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WORLD_BOARD@NA.ORG

Greetings from your World Board

As you will discover going through this issue of *NAWS News*, there is a beehive of activity going on. We have attended the Asia Pacific Forum in Byron Bay, Australia, the Worldwide Workshop in Chicago, USA, the European Delegates Meeting in Rimini, Italy, and a number of different zonal forums and *CAR* workshops since our last report to you. Coming up we have a Worldwide Workshop in Sao Paulo, Brazil, the WSC in Woodland Hills, California, and then WCNA29 in Atlanta on the Fourth of July weekend (see calendar, back page). All of these events happen within the next 5 ½ months. You can just imagine the level of logistical support required from the WSO to keep all of the wheels turning!

By now many of you have received and reviewed the *CAR (Conference Agenda Report)* and see some of the changes we have been hinting at for some time. We hope that you find this report to be more user-friendly and less dense than it has been in the past. We pledge to you that this is just a start; it will take a few cycles before we truly reach a discussion-based, sharing conference, that is, the vision that we have created together.

There are a number of exciting things going on that will be previewed to you in this *News*. Much energy and excitement were generated during our two days of strategic planning (see article in this issue). In March we will continue with the next step in developing a strategic plan, as well as receive training in facilitation. We hope to put this training to good use in the upcoming Worldwide Workshops, WSC, and WCNA. Also, in this issue you will find important material about our coffee-table book *Miracles Happen*.

Add to all of this some budget information, a preview of the March *Conference Report*, status reports on some on going projects, and a bit of exciting news about NA literature in Japanese, and you have a thumbnail portrait of this issue of *NAWS News*. We hope that you find it both informative and entertaining.

Japanese IP1 Approved for Production

We accepted the recommendation of the Japanese translation evaluation group, and approved the Japanese version of IP1 for production. This is the first item of literature in Japanese to be approved by us for production and distribution by NA World Services.

A little bit of history might help you appreciate this accomplishment in our joint efforts with the Japanese fellowship:

In 1986 Japan was first seated at the WSC. Afterward, translations were discussed with the Japanese regional representatives. Under a licensing agreement with WSO the Japanese community chose to do their own development, printing, and distribution of translations, resulting in eight pamphlets and the White Booklet. This arrangement stayed in place for over ten years.

Since the late nineties, the Japanese LTC has been following the process for NA literature translations and approval. This includes developing a glossary and creating an IP #1 translation based on these terms, as well as completing a *NAWS* evaluation for conceptual fidelity to our message. This was a lengthy and difficult process involving complex discussions. In March 2000 Japan hosted the Asia Pacific Forum and held the first regional convention of Japan. That year, NA Japan celebrated 20 years in existence. *NAWS* participated in these events and held meetings with the LTC.

Now some of this work has come to fruition with the approval of the Japanese recovery glossary and the publishing of IP #1 by WSO. In the near future we look forward to the publishing of other Ips, followed by the completion of the Japanese Basic Text.



Atlanta Hotels Filling Fast; Over 75% of Members Registering Online

As of this printing, more than 2500 members have registered for WCNA29 in Atlanta, to be held 4–7 July 2002. All of the major host hotels are full except for the Hilton. We will be adding overflow hotels as long as rooms are available. We don't want to alarm you, but we would suggest that you make your arrangements as quickly as possible in order to ensure adequate hotel availability.

While we are not surprised by the large number of early registrants and their enthusiasm for some of the available special activities such as a major league baseball game, jazz breakfast, unity banquet, and concert, we have been impressed with the huge percentage of registrants registering via our site on the Internet (www.na.org). Of the registrations completed to date, over 75 per cent were done on line. This shows us a couple of interesting things: the success of our online system and the very healthy percentage of our fellowship who wish to conduct business in this manner.

We have some new things planned for this convention that we know you'll enjoy, plus lots of recovery-oriented workshops to participate in. No matter how you register—phone, fax, mail, email or online—and no matter how you get there—plane, bus, car, train, walk, or bicycle—we hope to see you all in Atlanta this July to celebrate our recovery and have a good time.

Conference Approval Track Material

Our membership has made it very clear that they felt the *Conference Agenda Report* has historically been very difficult to understand for the typical home group member because it was far too bogged down with complex service issues of little or no interest to that actual home group member.

