



## Planning Our Future Sessions

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# Wednesday, 30 April

## PLANNING OUR FUTURE 1

*Time: 9:00 am – 10:25 am*

*Leader: Jim B (WB)*

Jim B (WB) explained that this session will begin with an overview of NA history and where we are today followed by a Q&A session and a set-up for the next session.

When we asked what you wanted to talk about at the Conference, a lot of you prioritized service system, the future of the Conference, seating, and other topics related to the question: How do we change and adapt to our growing fellowship?

We find ourselves faced with challenges that other organizations have not been able to overcome—to stay together as a global body in the face of our growth. Even AA got to a point in their growth where they found it too challenging and formed a North American conference. We have grown a lot, Jim said; to meet that challenge we need to adapt.

We always ask ourselves when doing service, Jim said: How does this support our primary purpose and our vision? That's a focus that we will keep coming back to as we move through these sessions.

### **Historical highlights**

Jim explained that we've already included historical information in the *Conference Report* and also posted the reports from the Resolution and Transition Groups online. [These reports are available here: <http://www.na.org/?ID=reports-mis>] We are not going to repeat all of that information here.

Jim reviewed the three serious focused attempts we have made as a fellowship to try to build and reach consensus on how to improve our services:

- the Ad-Hoc NA Service project of the late 80s and early 90s,
- the Inventory, Composite Group, Resolution and Transition Groups in the mid-to late-90s,
- and the Service System project of this decade.

Past Conferences have struggled with the same issues. We hope that we can do something different this time. We don't have to get to the precipice of a decision and then stop and leave it to the next Conference to make the leap. Jim shared his belief that we have the opportunity to move to the next phase of our evolution.

In past cycles, we would work between Conferences, come up with material and present it to the Conference, but that sometimes resulted in people wondering where this material came from and not feeling like a part of the process. This time we are doing things differently; we will deploy the strategic planning process here, now.

### **Description of Breakout Sessions**

We are going to have several Planning Our Future breakout sessions, and we will come together after each session to see what rose up as priorities that you all see from your perspective in the fellowship and together globally about what is going on.

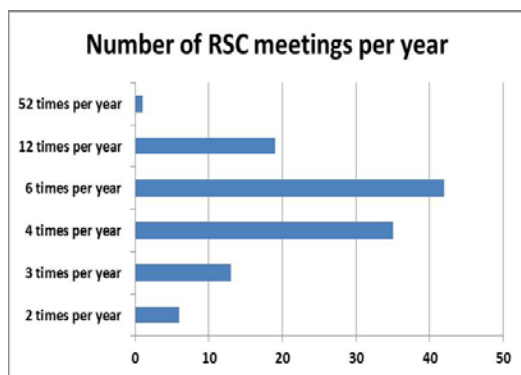
The next three sessions about Planning our Future will focus on:

- what we see as the needs of the fellowship now and for the next five years,
- what type of world service body should exist to try to meet those needs and help NA better reach our Vision, and possible options for what a worldwide body could look like.

We “test drove” these sessions as a board, and one of the biggest challenges we faced was trying to imagine we don’t have what we have today and approaching this from a blank slate perspective. The other challenge we had was to focus on the needs in what will be the next session, and not try to solve the problems.

### NA Today

Jim talked about some aspects of the NA fellowship today. He began by talking about how universal our message is. We are overcoming language and cultural boundaries that other facets of the world haven’t been able to overcome. It may seem overly dramatic, but we are coming together to change the world. At the same time, Jim said, we’ve talked in the service system project about flexibility and how to adapt to our differences. Take, for example, the number of RSC meetings a year. There is such a difference in different places in the world. Only here, at a place like the Conference, can we start to gain this sort of global perspective from what we report and how we interact with each other.



The other thing that we get asked about a lot is building strong home groups and how to get members involved in service. This is a global need that occurs no matter where we are in the fellowship.

Jim then showed a video that illustrates meeting growth and the growth of NA over the years. This gives an idea of the explosive growth of NA particularly outside of the US. There are now 6 1/4 meetings every minute of every day.

The input from your regional reports show that we are growing or staying steady in most communities, but if you look at the numbers you provide us, Jim said, it tells a different story. Some communities in the US have plateaued or are even declining. The meeting locator app has called people’s attention to meetings that are listed but that no longer exist, so people are increasingly updating that information. However, this all calls our attention to a trend. At some point we stop doing the things we used to do—the outreach and PR efforts—and we see some stagnant growth as a result.

The surveys point to how we get here. Treatment is one of the main ways addicts find NA, or some are referred by a professional. PR work to these professionals has been lacking, and that’s another reason why our growth is stagnating in some places.

We hope to identify in these sessions what’s happening or not happening and what we can do as a world service body and working together with our local communities to help meet the needs that are not getting met.

That brings us to the common challenges we derived from your reports. **Finances** seem to be top of the list. If we had more resources, we could do more. Another common challenge, Jim indicated, is **lack of participation** and involvement in service efforts. That was one of the impetuses behind some of the ideas in the Service System Project—maybe there is a new or different way we can try to do things to get people more involved.

Jim listed several more challenges. **Geographic difficulties**—there are pockets and spaces even in the area I am from, Jim said, where NA has never existed. **Communication** is always an issue. We keep finding better ways to communicate, but the things that command our time and attention make this a challenge. **Fellowship development and growth**—we just talked about this. We are growing outside the US but there are other places where we do not exist or are not growing. Another thing that rose out of some of the reports we receive is **conflict and/or dissent** within a particular region for one reason or another.

