

Total annual donation from groups and areas to all reporting regions in 2005 ............... $ 357,029.46

Total annual expenses for all reporting regions in 2005 ................................. $ 495,321.85

## Annual Literature Distribution

How much literature does the region distribute to H&I annually (in US dollars)? ............. $ 84,717.72

## Your Regional Service Structure

Number of regions that participate in a zonal forum .................................................... 90

Number of offices .................................................................................... 39

Number of regional conventions .................................................................... 83

How many people attended regional conventions this year? ....................................... 31,100

Number of regions that have area conventions ........................................................ 63

How many area conventions? ......................................................................... 89

Total attendance at area conventions ....................................................................... 12,460

Number of regions incorporated or with legal status as a part of regional structure ......................... 49

Regional corporations that paid any taxes or duties last year .......................................... 16 paid taxes

Regions that hosted learning days over the past conference cycle..................................................... 70

Regions that participated in any public relations efforts................................................................ 65

Region that have any type of NA hotline or a helpline ................................................................... 55

Areas that have their own hotline or helpline............................................................................... 35

Number of regionally hosted *CAR* workshops ............................................................................. 65

Are the numbers of members in your region growing, shrinking,
or staying the same since WSC 2004?

    Increase in membership growth ................................................................... 67 regions

    Status quo in membership growth ................................................................ 17 regions

    Decrease in membership growth.................................................................... 1 region

# Regional Report Summary

The most commonly reported **successes** were:
- o the creation or refinement of regional policies and procedures,
- o conventions,
- o websites,
- o translation efforts, and
- o zonal participation.

The most commonly reported **challenges** were
- o a lack of interest in service,
- o medication,
- o fund flow, and
- o incorporating/tax status.

Regional feedback about the **issue discussion** process and topics was overwhelmingly positive.

The **subject that seemed to generate the most discussion** in regions, aside from this cycle's issue discussion topics, was money:
- o fund flow,
- o convention revenue,
- o regional office revenue,
- o donations, and
- o prudent reserves.

Those were the most common threads, however, there was plenty of notable information reported by regions above and beyond those topics. The bulleted items below constitute a summary of items not included in the topics above (as a result, not all regions who submitted reports are included in this summary).

## Louisiana Region:

- The Louisiana Region would like to thank the WSO and the fellowship as a whole for their donations, prayers, and concerns for us as we went through some of the worst times in our history. We knew that we were part of a great fellowship, but there was no way to predict just how much love we would be shown in our time of need. There are no words that can relate to you just how much every one of you touched our hearts and spirit. Because of this love, the region is coming back and we are starting to be able to stand on our own two feet again.

## Mississippi Region:

- Hurricane Katrina simply devastated the Mississippi Gulf Coast. For a while after Katrina, we didn't know what to do. We knew we wanted to stay clean and stay together as a region, but it was chaotic. Lots of people lost everything they had. NA members on the Gulf Coast had to make their primary service effort holding regular recovery meetings. These groups are still struggling, but they are doing better. Almost all area administrative positions are now filled at the Gulf Coast ASC. They plan to hold their area convention

this year. We were unable to hold our regional convention due to Hurricanes Katrina and Rita, but the love of the fellowship is strong in Mississippi.

## Atmosphere of Recovery

### Safety

- Our greatest challenge this past year was dealing with unsafe and dangerous people in local groups.
- The topic on sexual predators at meetings was an involved discussion, with lots of input from our groups, areas, and region and in our zone (New England Zonal Forum).

### Influx of newcomers/retaining members with time

- Meetings became too crowded to accommodate the increasing numbers of members, especially from recovery houses; still, experienced members don't attend meetings, as most of them work in recovery houses or are busy with their lives.

### Behavior

- "Guidelines for Inappropriate Behavior at NA Meetings" has been regionally approved and is generating many requests at the European Delegates Meeting.
- Recently we also sent out copies of the UK Region's document *Guidelines for Dealing with Inappropriate Behaviour* to all our groups.

### Inclusiveness

- We've discussed how we reach out to members who feel they don't fit into recovery or service meetings due to issues of race, gender, sexual identity, etc., and how we, as a region, can facilitate those discussions and reach out to unify our region.
- There was also discussion on how we could support women members of the fellowship who live in the developing communities of Asia-Pacific Forum member countries. It was proposed that our region offer to host an email support/contact list for women members of the APF. A moderator was appointed.

## Public Relations

### Drug courts

- Our public information subcommittee was very active during the past year, attending numerous drug court seminars. The committee created a drug court presentation for areas to use.
- On a local level, our region has experienced unexpected growth due to an influx from drug court. Some areas have implemented newcomer workshops and meetings to orient newcomers to the expected protocol of our meetings. Many groups have found different ways to sign court cards without disrupting the meetings.

- Currently, regional subcommittees (PI and outreach) are conducting information sessions with various county drug courts within the state.

## Developing relationships

- We have established links with different entities of the government in Mexico City. We have support from all institutions related to the health field and jails, and the trust of professionals in the treatment field.

## New service position & survey

- We have created a new regional position called public relations coordinator. A job description was created, and the position was advertised. We created a history book of NA in New Zealand. We also launched the results of our local survey effort, hosted at parliament buildings by the associate minister of health (also minister for drug policy) of the New Zealand government. Media and representatives from government agencies and health professionals were present.

## Conferences

- We are participating in public relations within substance abuse conferences, with state corrections agencies, and with the cooperation of the Plains States Zonal Forum at the multi-state gubernatorial level.
- The Southeastern Zonal Forum, in a joint venture with NA World Services, participated in the annual SECAD (South East Conference on Alcohol and Drugs) event.

## Tools

- We are interested in the production of new public service announcements and new tools for public relations.