When you leave here, Jim explained, you'll go with your assigned breakout group to another room. And then you'll be talking about what our needs are today and then we'll talk about what we can do to meet those needs as a global body.

## **Q&A**

Jim spent the rest of the time in this session answering participants' questions.

Some participants thanked the Board for the session, for the attention to the needs of NA worldwide and for letting participants take part in strategic planning.

A participant asked if Resolution A had ever been revisited by the Conference, and Jim replied that in some form and fashion it has. He explained that there was agreement that this was the direction to move in, but we couldn't come to agreement on the specifics of how it would look.

Others talked about local struggles with some of the issues Jim brought up in his presentation: gaps within their regions where there is no NA, internal conflicts, and difficulties synchronizing and communicating with areas in a region that meets less often. Jim urged the delegates to get in touch with NAWS staff, who can help delegates locate what tools we have. He also suggested that the use of technology might help regions that meet less often face to face.

### **Outcome of Sessions**

A number of participants spoke to the need to try to engage the fellowship in these discussions. It would be helpful to have a summary and to have pieces that we can work through during the cycle rather than giving all of the information in one big lump.

Cristiano C (AD Brazil Sul) spoke to the positive growth of NA and the number of communities who are not represented here. We hope that at the end of this Conference we have a solution not only for Brazil but for everyone.

Jim agreed and assured participants that all of the information will be available. Our hope is like yours, Jim replied to Cristiano, to come up with ideas together and get action going, decisions and changes. One of the things we hope to address is how to meet the needs of the fellowship who are not represented. Ron M (WB) urged delegates to take responsibility for carrying these ideas forward. What role do you play in the planning of our future? Ron said.

### **RDs' Role in the Breakout Sessions**

Jeffrey P (RD South Florida) asked whether he should respond as an individual or as a representative of his region when participating in breakout questions.

Jim B (WB) responded that the hope is "all of the above." This work begins with you as a member as well as a delegate for your region and then, the hope is that this will expand until you're considering the needs of NA worldwide.

Nathanael M (RD Australian) said he hopes everyone is working here as leaders not just voice pieces and that we are working together towards the addict that is still to come.

Mitchell S (AD Greater New York) closed by observing that he was present for much of this history, and it wasn't until a body said "if not now when, if not us who" that decisions were made. Now he is a delegate and believes his responsibility is to think of not only his region but everyone not here as well. We have to take the opportunity and move forward with this, Mitchell urged the Conference.

## PLANNING OUR FUTURE 2: NEEDS OF NA TODAY

*Time: 11:00 am – 12:30 pm*

For Planning Our Future Sessions 2–4, Conference participants split into breakout sessions to discuss a series of specific questions. Each breakout session was facilitated by a different partnership of World Board and NAWS staff.

### *Introduction to Small Groups and Icebreaker*

Participants were seated at tables of six or seven. The session facilitators explained the small group discussion process: each group should choose a facilitator and a recorder. Participants should follow the ground rules and take turns discussing the question.

The session began with an ice-breaker exercise called 1+1 = Infinity, to get participants thinking creatively and taking a fresh look at familiar things.

Each table was asked to open an envelope on their table, which had several slips of paper inside with the name and picture of a different everyday object. The tables were to imagine a nuclear fusion has occurred between these two random objects, and something brand new has been created. Their task was to answer the question, as a table, "What new object has been created, and how could it be used?"

### *Identify needs of NA Fellowship*

After that warm-up, tables were asked to discuss the question, **What are the needs of the NA fellowship now and in the next five years?** (For example, access to the NA message through translations.)

Facilitators explained that the results of this session would form the foundation on which they would build the remainder of the Planning our Future Sessions.

After coming up with a list of needs, each table prioritized what they considered to be the most important and reported their top priorities to the rest of the breakout session. The session facilitators recorded and, where relevant, grouped related ideas at the front of the room. On their way out of the room, participants put check marks next to the three needs listed at the front of the room that they considered most important.

After the close of the session, the prioritized needs from each breakout session were combined in a mind map that is included in Appendix B on page 11.]

## Thursday 1 May

## PLANNING OUR FUTURE 3: REASONS WE COME TOGETHER

*11:00 am – 12:30 pm*

For Planning Our Future Sessions 2–4, Conference participants split into breakout



Consolidating Input & Creating Mind Maps

sessions to discuss a series of specific questions. Each breakout session was facilitated by a different partnership of World Board and NAWS staff.

Staff handed out a mind map of the results from the second breakout session. Becky M (NAWS Asst ED) explained that the post-it results from the front of each breakout room have been factored in to



create these mind maps. Those post-its are on boards in the middle of the Conference floor. The small group work from each breakout room is hanging in a “gallery” in the hallway outside of the ballroom.

Becky thanked participants for their good work in the breakout sessions so far. The mind map shows main categories of answers to the question of what are the needs of NA. For instance, communications is one category, and for each main category there are a number of sub-topics that are all connected to the broad topic of communications. Participants were asked to consider the needs listed when discussing the reasons we come together. There was then a break while participants went to their breakout rooms.

### *Identify Reasons We need to Come Together*

Participants were again seated at tables of six or seven. Again, each table was reminded to choose a facilitator and a scribe. Everyone was asked to close their eyes, breathe deeply, and forget what they know about the WSC. Imagine that the Conference doesn't exist. Then each table was tasked with answering the question: **What are the reason(s) we need to come together as a worldwide body to satisfy NA's needs and bring us closer to our vision?** (For example, the exchange of ideas and experience to respond to global needs.)

The mind map is a starting point for participants' small group discussions.

The process was the same as in the second Planning Our Future Session about needs. Each table brainstormed a list of reasons and then prioritized what they considered the most important. Those ideas were then captured at the front of the room and prioritized by each participant on their way out of the session.

After the close of the session, the prioritized reasons we come together from each breakout session were combined in a mind map that is included in Appendix C on page 12.]

## PLANNING OUR FUTURE 4: OPTIONS FOR THE FUTURE

*5:35 pm – 7:00 pm*

For Planning Our Future Sessions 2–4, Conference participants split into breakout sessions to discuss a series of specific questions. Each breakout session was facilitated by a different partnership of World Board and NAWS staff.

At the beginning of the session, mind map results from Planning Our Future 3 were handed out. The top priorities from each breakout room were combined into one mind map that illustrates the main reasons why we need to come together as a worldwide body to satisfy NA's needs and bring us closer to our vision.

This was the final breakout session. As with the previous two, participants were seated in small groups for discussion.

Each table was asked to consider the Reasons Why We Gather mind map and develop two options for a worldwide body. These options need to answer:

- **Given the purpose/roles of a worldwide service body, what are some options for this body?**
- **Who needs to be present and how often do they need to meet?**
- **NO limits and NO policy in place for developed options. How do we fulfill the needs of the fellowship we agreed to earlier in this series of sessions?**

Each table then shared their ideas, and those ideas were then captured at the front of the room. At the beginning of the final Planning Our Future Session, the facilitators from each of the breakout rooms summarized the main ideas from their session.

# Friday 2 May 2014

## PLANNING OUR FUTURE 5: WHERE DO WE GO FROM HERE?

9:01 am – 10:29 am

*Franney J (WB Vice-Chair) led the session*

A video from the Plains States Zonal Forum was shown.

Franney J (WB V-Chair) opened the session thanking participants for their hard work and courage this week in their efforts to be stewards of the future. We started this week by talking about what the needs of our global fellowship are in the coming five years, Franney said. Then we moved on to talking about why we come together and remain together as a global body. The last stage of the discussion in the breakout groups was to talk about options for what a global body might look like.

We've all known for a long time that there are ideals we'd like to see a Conference meet that we haven't achieved yet, Franney said. It has often seemed as though many of us had very different ideas about how that might look, and yet our ideas during these sessions weren't that different. We were sort of expecting a wider range of options in the end. We were also surprised at how different from today's Conference many of our visions are. It's become commonplace to talk about participants' and members' fear of change, but we don't see that in these results.

We will now quickly hear back from the five breakout rooms.

### **Reports from Breakouts**

The breakout rooms all discussed the following questions:

- Given the purpose/roles of a worldwide service body, what are some options for this body?
- Who needs to be present and how often do they need to meet?
- NO limits and NO policy in place for developed options. How do we fulfill the needs of the fellowship we agreed to earlier in this series of sessions?

#### **Breakout Room One**

Jim B (WB) provided a report from his breakout session. We were surprised as we went back from group to group, Jim said. We heard laughs of empathy and identification as we went around the room and we heard so many commonalities. Zonal representation was one of the things that came up a lot. There was one caveat: how that is defined may not be the same as what we have today. We settled on a three-year cycle. That was partially related to the convention cycle. Some members thought perhaps there would be a way to combine or coordinate the two. Because three years is a long cycle, there was discussion about touching base virtually, perhaps even annually if that could be accomplished.

Regarding who comes to it, there would be the members from the zones, as well as a board composed of members from each zone. If there were 15 or so zones, there would be 15 or so board members. Regarding what happens, we all agreed on a minimum of at least having oversight over the fellowship-approved stamp for NA literature. There could also be some development for literature in the zones based on local needs. Eventually these items would come to the Conference for fellowship approval. The service material piece would have a different path, which would involve local adaptation.

The zones would have more autonomy to develop service items that meet the needs of their local communities. Locally-developed literature could be considered for approval globally. There would be a strategic plan of things that we need. There would be more empowerment among the zones to do PR, with the exception of matters that are global in nature like the W.H.O. or so on. There would be some component of sharing session or sharing best practices among the zones. This would include solutions and so on. There was also another option that was more continental in nature. This makeup may also be up for interpretation as to how it is composed. This would have a 3 or 4 year cycle rather than 2 or 3. Those are the ideas that percolated to the top and achieved the greatest sense of consensus.

### **Breakout Room Two**

Arne H (WB) presented the ideas that arose in his breakout room. We had a number of choices, Arne said, as was asked for with this exercise. It was surprising that many came up with the same option, with just some sub-options. Virtually all of the groups came up with zonal representation, with just one that involved regional representation for a transition period. Some included the idea of pre-determined zones, as arrived at by an ad-hoc of some type. There was discussion of a nomadic Conference. Regarding size, there was some variety, going all the way up to as much as 400 people for the regional transition stage. There was a lot of discussion regarding strategic planning. There has been some discussion about fear, but the groups in our room were really courageous and thinking outside of the box. The majority of the ideas shown were connected to zonal representation, and when we asked the room if there was any surprise, at least 2/3 of the room said, "no." When asked if people in their regions would be surprised, at least 2/3 of the room said, "yes."