## Regional Service and Infrastructure Issues

## Distance challenges

- We have geographical/distance challenges. Sending our reports electronically ahead of time, then meeting in a chat room online to have real-time discussions and voting, has allowed us to conduct business more efficiently and save money.
- Fellowship Services is one of the priorities of the New England Regional Forum, which is trying to reach out to as many places we can, but the problem that we have to face is so overwhelming. One of the most difficult parts is the communication, since the condition of the roads is extremely bad in the entire region; it's time-consuming to travel from one place to another, and high expenditure is incurred during the tour.
- The vast geographical distances between areas, coupled with the economic realities, have somehow not allowed any real service efforts (public information, hospitals and institutions, or outreach) to take off. India is a very vast country, and in relation to population and geography, NA is very small and in metropolitan areas, mainly in the

cities. The main challenge is still to take the message to places where there is no NA at all.

## Forming RSC/service structure

- We have formed a functioning RSC, holding regular monthly and minuted meetings despite large distances between areas (average 800 miles). We have been able to overcome the challenge imposed by the distance between areas by using Internet telephony services and chat rooms. Formal monthly meetings are held using VOIP (Voice Over Internet Protocol), which supplements email communication on an ad hoc basis during the month. While we are very conscious that there is a great deal of work to be done at home, we are excited about opening up the potential to get the message of recovery to other Southern African countries. To date, we have engaged with Zimbabwe, Mozambique, Namibia, Swaziland, Namibia, Uganda, and Angola.

- We developed a service structure, and the number of regional committee members has increased from two in 2002 to eighteen in 2005. The number of meetings has increased. New areas have been formed. The fellowship development subcommittee has made eight trips to emerging communities in our region.

## Regional inventory

- Our region covers the province of British Columbia, which has an area of 366,797 square miles (95 million hectares).

- We recently conducted a regional inventory and look forward to making that a regular practice.

## Service positions: RICs

- Our region does not have service subcommittees at the regional level. Some time back, we concluded that subcommittees at both the area and regional levels were a duplication of services. Our system is comprised of regional information coordinators (RICs). These RICs are to be the most informed members on their subject in the region, enabling them to best assist the area chairs or the respective subcommittees.

## Discussion-based service meetings/consensus-based decision-making

- As the WSC seeks to move toward a discussion-based platform, our region is attempting to move in this same direction. With that said, there is still resistance at times to moving away from a motion-based WSC. Members fear that their voices will not be heard directly.

- In the fall of 2004, the regional service committee adopted a new consensus-based decision-making policy. The new policy reinvigorated the RSC, which has witnessed greater, more reliable participation in the local area service committees.

- We have been a consensus-based decision-making body for several years now and have had tremendous success with it.

### Tools

- Our alternate regional delegate put together a great GSR training packet. It explains what all the acronyms and positions are, from the group to the world level.

### Financial recovery

- After the 2001 terrorist attack in New York City, the Greater New York RSC had been in a dire financial situation. I am happy to say that this has now changed.

### Being a successful RD

- The key to being an RD is to treat people with respect, frame things positively, and stay emotionally balanced. The two biggest challenges are dealing with people who live to criticize and argue, and learning the huge number of things necessary to do a conscientious job as RD.

### Sharing services

- The Northern New Jersey Region split from the New Jersey RSC in 1989 to form a regional service conference for the northern most Jersey counties. A shared services agreement was reached to have committees responsible for and accountable to their respective regions and Narcotics Anonymous within New Jersey.

### New subcommittee/service position

- Without a doubt, our new regional, Sponsorship Behind the Walls, subcommittee is an incredible undertaking. The member who spearheaded the project is an asset to our fellowship, and consistently demonstrates a determination to realize a vision that few of us could have imagined. We look forward to sharing what has developed out of this exciting endeavor. We would like the opportunity to share our newly developed Sponsorship Behind the Walls guidelines and answer any questions you may have.
- We published a history book focusing on, but not limited to, NA's history in Florida, and we established a regional archivist position.
- The Parents and Carers subcommittee is growing stronger, providing and funding meetings with crèches [nurseries], and now a police-checking [background] process is in place.
- We've formed a Regional Unity Committee, with the mission statement: "To have discussion on the issues that divide us, such as prejudice (in all its forms)." Our goal is to become unified through our diversity by recognizing and accepting our First Tradition. In one of the most racially segregated urban areas in the country, the committee meets monthly.

### Corporation formation

- Many hours were spent in the re-formation of our corporation to create a service body that can provide resources for all regional needs rather than only planning our annual conventions.

- Another important development also came about in June. The Para-NA ASC was seated in the region. The Para-NA Area already had formed an entity with legal status, called *Associação Nova Maneira de Viver* (New Way of Living Association). An "association" is the Brazilian equivalent of a corporation. It was offered to the region for the necessary legal purposes, and is now in the process of statutory changes. One purpose of the association is to enable area service committees to obtain telephone lines for their phonelines and to rent office space when necessary, as well as to contract with special workers. It will also facilitate our importation of literature.

## Service workshops/training

- We have successfully established the Service Symposium as a biannual, nontraditional service training event, including training on MS FrontPage, public image roundtable discussions with professionals, convention planning and scheduling conflict management GSR Assembly 2006.

- The RD and RD Alternate traveled to each of the areas to hold these workshops, which proved very useful. The workshops served as a useful form of outreach/fellowship development for our outlying areas, helping us become more united.

- Our major highlight was organization of a workshop for isolated groups, who spent two days in Quebec City, all expenses paid, to learn how it works the NA way.

## Planning

- We've adopted a planning method for business and funds in the region. The coordinators and subcommittees prioritize, together with RCMs, actions that are requested/needed with the areas and on a national level. We put together one plan and put figures to it, and then we meet again and have a decision process (discussion) with all the trusted servants in the region.

## Discussion/conflict resolution

- Whenever a problem for a meeting place is raised, such as lack of attendance or resentments between trusted servants, we gather for issue discussions. Our experience is that if we meet regularly, we can easily solve the conflicts/problems of groups, areas, and the region.

- This year the focus was on empowering the RCMs to host their own issue discussions at the group level.