### **Breakout Room Three**

The Spanish-speaking participants were in a room together to make translations easier. Iñigo C (WB) provided some discussion about what took place in those rooms. We came out with a lot of the same ideas, Iñigo said. They expressed some concern about communication due to language issues, particularly when it comes to NA-specific language. Literature distribution is another issue to consider. We also spent a lot of time talking about mentoring and training as an important component. Like the other groups, we also discussed zonal forums that somehow keep the regions involved. We talked about holding the Conference every 2 or 3 years. For the World Board, we discussed representatives from the various zones, who would also be assigned to serve on workgroups that would carry out the main areas of responsibility for the world level, such as oversight of the legal responsibilities and so on. There would also be a facilitator who would be elected by the delegates. Concerning the way we would function, there would be multi-cultural committees that are made up of people from the zones, for literature, traditions, legal matters, public relations, and H&I. There would be new people serving in the trusted servant positions every cycle. We would function by having oversight of legal responsibilities, fellowship development, purpose and vision, and coordinating follow-up on global needs.

### **Breakout Room Four**



Mary B (WB) started by thanking her breakout session. Similar to everyone else, we did come up with an idea for something related to geographical districts, Mary said, trying to avoid the word “zone.” We came up with a new term called geographical friendly assembly (GFA). We even considered the possibility of time zones, which would mean the Russians would have a great deal of representation. Not zonal representation, but zonal service delivery areas. There was a great deal of discussion about decentralizing the service delivery. There could be a global body that meets every three to five years and focuses on oversight and management, but for many of the regional concerns, those would be addressed within the zones/regions. The conscience of the fellowship may be gathered through some type of zonal assembly. Consistently there’s a need for some type of face to face meeting. Some matters could be addressed through virtual means, but the need for real interactions is important. There was some discussion about following something similar to the EDM model, where the service meeting coincides with a celebratory meeting of some type. There was some discussion about the idea of zonal/regional meetings regarding the need to share best practices among communities and repeat the successes. We need to improve on the ability to share what is working. We had discussion about perhaps having a separation of entities that deal with the fiscal/political/business and the part that deals with spiritual-based matters in another entity. I was very excited and shocked by the similarities. I want to thank all of the hard workers in our room.

#### **Breakout Room Five**

Junior (WB) provided a report back from his breakout session. The two main options that came up were zonal and some discussion of country-based representation. The idea of zonal representation seemed to be in the majority. When we discussed the frequency of meetings, it seemed to be two to three years, and three in particular if it’s country-based. When it comes to processes, there was an idea about bringing the voice of the minority forward to the Conference. Some of the concerns mentioned were about literature production, translation, and distribution being an important component of a global body. When we talked about the importance of the global meeting, one of the important considerations is the “meeting after the meeting” effect that comes along with the ability to see each other face to face. It was an interesting idea related to the concept of “what happens on the playground is more important than what happens in the classroom”—the unofficial, informal things that happen between Conference sessions are a critical part of what makes the global body an important part of our fellowship’s global health. As for the representation, we discussed the idea of having representation from each of the member zones on the board—the zones selecting their own board members who go on to serve on the board. The Conference would be no more than 60-90 people, and would really strive to have a much more global structure and function.

#### ***Small Group Discussion: How do we get there from here?***

Franney then asked participants to discuss “**How do we get there from here?**” in their small groups. [See Appendix E for the full results of those small group discussions.]

Some of the tables reported their results. Most of the ideas shared had to do with forming workgroups, communicating better, and working directly with the zonal forums:

### **Workgroups**

- A workgroup to flesh out zonal recommendations made up of RDs, WB members, and zonal reps
- A workgroup made up of former RDs and former WB members to construct a new WSC from ground up to bring back and present a WSC within one to two Conference cycles with two to four options to move forward
- A zonal workgroup that could last anywhere from five to ten years to develop a project plan
- An impartial workgroup that can help define what zonal boundaries without ruffling feathers

### **Communication**

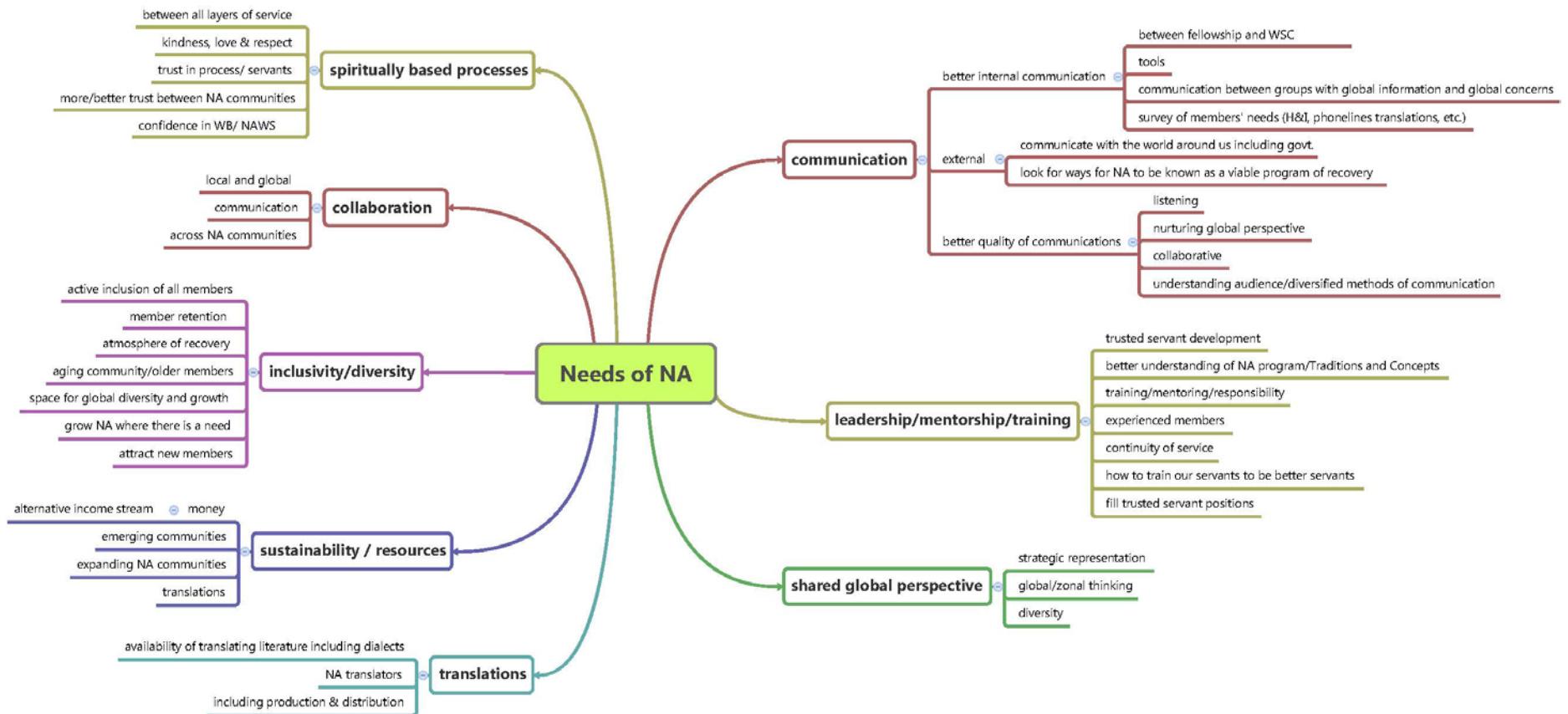
- Communicate directly with the groups from the very beginning to develop a sense of trust.
- Educate the fellowship about why we need this; the groups are ultimately responsible, and they empower us, so we need to make sure to keep them aware and informed.
- Come back with the framework from these discussions so that our areas and groups can begin taking ownership of this.
- Hold more regional workshops to inform and share what's taking place at the Conference.
- Make better use of current technology.

### **Zonal Forums**

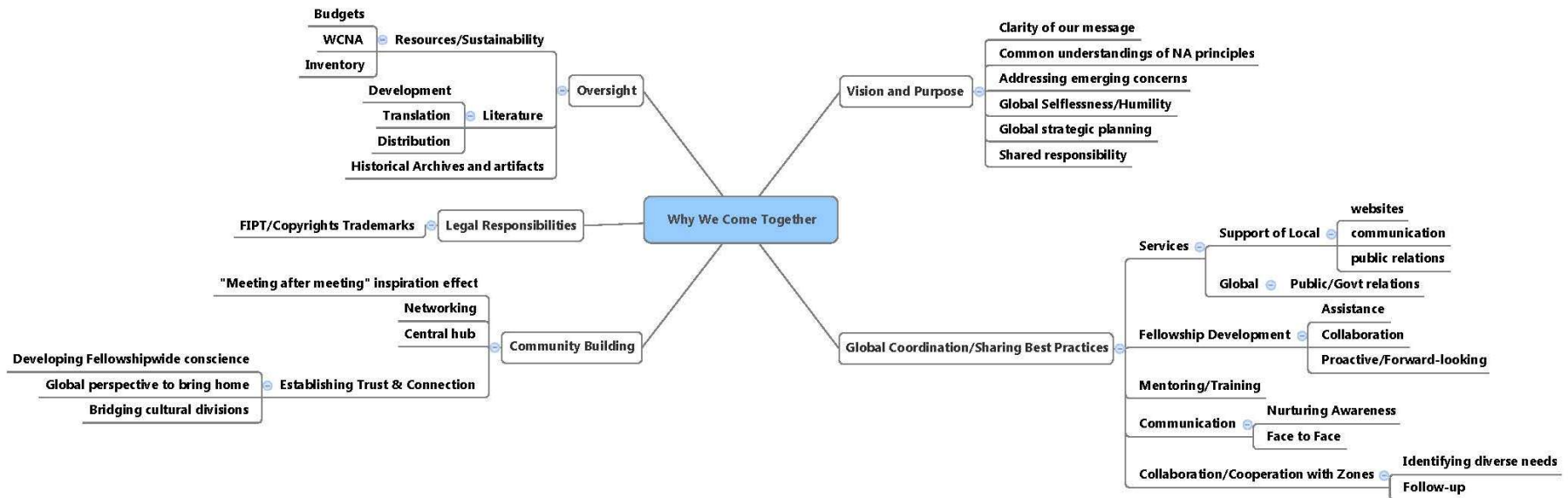
- Better definition of the zonal forum and the selection of the zonal servants; we would like the zones to be the workhorse of the fellowship.
- Build zonal awareness and effectiveness. Some zones may not be ready for zonal representation. We thought we might be able to redraw the zonal lines to better reflect our fellowship diversity.
- An experimental period of two cycles, allowing zones to build a better sense and a common understanding of what zones need to be.
- The zonal structure needs to be similar in purpose and timeframes so that we're all together on the same page as to the Conference cycle. There can be flexibility in service provision as long as the zones are taking care of their needs.
- The strategy should reflect the common needs, but also respect the fact that what is needed in some zones may be different from what is needed in others.
- The philosophy of "one zone helping another" being without parallel. This could be reflected by having members cooperate and travel to share best practices. Having voices between zones can help the transition process to model what is working well in some places. This could develop the unity and trust.