## Miscellaneous

- The main issue that seems to have surfaced across the board has to do with finding ways to "raise the bar" concerning many issues found in the *Twelve Concepts for NA Service*.

- The individual regions of the zone have come to rely on the zonal forum for experience, strength, and hope to continue to work on these issues within their regions.

- Spanish-speaking meetings now have representation and support within one our areas, and there is a greater awareness of their needs.

## What NA World Services would like to talk about at WSC 2006

### Accountability

- Several members in our region have directed me to discuss the accountability of the World Board. There are many who are asking why the WB went for a year without publishing *NAWS News* or holding an NAWS meeting. Furthermore, they have asked that I inquire as to why the executive director did not follow through with his offer of assistance to our region during our attempts to obtain professional counsel.

### Communication/*NAWS News*

- Communication with the World Board is sometimes sporadic—and we realize this is a matter of not having human resources available. However, not having *NAWS News* for several months was a handicap. I rely heavily on this vehicle for communicating back to my region.
- There is a need to make sure *NAWS News* or something similar is sent to the conference participants every quarter or after a WB meeting.
- We would like to discuss the lack of communication from our WB.

### PRHB & Bulletin #32

- We have a desire to discuss at length Bulletin #32 (US Banking), the pending approval of the *Public Relations Handbook,* and the direction we will give to the fellowship should we approve the document.

### Literature & service material review and approval processes

- We would like to discuss the review process of currently developing literature at the world level, and how we as a region can participate in that review process jointly.
- We would like to discuss the process behind placing the *Public Relations Handbook* in the Conference Approval Track instead of the *CAR*.
- There needs to be an examination of the current process of literature for recovery and service for a worldwide fellowship so that all members can better participate.

### Discussion-based WSC

- Not all of our members are comfortable with the shift from a parliamentary system to a more discussion-oriented system. They think their voices might be lost in the mix. On the other hand, many members were pleased to see a *CAR* with only three motions and a more discussion-oriented, informational approach.
- How is group conscience carried to WSC? Is it through issue discussion topics? If the board presents the topics, how do the groups give direction to NAWS?
- We need more information on consensus-based decision-making processes.

### Participation at WSC

- We would like the conference to consider an interim level of participation for newly emerging or splitting regions to help those trusted servants better serve as part of the larger NA Fellowship.

## Special interest/common needs meetings

- Most recently, there has been a fair amount of talk about having special-interest meetings at the next world convention without discussing it with the regions first.
- We would like to discuss special-interest or common-needs meetings at the world convention and the WSC.

## Website

- We would like to discuss the world website and the possibility of having an outside company specializing in web communications conduct an audit of the audiences we're trying to reach, the types of information we have to share, and ways in which we can simplify and maximize our web presence. This is a major PR tool for NAWS, and we're underutilizing it.

## NAWS Workshops

- The information brought by the world participants is wonderful, and the addicts who attend find that it helps to change their thinking about "what the world people are like." We love the workshops!
- One highlight was the NA World Services mini-workshop at the International Council on Alcohol and Addictions conference in Budapest.

## Tools

- A goal is to simplify guides from NAWS. It is good to have a variety of tools from which to choose. We try to adjust the setup of a workshop according to the needs of the participants.
- Communication issues: How can we more easily create a tool (method) to share our experience among the regions? Though it's within the development process to reinvent the wheel now and again, it could strengthen the bonds between regions. With the experience from the last European Delegates Meeting, we would like to discuss more about the possible use of websites for effective communication on all levels.
- As a region that is somewhat distant from other regions and world workshops, we think that adding tools to those available to RDs (such as online toolbox) would be an interesting topic.
- Our region would like to discuss the idea of making some new PSAs.

## PR issues

- One issue is our relationship with drug courts and other outside entities and their effect on our fellowship.
- Public relations is a great concern with all our areas, and we wish to see discussion of this at the WSC in greater detail.

## Group-level issues

- Should groups within NA use non-conference-approved material?

## Legal issues

- We need to explore the feasibility of an area that has a lot of meetings securing a building to hold its meetings in to cut costs on high rents, and also of obtaining some legal guidance in doing so.

## Outreach

- We'd like to discuss a topic called rural recovery and how to better the process of reaching out to the addicts in small towns where the predominant recovery fellowship is not Narcotics Anonymous.
- We need outreach to indigenous populations. We have seven Indian reservations in Montana and a huge methamphetamine problem.

## Miscellaneous

- We would like to discuss the *Public Relations Handbook*, budget; seating criteria; sex in recovery, and predatory behavior at meetings.
- We would really like to have stronger suggestions and guidance for restructuring service at the regional and area levels in order to be more inclusive and consensus-based, including bulletins addressing how this process can move from the group up. We would also like to see more ideas and solutions for increasing lines of communication among regions and areas worldwide, so that it is easier for areas and regions around the world to share the solutions that are working for them.

# WSC 2006 REGIONAL NOMINATION FORM

NOMINEE: (print) _____

NOMINATED FOR (position): _____

NOMINATED BY: (print)    _____

SECONDED BY: (print)    _____

SIGNATURE OF MAKER:    _____

SIGNATURE OF SECOND:  _____

SIGNATURE OF NOMINEE:  _____

(SIGNATURE OF NOMINEE SIGNALS ACCEPTANCE OF THE NOMINATION)