A couple of tables shared that change begins with each of us, and we need to serve as an example of open-mindedness, whether we agreed with the group conscience or not. We need to keep the momentum of what we're doing and not lose steam.

APPENDIX B: PLANNING OUR FUTURE 2: NEEDS OF NA MIND MAP



APPENDIX C: PLANNING OUR FUTURE 3: WHY WE COME TOGETHER MIND MAP



## APPENDIX E: PLANNING OUR FUTURE 5 SMALL GROUP RESULTS

These are the small group results from the final Planning Our Future Session at WSC 2014. After reviewing the collective ideas from the previous Planning Our Future Session where participants were asked to think about options for a future worldwide service body, participants answered the question “How do we get there from here?” in their small groups.

Following are the unedited small group results.

### Sheet 1

#### Challenges

- A lot of info
- Understanding what’s going on
- Fear – closed mind (trapped mind)
- What’s going to happen when the fellowship grows (beyond our wildest dreams)
- Areas that don’t care what is happening outside their group or area
- Not understanding what’s going on here
- Continuity of service

#### Solutions

- Communication strategy to fully inform in a balanced way take leadership whether you agree or not
- Work on the mindset
- Replicate in zones what happens at WSC. Empowering zones – providing this experience locally
- Immersion in the culture of their zone
- Individual mentorship
- Lengthen the terms of service

### Sheet 2

“Rep 5 diff zones” written in top corner

- Collective Responsibility  
(WE) Task Teams  
Delegate, WB develop plan of action
  - Trust, global work
 Redefine Zones
- Sub-groups with the Zones collaborate share issues
- WB tasked with budget
- Strategic planning prior to moving forward with zones  
Assign WB members to each zone
- NAWS & WB come back with framework from these sessions, develop workshops to be locally held. Ownership
- Assign pt. persons to collect and establish a communication stream

### Sheet 3

How to get there?

- Workgroup forms to flesh out zonal recommendations w/ RDs / WB members / zonal reps
- Workgroup formed by former RDs & former WB members to construct new WSC from ground up to bring back to present to WSC w/in 1-2 Conference cycles w/ 2-4 options to move forward
- Each existing zone put together a trans / long term plan

- All grps provided info on current zones best practices & will provide ongoing reports to fellowship on the workgroups progress

#### Sheet 4

##### Where to from here? [7]

- 10 year transition plan – restructure / education -> f'ship. Co-operation = unified approach [co-operation = communication = collaboration]
  - Option: 6 years (planning) – implementation in 8 years
    - Groups direct f'ship
    - Balance worldwide f'ship
    - Increase regions = w/wide balance
    - Forward thinking RE future foothold
  - 3 Conferences to agree and implement changes
    - (Option: 3-5 conf implementation)
    - Including definition of new board (mentoring & advisory)
- Impartial workgroup focused on strategic representation of zonal boundaries -> 2 year process
  - Multicultural representation / strategy reflecting, common need and levels of f'ship development.

[Concerns that FD in zones will suffer]

  - Ask the f'ship what they wish to define the “zones” as... do the groups support this?
  - “HP POWERED”
  - “FELLOWSHIP SUPPORTED”
  - EDUCATION
  - COLLABORATION

#### Sheet 5

1. We need to figure out zones (boundaries)
2. Representation is based on population (subject to increase or decrease)
3. Local fellowship stays informed and involved
4. Zones must be a presence at a local lever (GSR, RCM)
5. Make the zone visible and involved at all levels

#### Sheet 6

##### How do we get “there” from here?

- A. Workshop these same topics in our own regions
- B. Build zonal awareness/effectiveness
- C. Better utilization of technology
- D. Re-draw zonal structure
- E. Gain a full understanding of why this is necessary so that we can paint a clear and convincing picture of the need to those we represent

#### Sheet 7

##### How do we get there?

- Inform Fellowship
  - Report/workshop
- Communication



- Tools / equipment
- Planning strategy
- Training
  - Discussion small group
- Go back to fellowship
  - Workshop over next cycle
- Develop zonal purpose & function
- All get on the same page
  - Universal unity (worldwide)
- Take temperature of the fellowship
- Trust the process
- Develop zonal characteristics
  - Membership / # meeting

### Sheet 8

#### How we get there

- Education
  - Global environment of NA
  - Adherence to the Concepts
- Research best practices
- Discussion, discussion, discussion
- If US would reduce 67 seats, it would dramatically equalize global representation

### Sheets 9/10

#### How?

1. Structure (frame) the skeleton through workgroup. Add details
2. Unity, trust, opemindedness—Communicate—stay positive—small groups reach consensus easier
3. Consisting of functioning zones—mentorship, training, therapeutic value of one “zone” helping another is w/out parallel
4. Transition through current existing zones
5. Need “purpose” of each zone
6. Sending zonal delegate to other zones for experience/training
7. Workshopping at regional level if zonal is not functioning currently
8. Slowly transition—baby steps in reducing #s at Conference while still having zonal representation
9. Start out on equal representation globally
10. Capture momentum, work quickly
  - Regional / zonal subgroups — review / input quickly —ASAP— Return by next WSC w/ more than simple structure
11. Experiment w/ zonal representation, speaking on floor at current WSC (regions still in attendance)
12. Not losing regional identity—
  - Communicating this to fellowship
13. Slow is not always best—gives time to generate fear — we need to jump!

- 14. Zones could restructure themselves in the US based on need. Flexibility
- 15. Planning structure of zones HAVE to be similar but flexible.

### Sheet 11/12

- ✓ Zonal seating / regional voting
  - Use of proxy voting for regions
- No WSC unless fellowship requests it [“← not mentioned” written next to it]
- Use WSO + exec. comm. for oversight
- Satellite branches for lit develop/translation [“← not mentioned” written next to it]
- ✓ Zonal rep — 1 WB per zone
- 2 zonal reps per cont. with WB every 2 yrs
- Zonal meets as needed [“← not mentioned” written next to it]
- ✓ We must redefine zones first
- Use weighted / percentage from regions with regional voice. Zonal rep votes regional desires [“← not mentioned” written next to it]
- Provide representation to all regions during transition [“← not mentioned” written next to it]
- ✓ Transition plan — need global agreement first
- ✓ Present / instruct members on global aspect of NA
- ✓ Workshop zonal representation at local level
- Zone Conference every 2 years with zonal convention
- ✓ At zones, have discussion/workshop for input proposals + every 5 yrs WSC for voting
- Oversight at WSO/WSC [“← not mentioned” written next to it]
  - Deliver services at local levels [“← not mentioned” written next to it]
- ✓ Nothing changes until after 2016
- ✓ Possibly redefine zones
- IDT this topic at local levels [circled and arrows all around it on sheet]

### Sheets 13/14

How do we get there?

- Transition plan — trust — lack of fear
  - Coordination at zone
- Maintain current process while we effort the transition – making room for temporary seats up to 200 while restructuring zones based on need not on miles
- Centralized zonal discussion board – discussion needs to be structured not \*HERKY JERKY
  - 1 rep from each zone caring for the needs of that zone – D-board or webinar
- \* Seat all regions (end moratorium) while transitioning – inviting the unseated regions to participate in the transition
- \*\*\*\* Long (8-10 yr) transition
- Look at ways to handle growth – tailor our process to handle the growth
- Not World Service Conference — World Support Forum
- Zones do the work
- Get a bigger place to meet
- Only handle business at World
- Change the process

- Cannot begin this process without fellowship support
- \*\*\*\* We need to involve groups
- Form a task-oriented zonal workgroup (project plan)
  - 5-10 year workgroup
- Build trust
- Educate members – add to project plan

#### Sheet 15

- Practice at next WSC
- Either do all old business discussion in our already-formed zones or do breakout discussions when we bog down in discussion. We realize the zones may evolve over time.
- Limit the number of times one delegate can speak at new business discussion at this Conference.
- Put out options to the fellowship + return proposals via zones
- NA focused rather than regional focus
  - Open-mindedness
- Need more education on consensus based decision making. The zones that don't have a good understanding could visit others that do.
- Need to hear from region before feeling comfortable moving forward

#### Sheet 16

##### How do we get "there" from "here"

- Take back to fellowship
- Infuse the process with the reality of where we are at
- Prepare zones for new roles
- Bring local voice into this discussions
- Utilize technology to gather fellowship input
- Be sensitive. Meet fellowship where its at. Remain flexible.

#### Sheet 17

##### How Do We Get There?

- Grassroots, Back to Basics, Poof!
- Communicate with all members through videos
- First agree on the destination — common vision
- Tap into our recovery youth
- Share our history — where we've come from
- Inspire unity, Back to Basics
- Each one teach one
- Skype, communication boards, video conf.
- Give regions a voice in how they are grouped

#### Sheet 18

- Put fear + ego aside for new bus. In 2014 (AKA now)
- Define zonal boundaries
- Create a timeline for transition/implementation

- Outline the desired result
- Remain fluid/flexible/not locked in
  - Invest in process not outcome
- Ensure fellowship involvement + approval in process + outcome
- Ensure process is transparent
- Fiscal + legal resp. need to be considered at all times

#### Sheet 19

- Raise awareness of principles involved
  - 12 Concepts for Service
- Spiritually based
  - How does it ensure the “addict who still suffers” has a chair?
- Delegates take resp. for informing their regions of their global responsibility to carry our message of hope
- Empty chair @ all business or conscience gathering sessions in the center (thanks Jimmy of Sweden) to keep our focus
- Allow time needed to bring as many members as possible to the table

#### Sheet 20/21

How do we get there? From here?