# WSC 2006 Calendar

**22—29 April 2006**

| | Saturday | Sunday | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday |
|---|---|---|---|---|---|---|---|---|
| **9-10:30** | Registration (9:30-5:30) | First Things First—WSC Opening and Intros (9:00-10:30) | Strategic Plan Overview (9:00-10:30) | HRP Open Forum (9:00-10:30) | NAWS Budget and Project Plans (9:00-10:30) | WB Conference Forum (9:00-12:00) | Leadership (9:00-10:30) | Moving Forward with a Common Vision (10:00-12:30) |
| **11-12:30** | Opening Mtg/Welcome (10:30-12:00) | *It's All About Carrying the Message* **The 28th** WSC (11:00-12:30) | NAWS Report (11:00-12:30) | WB Conference Forum (11:00-1:00) | NAWS Budget and Project Plans [cont.] (11:00-12:30) | | How to Be an Effective RD (11:00-12:30) | Turning in Expenses (12:30-1:00) |
| **Lunch** | | | Women's Luncheon (12:30-2:30) | | | | | |
| **2-4:00** | A Day of Unity 1-2, 2:30-3:30, and 4-5pm | Navigating the WSC (2:00-3:30) | NAWS Report [cont.] (2:30-4:00) | Opening Business Session (2:30-4:00) | Offsite Lunch and Meeting (12:30-5:00) Calamigo's Ranch *Buses Depart* | Elections Approval of Budget Election Results (1:30-3:30) | New Business Session (2:00-3:30) | Conference Lunch and Closing of the 28th WSC Poolside Patio (1:00-3:30) |
| | World Market Sign-up (4:00) | | | | | | World Market Sign-up (4:00) | |
| **4-6:00** | | NAWS Open House and Mexican Buffet (4:00-6:30) *Buses Depart* | HRP Report (4:30-600) | Public Relations (4:30-6:00) | Zonal Meetings (rooms available anytime after 5:30pm) | Fellowship Development (4:00-5:30) | Area Planning Tool (4:00-5:30) | |
| | | | Old Business Motions, Nominations and Resumé (6:00) | | New Business Motions (6:00) | | | |
| **Dinner** | | | | | | | | |
| **Evening** | Recovery Meeting (7:30-9:00) World Market (10:00) Coffee House and Dance *Jeffrey Gaines* (9:30-1:00) | EC & HRP Session Leadership in NA (7:00-8:30) | Infrastructure (8:00-9:30) | Reaching those who are not in our rooms—Common Needs (8:00-9:30) | Zonal Meetings | Zonal Reports (7:30-9) | | The Voice of NA Recovery Meeting (8:00-9:30) World Market and Coffee House (10:00) *Arnold McCuller & Friends* |

**Color Key:** Sessions | Deadlines | Business | Reports | HRP Forum | WB Forum | Discussion Sessions

Statement of Financial Position
**(Balance Sheet)**
**NA World Services - Consolidated**

**28-Feb-06**

**ASSETS**

**CURRENT ASSETS**
Cash and Cash Equivalents
  Checking Accounts      $1,731,997
  Reserve Accounts      1,940,984
    ------------------
     $3,672,980

Accounts Receivable
  Accounts Receivable      $829,160
  Convention & Sales Deposits Clearing      (1,383)
  Less Allowance for Doubtful Accounts      (63,598)
    ------------------
     764,180

 Inventory      731,026
 Prepaid Expenses      335,429
    ------------------
**Total Current Assets**      **$5,503,616**

**EQUIPMENT, FURNITURE AND IMPROVEMENTS**
  Equipment and Furniture      $2,000,986
  Leasehold Improvements      820,852
  Intellectual and Software Property      1,085,855
  Less Accumulated Depreciation and Amortization      (2,508,650)
    ------------------
**Total Equipment, Furniture and Improvements**      **1,399,043**
    ------------------
TOTAL ASSETS      $6,902,658
    ==========

**LIABILITIES AND NET ASSETS**

**CURRENT LIABILITIES**
  Accounts Payable      $120,550
  Accrued Payroll Expense      87,961
    ------------------
**Total Current Liabilities**      **$208,511**

**LONG TERM LIABILITIES**
  Notes Payable      $0
  Leases Payable      $513,288
    ------------------
**Total Long Term Liabilities**      **513,288**

**DEFERRED INCOME**
  Conventions      $0
    ------------------
**Total Deferred Income**      **0**

**INTERBRANCH ACCOUNTS**
  Interbranch Accounts      $0
    ------------------
**Total Interbranch Accounts**      **0**

**NET ASSETS**
  Previous Unrestricted Net Assets      $5,612,617
  Current Gain / (Loss) Unrestricted Net Assets      568,243
    ------------------
**Total Net Assets**      **6,180,859**
    ------------------
TOTAL LIABILITIES AND NET ASSETS      $6,902,659
    ==========

## Narcotics Anonymous World Services
### Statement of Activities
**(Income Statement)**
**NA World Services - Consolidated**
**For the Eight Months Ending February 28, 2006**