- Zonal rep. by approval of reg.
  - In zones that don't want zonal rep., could still have RD rep.
- Experiment w/ zonal seating.
  - Need to experiment before this decision is made
- Slowly!!! Don't respond well to quick change
- Transition plan
- Try it, if it doesn't work, go back
- Process not working. 1 step at a time.
- Picture of end result so we can work towards that — sub-goals to reach goals
- Feel we are being pushed into this
- Define zones & get them in order
- Need a common understanding of what zones are – worldwide understanding
- What about state/nation/province—have we determined this is done?
- We need to communicate (RDs, ADs) with each other between WSCs
- Zones need to identify senes [sp] & come up w/ plan that will work for them
- Needs based
- Allow input from zones & let ind. zonal fellowship to determine
  - Zones need to be autonomous

#### Sheet 22

- Regions decide zonal membership
- \* Take it slow
  - At least 5-10 years
- Stop pushing centralized service system
- \* Cultural change in the way the fellowship views the Conference

- \* Speak to individual MEMBERS

### Sheet 23

How do we get there?

- Formalize US zones
- Parallel models
- Skeletal infrastructure
  - Designed in the CAR 2016
  - Implemented 2018
  - Map out – possibly redraw US zones
- Strong commitment from WSC today, request zones that are ready, making an operating model a reality by 2016
- Zonal workgroups (regions / small groups) assume responsibility for development of zonal framework

### Sheet 24

#13 How do we get there?

- Start developing the zones into decision-making & service providing body
- Collaborate between current zones & assess continental needs
- Considering spiritual & cultural differences how to work together
- Consider redistricting of zones based on population density & language
- Start with regional collaboration
- Be an example of open-minded spirit of unity & participate in the group conscience whether we agree or not
- Workshop these breakout sessions @ region levels to begin an open-minded process
- Take an honest look at needs vs. wants at world level & figure out if we need to divide to 2 [Z?]
- Begin reaching out. Change begins with me

### Sheet 25-33

Preliminary options

- ① Zonal reps – 3 per zone, 3 year cycles, 14 zones
  - Strat plan
  - lit dev– global / indigenous – in the zones
    - fel. approved at conf.
  - Fel. dev. — teams
  - Comm — int/ext
  - Rotates
  - WB + 1 rep each zone
    - Resource / advisory
  - Guardians
- ② Continental reps
  - 7 cont
  - Rest is same
- ③ 4 years—rotates
  - All regions

- Policy / approves lit
  - Conf. of zones — biennial
  - Strat plan development to be implemented by regions
  - 15 zones – 15 WB – 1 / zone, elected by zones — exec staff
- ④ Continental (5) conf.
- 1-2 years
  - World – 5 year cycle
  - Each has own admin board
  - Continental conv.
    - Self-determined — except when WCNA happens
  - WCNA – every five years
  - World dev. strat plan implemented by cont. conf.
- ⑤ Countries or clusters of counties
- Satellite offices
  - Larger board to service zones
  - Zonal del. teams (4-6 members)
  - World meets 2-5 yrs — rotates
  - Discussion / best practices
- ⑥ Regional options
- A part of continental conf. (1x2 yrs)
  - Regions meet at world x 5 years
    - World support forum
- ⑦ Annual meeting of 3-5 reps from zones (zonal board)
- Small group → large group conscience (spiritual)
  - Work period → celebration at WCNA
  - Rotates
  - Technology (wiki)
    - Collaborate spiritually
  - Ideas from everywhere, finalize at conf.
  - Carry spirit to communion and bring back
  - DANCE!
- ⑧ Annual – zonal / continental reps
- Ideas move zone to zone
  - 32 Ds & 32 DSs each
  - Rotate
  - FD & lit dev at zonal level
  - 2 wk conf/conv.
  - Diff. zones:
    - American
    - EDM
    - APF
    - Africa
- ⑨ Country Rep



- Virtual mtgs
- Semi-annually?
- 4 delegates (for now)

### Sheet 34

How do we get there?

- Carry conscience from Conference to our regions
- Have World Board create template / outline that we can communicate at group level
- See where there is working processes (EDM/APF)
- More trust and collaboration
- Good leadership

### Sheet 35

By having forums and getting stronger

How:

By meeting every two months

- 1) Annual meeting at the zonal forum during the WSC and another meeting at the CLANA (Latin American Convention) ①
- 2) Virtual Meetings in total ④
- 3) By meeting in sub-groups with regions are closely located  
For example: Southern Regions (CONOSUR- which means southern cone zone- which is Argentina, Uruguay, Paraguay, Bolivia and Chile) Central America — Brazil ①
- 4) Strengthen legal literature related topics — PR — H&I

### Sheet 36

- If there are changes for the Conference, as it is right now, that it takes place because of unanimity of the RDs and not because of the WB
- The Conference takes place every three years and that the Conference Reports are presented to the Regions on a yearly basis.
- Reduce the number of members in the World Board down to 12.
- WB services terms are reduced to 4 years without the possibility of being re-elected.
- The Conference duration should be reduced to 5 days, and it must have a pre-established procedures guide based on con CBDM
- Any changes in the present system are based in the decisions that were made during the business sessions of the Conference.

### Sheet 37

- By being open minded towards emerging communities
- A regional workshop to inform what has happened here and to provide input that complies with the purposes
- The process should not take place all at once; there is a common ground: we will have to change to zonal representation
- To define what a zone is and what will be the selection criteria of the representative
- Zonal forums should be the work horses of the fellowship