| | PTD ACTUAL | PTD BUDGET | VARIANCE | YTD ACTUAL | YTD BUDGET | VARIANCE | ADOPTED |
|---|---|---|---|---|---|---|---|
| **INCOME** | | | | | | | |
| **RECOVERY LITERATURE INCOME** | | | | | | | |
| BASIC TEXT: Hardcover English | $188,596 | $151,546 | $37,050 | $1,531,977 | $1,212,371 | $319,605 | $1,818,557 |
| BASIC TEXT: Translated | 9,653 | 9,674 | (20) | 76,255 | 77,389 | (1,134) | 116,084 |
| BASIC TEXT: Softcover | 94,071 | 55,213 | 38,857 | 441,554 | 441,707 | (154) | 662,561 |
| JUST FOR TODAY | 75,438 | 57,938 | 17,499 | 528,532 | 463,506 | 65,026 | 695,259 |
| IT WORKS: HOW & WHY | 53,076 | 53,392 | (316) | 425,295 | 427,132 | (1,837) | 640,698 |
| SPONSORSHIP BOOK | 9,220 | 0 | 9,220 | 77,252 | 0 | 77,252 | 0 |
| STEP WORKING GUIDES | 60,794 | 49,148 | 11,647 | 437,541 | 393,182 | 44,359 | 589,773 |
| LITERATURE INCOME (IRAN) | 42,443 | 0 | 42,443 | 218,719 | 0 | 218,719 | 0 |
| OTHER RECOVERY LITERATURE | 116,687 | 113,833 | 2,854 | 980,040 | 910,662 | 69,378 | 1,365,993 |
| **Subtotal** | **$649,978** | **$490,744** | **$159,234** | **$4,717,165** | **$3,925,950** | **$791,215** | **$5,888,925** |
| **OTHER INVENTORY INCOME** | | | | | | | |
| MEDALLIONS | $49,151 | $41,265 | $7,886 | $380,823 | $330,117 | $50,706 | $495,176 |
| KEY TAGS & CHIPS | 77,385 | 72,727 | 4,658 | 631,960 | 581,815 | 50,146 | 872,722 |
| NON-FIPT INFORMATION BOOKLETS | 4,061 | 4,057 | 4 | 43,665 | 32,457 | 11,208 | 48,685 |
| HANDBOOKS | 4,311 | 4,949 | (638) | 42,407 | 39,593 | 2,814 | 59,389 |
| SPECIALTY ITEMS | 3,033 | 2,844 | 189 | 36,571 | 22,752 | 13,819 | 34,128 |
| AUDIO MATERIALS | 15 | 3,179 | (3,164) | 813 | 25,435 | (24,622) | 38,153 |
| GROUP/AREA MATERIALS | 6,684 | 5,939 | 746 | 80,329 | 47,511 | 32,818 | 71,266 |
| MIRACLES HAPPEN | 1,939 | 2,716 | (778) | 26,803 | 21,731 | 5,072 | 32,596 |
| **Subtotal** | **$146,579** | **$137,676** | **$8,903** | **$1,243,372** | **$1,101,410** | **$141,962** | **$1,652,115** |
| SHIPPING | $24,247 | $26,422 | ($2,174) | $232,273 | $211,373 | $20,901 | $317,059 |
| DISCOUNTS | (127,647) | (98,627) | (29,020) | (876,315) | (789,012) | (87,303) | (1,183,518) |
| DEVELOPMENTAL SUBSIDIES & ALLOWANCES | (14,388) | (8,855) | (5,533) | (141,843) | (70,837) | (71,006) | (106,256) |
| **Subtotal** | **($117,787)** | **($81,060)** | **($36,728)** | **($785,885)** | **($648,477)** | **($137,408)** | **($972,715)** |
| **Gross Literature Income (less discounts)** | **$678,770** | **$547,360** | **$131,409** | **$5,174,652** | **$4,378,883** | **$795,769** | **$6,568,325** |

| | PTD ACTUAL | PTD BUDGET | VARIANCE | YTD ACTUAL | YTD BUDGET | VARIANCE | ADOPTED |
|---|---|---|---|---|---|---|---|
| **RECOVERY LITERATURE COST OF GOODS** | | | | | | | |
| | | | | | | | |
| BASIC TEXT: Hardcover English | $30,254 | $27,517 | $2,738 | $239,368 | $220,132 | $19,236 | $330,198 |
| BASIC TEXT: Translated | 1,748 | 2,724 | (976) | 23,087 | 21,793 | 1,294 | 32,689 |
| BASIC TEXT: Softcover | 7,888 | 6,046 | 1,842 | 41,864 | 48,367 | (6,503) | 72,550 |
| JUST FOR TODAY | 6,870 | 6,842 | 28 | 60,214 | 54,736 | 5,478 | 82,104 |
| IT WORKS: HOW & WHY | 8,328 | 12,692 | (4,363) | 72,997 | 101,532 | (28,535) | 152,298 |
| SPONSORSHIP BOOK | 2,036 | 0 | 2,036 | 19,929 | 0 | 19,929 | 0 |
| STEP WORKING GUIDES | 12,490 | 9,776 | 2,713 | 82,101 | 78,211 | 3,890 | 117,317 |
| LITERATURE PRODUCTION  (IRAN) | 32,223 | 0 | 32,223 | 199,281 | 0 | 199,281 | 0 |
| OTHER RECOVERY LITERATURE | 25,014 | 21,673 | 3,341 | 181,312 | 173,386 | 7,926 | 260,079 |
| **Subtotal** | **$126,851** | **$87,270** | **$39,582** | **$920,153** | **$698,157** | **$221,996** | **$1,047,235** |
| **OTHER INVENTORY COST OF GOODS** | | | | | | | |
| | | | | | | | |
| MEDALLIONS | $10,557 | $6,910 | $3,647 | $80,954 | $55,279 | $25,674 | $82,919 |
| KEY TAGS & CHIPS | 20,758 | 17,937 | 2,821 | 169,989 | 143,495 | 26,494 | 215,242 |
| NON-FIPT INFORMATION BOOKLETS | 1,999 | 2,419 | (420) | 24,685 | 19,353 | 5,332 | 29,030 |
| HANDBOOKS | 1,417 | 1,656 | (239) | 13,930 | 13,250 | 680 | 19,875 |
| SPECIALTY ITEMS | 983 | 919 | 64 | 13,281 | 7,351 | 5,931 | 11,026 |
| AUDIO MATERIALS | 3 | 1,007 | (1,004) | 176 | 8,055 | (7,879) | 12,083 |
| GROUP/AREA MATERIALS | 2,939 | 2,651 | 288 | 35,974 | 21,211 | 14,763 | 31,816 |
| MIRACLES HAPPEN | 208 | 796 | (588) | 2,943 | 6,367 | (3,424) | 9,551 |
| **Subtotal** | **$38,864** | **$34,295** | **$4,569** | **$341,932** | **$274,361** | **$67,571** | **$411,542** |
| **Total Cost of Goods** | **$165,715** | **$121,565** | **$44,150** | **$1,262,085** | **$972,518** | **$289,567** | **$1,458,777** |
| ***Net Literature Income*** | ***$513,055*** | ***$425,796*** | ***$87,259*** | ***$3,912,567*** | ***$3,406,365*** | ***$506,202*** | ***$5,109,548*** |

| | PTD ACTUAL | PTD BUDGET | VARIANCE | YTD ACTUAL | YTD BUDGET | VARIANCE | ADOPTED |
|---|---|---|---|---|---|---|---|
| **FELLOWSHIP DONATIONS** | | | | | | | |
| | | | | | | | |
| BREAKDOWN BY DONOR TYPE | | | | | | | |
| Members | $563 | $887 | ($324) | $14,842 | $7,099 | $7,742 | $10,649 |
| Groups | 3,745 | 3,452 | 294 | 28,308 | 27,613 | 694 | 41,420 |
| Areas | 8,829 | 6,899 | 1,930 | 74,317 | 55,194 | 19,123 | 82,791 |
| Regions | 30,601 | 36,667 | (6,066) | 327,374 | 293,333 | 34,041 | 440,000 |
| Events/Conventions | 11,011 | 1,913 | 9,099 | 26,428 | 15,301 | 11,126 | 22,952 |
| Unity Day | 0 | 1,711 | (1,711) | 13,053 | 13,689 | (636) | 20,534 |
| Zonal & Other Forums | 0 | 569 | (569) | 5,062 | 4,548 | 514 | 6,822 |
| ***Total Donations*** | ***$54,750*** | ***$52,097*** | ***$2,653*** | ***$489,382*** | ***$416,779*** | ***$72,604*** | ***$625,168*** |
| **EVENT INCOME** | | | | | | | |
| | | | | | | | |
| UNITY DAY | $0 | $0 | $0 | $0 | $0 | $0 | $0 |
| WORLD SERVICE CONFERENCE BI-ANNUAL MEETING | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| ***Total Event Income (Not including event specific)*** | ***$0*** | ***$0*** | ***$0*** | ***$0*** | ***$0*** | ***$0*** | ***$0*** |
| **MISCELLANEOUS INCOME** | | | | | | | |
| | | | | | | | |
| LICENSED VENDOR PAYMENTS | $11,005 | $1,504 | $9,501 | $20,505 | $12,033 | $8,472 | $18,050 |
| INTEREST | 2,283 | 2,219 | 64 | 20,780 | 17,751 | 3,029 | 26,627 |
| MISCELLANEOUS | (28) | 0 | (28) | 3,077 | 0 | 3,077 | 0 |
| ***Total Miscellaneous Income*** | ***$13,260*** | ***$3,723*** | ***$9,537*** | ***$44,362*** | ***$29,785*** | ***$14,578*** | ***$44,677*** |
| ***INCOME ALL SOURCES (Not including event specific)*** | ***$581,065*** | ***$481,616*** | ***$99,449*** | ***$4,446,312*** | ***$3,852,929*** | ***$593,383*** | ***$5,779,393*** |

| | PTD ACTUAL | PTD BUDGET | VARIANCE | YTD ACTUAL | YTD BUDGET | VARIANCE | ADOPTED |
|---|---|---|---|---|---|---|---|
| **EXPENSE** | | | | | | | |

*LITERATURE PRODUCTION & DISTRIBUTION*

*FIXED OPERATIONAL EXPENSES*

| | PTD ACTUAL | PTD BUDGET | VARIANCE | YTD ACTUAL | YTD BUDGET | VARIANCE | ADOPTED |
|---|---|---|---|---|---|---|---|
| MARKETING | $1,481 | $6,835 | ($5,354) | $55,364 | $54,683 | $681 | $82,024 |
| IN HOUSE PRODUCTION (not included in Cost of Goods) | (350) | 4,171 | (4,521) | 40,117 | 33,370 | 6,747 | 50,055 |
| TRANSLATIONS (not included in Cost of Goods) | 3,041 | 1,898 | 1,144 | 14,542 | 15,181 | (639) | 22,771 |
| LITERATURE DISTRIBUTION   (IRAN) | 3,810 | 0 | 3,810 | 26,595 | 0 | 26,595 | 0 |
| SHIPPING | 31,360 | 28,067 | 3,293 | 257,612 | 224,535 | 33,077 | 336,802 |
| LEGAL | 7,083 | 996 | 6,087 | 78,596 | 7,967 | 70,629 | 11,950 |
| LITERATURE PRODUCTION & DISTRIBUTION TRAVEL | 0 | 299 | (299) | 1,529 | 2,395 | (867) | 3,593 |
| INVENTORY ADJUSTMENT | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| ACCOUNTING | 700 | 981 | (281) | 10,150 | 7,845 | 2,305 | 11,767 |
| PERSONNEL (Includes amount budgeted to variable projects) | 90,724 | 75,699 | 15,025 | 687,962 | 605,591 | 82,371 | 908,386 |
| OVERHEAD | 30,769 | 36,430 | (5,662) | 287,127 | 291,443 | (4,317) | 437,165 |
| TECHNOLOGY | 2,047 | 3,886 | (1,839) | 33,088 | 31,091 | 1,997 | 46,637 |
| **Subtotal** | **$170,667** | **$159,263** | **$11,404** | **$1,492,681** | **$1,274,100** | **$218,581** | **$1,911,150** |

*VARIABLE OPERATIONAL EXPENSES*

| | PTD ACTUAL | PTD BUDGET | VARIANCE | YTD ACTUAL | YTD BUDGET | VARIANCE | ADOPTED |
|---|---|---|---|---|---|---|---|
| BUSINESS PLAN WORK GROUP | $3,414 | $2,233 | $1,181 | $10,679 | $17,867 | ($7,188) | $26,800 |
| LITERATURE & CONVENTION WORKSHOP | 0 | 2,367 | (2,367) | 0 | 18,933 | (18,933) | 28,400 |
| **Subtotal** | **$3,414** | **$4,600** | **($1,186)** | **$10,679** | **$36,800** | **($26,122)** | **$55,200** |
| ***Total Literature Production & Distribution*** | ***$174,081*** | ***$163,863*** | ***$10,219*** | ***$1,503,359*** | ***$1,310,900*** | ***$192,459*** | ***$1,966,350*** |

|  | PTD ACTUAL | PTD BUDGET | VARIANCE | YTD ACTUAL | YTD BUDGET | VARIANCE | ADOPTED |
|---|---|---|---|---|---|---|---|
| **WORLD SERVICE CONFERENCE SUPPORT** | | | | | | | |
| **FIXED OPERATIONAL EXPENSES** | | | | | | | |
| PUBLICATIONS | $3,084 | $1,939 | $1,145 | $31,207 | $15,513 | $15,695 | $23,269 |
| WORLD SERVICE CONFERENCE BI-ANNUAL MEETING | 25,382 | 24,167 | 1,215 | 54,118 | 193,333 | (139,216) | 290,000 |
| WORLD BOARD | 7,902 | 14,751 | (6,849) | 92,282 | 118,009 | (25,726) | 177,013 |
| HUMAN RESOURCE PANEL | 7 | 1,261 | (1,254) | 18,876 | 10,091 | 8,785 | 15,136 |
| WSC CO-FACILITATOR | 200 | 288 | (88) | 839 | 2,300 | (1,461) | 3,450 |
| CONFERENCE RELATED TRAVEL | 1,502 | 3,583 | (2,081) | 1,502 | 28,667 | (27,165) | 43,000 |
| LEGAL | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| ACCOUNTING | 520 | 728 | (208) | 7,540 | 5,827 | 1,713 | 8,741 |
| PERSONNEL (Includes amount budgeted to variable projects) | 67,395 | 56,134 | 11,261 | 514,187 | 449,075 | 65,112 | 673,613 |
| OVERHEAD | 22,982 | 27,712 | (4,730) | 214,611 | 221,696 | (7,085) | 332,544 |
| TECHNOLOGY | 1,521 | 2,887 | (1,366) | 24,580 | 23,097 | 1,483 | 34,645 |
| **Subtotal** | **$130,497** | **$133,451** | **($2,954)** | **$959,742** | **$1,067,607** | **($107,865)** | **$1,601,411** |
| **VARIABLE OPERATIONAL EXPENSES** | | | | | | | |
| NAWS COMMUNICATIONS AND PUBLICATIONS | $0 | $0 | $0 | $0 | $0 | $0 | $0 |
| LEADERSHIP IDENTIFICATION & DEVELOPMENT | 0 | 1,853 | (1,853) | 0 | 14,827 | (14,827) | 22,240 |
| LEADERSHIP QUALITIES IN NA | 0 | 927 | (927) | 0 | 7,413 | (7,413) | 11,120 |
| CONSENSUS-BASED DECISION MAKING AT THE WSC | 0 | 927 | (927) | 0 | 7,413 | (7,413) | 11,120 |
| CAPTURING LONG TIME MEMBERS EXPERIENCE | 0 | 1,667 | (1,667) | 0 | 13,333 | (13,333) | 20,000 |
| WORLD WIDE WORKSHOPS | 12,372 | 6,333 | 6,039 | 69,455 | 50,667 | 18,788 | 76,000 |
| OTHER FINISHED WSC PROJECTS | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| **Subtotal** | **$12,372** | **$11,707** | **$665** | **$69,455** | **$93,653** | **($24,199)** | **$140,480** |
| **Total World Service Conference Support** | **$142,868** | **$145,158** | **($2,289)** | **$1,029,197** | **$1,161,261** | **($132,064)** | **$1,741,891** |

|                                                          | PTD ACTUAL | PTD BUDGET | VARIANCE   | YTD ACTUAL  | YTD BUDGET  | VARIANCE   | ADOPTED     |
|----------------------------------------------------------|-----------:|-----------:|-----------:|------------:|------------:|-----------:|------------:|
| **FELLOWSHIP DEVELOPMENT**                               |            |            |            |             |             |            |             |
|                                                          |            |            |            |             |             |            |             |
| **FIXED OPERATIONAL EXPENSES**                           |            |            |            |             |             |            |             |
|                                                          |            |            |            |             |             |            |             |
| PUBLICATIONS                                             | $1,815     | $14,438    | ($12,623)  | $64,278     | $115,500    | ($51,222)  | $173,250    |
| FELLOWSHIP SUPPORT                                       | 6,095      | 2,903      | 3,192      | 74,986      | 23,227      | 51,759     | 34,840      |
| PROFESSIONAL EVENTS                                      | (292)      | 2,821      | (3,113)    | 44,337      | 22,571      | 21,766     | 33,856      |
| DEVELOPMENTAL LITERATURE                                 | 18,186     | 11,971     | 6,214      | 156,762     | 95,771      | 60,991     | 143,657     |
| ARCHIVES & INFORMATION MANAGEMENT                        | 0          | 4,250      | (4,250)    | 0           | 34,000      | (34,000)   | 51,000      |
| LEGAL                                                    | 0          | 0          | 0          | 0           | 0           | 0          | 0           |
| ACCOUNTING                                               | 620        | 869        | (249)      | 8,990       | 6,948       | 2,042      | 10,422      |
| PERSONNEL (Includes amount budgeted to variable projects)| 80,356     | 66,782     | 13,574     | 609,338     | 534,258     | 75,080     | 801,387     |
| OVERHEAD                                                 | 24,658     | 32,267     | (7,609)    | 203,690     | 258,135     | (54,446)   | 387,203     |
| TECHNOLOGY                                               | 1,813      | 3,442      | (1,629)    | 29,306      | 27,538      | 1,768      | 41,307      |
| **Subtotal**                                             | **$133,250**| **$139,744**| **($6,493)**| **$1,191,686**| **$1,117,948**| **$73,738**| **$1,676,922**|
|                                                          |            |            |            |             |             |            |             |
| **VARIABLE OPERATIONAL EXPENSES**                        |            |            |            |             |             |            |             |
|                                                          |            |            |            |             |             |            |             |
| BASIC TEXT PROJECT                                       | $2,418     | $4,967     | ($2,549)   | $29,306     | $39,733     | ($10,427)  | $59,600     |
| PUBLIC RELATIONS STRATEGY                                | 49         | 1,853      | (1,804)    | 1,495       | 14,827      | (13,331)   | 22,240      |
| SERVICE MATERIALS                                        | 0          | 1,117      | (1,117)    | 0           | 8,933       | (8,933)    | 13,400      |
| SERVICE HANDBOOKS                                        | 22         | 1,853      | (1,831)    | 39,946      | 14,827      | 25,119     | 22,240      |
| SELF-SUPPORT PAMPHLET                                    | 0          | 0          | 0          | 0           | 0           | 0          | 0           |
| SERVICE STRUCTURE RELATIONSHIP & DEFINITION              | 0          | 927        | (927)      | 0           | 7,413       | (7,413)    | 11,120      |
| TARGETED LITERATURE                                      | 0          | 2,233      | (2,233)    | 0           | 17,867      | (17,867)   | 26,800      |
| FELLOWSHIP ISSUE DISCUSSIONS                             | 0          | 1,010      | (1,010)    | 0           | 8,080       | (8,080)    | 12,120      |
| **Subtotal**                                             | **$2,490** | **$13,960**| **($11,470)**| **$70,747**| **$111,680**| **($40,933)**| **$167,520**|
|                                                          |            |            |            |             |             |            |             |
| **Total Fellowship Development**                         | **$135,740**| **$153,704**| **($17,963)**| **$1,262,434**| **$1,229,628**| **$32,806**| **$1,844,442**|

| | PTD ACTUAL | PTD BUDGET | VARIANCE | YTD ACTUAL | YTD BUDGET | VARIANCE | ADOPTED |
|---|---|---|---|---|---|---|---|
| **EVENTS** | | | | | | | |
| **FIXED OPERATIONAL EXPENSES** | | | | | | | |
| UNITY DAY | $0 | $0 | $0 | $0 | $0 | $0 | $0 |
| FUTURE (AND PRIOR) CONVENTIONS | $0 | $1,137 | ($1,137) | $9,697 | $9,097 | $600 | $13,645 |
| LEGAL | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| ACCOUNTING | 160 | 224 | (64) | 5,518 | 1,793 | 3,725 | 2,690 |
| PERSONNEL (Includes amount budgeted to variable projects) | 20,775 | 17,964 | 2,811 | 157,461 | 143,711 | 13,750 | 215,567 |
| OVERHEAD | 7,029 | 8,726 | (1,697) | 75,291 | 69,809 | 5,482 | 104,713 |
| TECHNOLOGY | 468 | 888 | (420) | 7,588 | 7,107 | 481 | 10,660 |
| **Total Events (Not including event specific)** | **$28,432** | **$28,940** | **($507)** | **$255,555** | **$231,517** | **$24,039** | **$347,275** |
| **TOTAL EXPENSE ALL SOURCES (Not including event sp** | **$481,122** | **$491,663** | **($10,541)** | **$4,050,545** | **$3,933,305** | **$117,240** | **$5,899,958** |
| **EXCESS REVENUE/EXPENSE (Not including event spec** | **$99,943** | **($10,047)** | **$109,990** | **$395,767** | **($80,377)** | **$476,144** | **($120,565)** |
| **EVENT SPECIFIC** | | | | | | | |
| EVENT SPECIFIC INCOME | | | | | | | |
| WCNA-31 INCOME | | | | | | | |
| REGISTRATION | $0 | $23,542 | ($23,542) | $580,120 | $188,333 | $391,787 | $282,500 |
| SPECIAL EVENTS | 0 | 20,667 | (20,667) | 550,515 | 165,333 | 385,182 | 248,000 |
| NEWCOMER DONATIONS | 0 | 500 | (500) | 18,177 | 4,000 | 14,177 | 6,000 |
| MERCHANDISE | 10 | 24,375 | (24,365) | 453,325 | 195,000 | 258,325 | 292,500 |
| OTHER SALES | 0 | 1,417 | (1,417) | 39,136 | 11,333 | 27,803 | 17,000 |
| REBATES | 0 | 6,250 | (6,250) | 172,520 | 50,000 | 122,520 | 75,000 |
| **Total Event Specific Income** | **$10** | **$76,750** | **($76,740)** | **$1,813,793** | **$614,000** | **$1,199,793** | **$921,000** |
| EVENT SPECIFIC EXPENSE | | | | | | | |
| WCNA-31 EXPENSE | | | | | | | |
| REGISTRATION | ($321) | $8,725 | ($9,046) | $260,441 | $69,800 | $190,641 | $104,700 |
| SPECIAL EVENTS | 0 | 15,842 | (15,842) | 504,177 | 126,733 | 377,444 | 190,100 |
| PROGRAM | 0 | 7,875 | (7,875) | 203,630 | 63,000 | 140,630 | 94,500 |
| MERCHANDISE | 8,108 | 16,167 | (8,059) | 315,004 | 129,333 | 185,670 | 194,000 |
| FACILITIES | 6,962 | 13,083 | (6,121) | 202,230 | 104,667 | 97,563 | 157,000 |
| SUPPORT COMMITTEE | 0 | 2,908 | (2,908) | 17,822 | 23,267 | (5,445) | 34,900 |
| ADMINISTRATION | 368 | 8,288 | (7,920) | 138,015 | 66,300 | 71,715 | 99,450 |
| **Total Event Specific Expense** | **$15,117** | **$72,888** | **($57,770)** | **$1,641,318** | **$583,100** | **$1,058,218** | **$874,650** |
| **Total Event Specific Excess Revenue/Expense** | **($15,107)** | **$3,863** | **($18,970)** | **$172,476** | **$30,900** | **$141,576** | **$46,350** |
| **INCREASE (DECREASE) NET UNRESTRICTED ASSETS** | **$84,836** | **($6,185)** | **$91,020** | **$568,243** | **($49,477)** | **$617,719** | **($74,215)** |