WSC 2000 adopted a new policy for the approval of service material. This new policy is for those items that are intended primarily for use by service boards or committees. This new conference approval track allows this type of material to be sent directly to conference participants at least 90 days prior to the WSC rather than including it in the *Conference Agenda Report*.

Sent out this year on the conference approval track were a variety of items, including the *Treasurer's Handbook (Revised)*, a two-page summary and minor change to *A Guide to Local Services in Narcotics Anonymous*, the WSC Rules of Order, and a proposed permanent *TWGWS*, *A Guide to World Services in Narcotics Anonymous*.

These items are available to you from two different possible sources. Your RD (regional

delegate) was sent a copy for his or her use, and a package containing all of these items can be ordered from the World Service Office for a cost of \$8, which includes shipping and handling. This package also contains the proposed revised text of *Miracles Happen*, the proposed budget, and project plans for the following projects: *Basic Text Evaluation*; *Historical Data Collection*; *Information Management System*; *Literature Distribution & Convention Workshop*; *Public Relations Roundtables*; *Sponsorship*; *Service Material Evaluation and Development*; *Standards for World Service Communication with the Fellowship*; *World Service Meeting*; and *Worldwide Workshops*.

NAWS Meets with NDCI, NADCP, and DCPO Heads in Washington DC

A very productive meeting took place on 11 December in Washington, DC between NA world services and the heads of the United States National Drug Court Institute, the Drug Control Policy Office of the US Department of Justice, and the National Association of Drug Court Professionals. Representing NAWS was World Board member Jane N, who was accompanied by WSO staff members Bob Stewart and Freddie Aquino. The drug court organizations were represented by Marilyn McCoy-Roberts, Director, DCPO; Karen Freeman-Wilson, Chief Executive Officer, NADCP and West Huddleston, Director, NDCI. Also participating were two representatives from Alcoholics Anonymous' General Service Office.

In our ongoing public relations and marketing strategies, it is meetings such as this one that will assist us in becoming recognized as a legitimate recovery resource to organizations that have a phenomenal access to, and impact on still-suffering addicts.

And Now for the Numbers

The projected budget for the period from 1 July 2002 through 30 June 2004 was just distributed to conference participants along with the conference approval track material. This budget, and the proposed project plans that it contains, will be discussed and finalized at WSC 2002.

When we are projecting outlays of over \$13 million in this two-year budget cycle, it is easy to think that money is not an issue and donations are not important. Nothing could be further from the truth. The requests for services continue to rise, while donations are at their lowest level since 1998. This is almost entirely due to a reduction in regional donations. This reduction is particularly alarming since world services is assuming the expense for delegate travel to the conference for the first time.

The issue of funding services is one that will need to be discussed at the upcoming conference.

One reason that the projected 2002–2004 budget is complicated to review is the occurrence of two world conventions in the upcoming budget cycle. Remembering that our world convention is not a source of revenue for world services helps to keep these very large numbers in context. We will discuss all of this in more detail in the upcoming *Conference Report*.

Miracles Happen, Again?

Conference approval to be sought

Recent inquiries into the availability of *Miracles Happen* and the scarce number of copies left in our warehouse have caused us to reassess the wisdom of letting this item vanish from our inventory. This book is neither recovery material nor service material—it is in a rather unique category.

We are seeking conference approval for a reprinting of a revised *Miracles Happen*, with a disclaimer in the foreword of the book as well as some minor edits in the text. We feel that the disclaimer will address the concerns that some have expressed about the book's unorthodox way of situating our fellowship in a historical context. The disclaimer clearly states that none of the historical information represents an opinion of NA. It is our hope that the disclaimer in the foreword, along with the other edits will make *Miracles Happen* a welcome addition to our NA library. The revised form we are proposing has already been mailed to conference participants.

In the *March Conference Report* there will be a longer discussion of this, but we wanted to let you know as early as possible that this was in the works.

Literature on Website: Update

As we have told you in the past two issues of *NAWS News*, we are preparing to post five IPs #1, #7, #16, #17, #22, and the information booklet *NA: A Resource in Your Community* on our website at www.na.org. This process is moving along (slow though it might be). As we've shared with you before, due to the newness of this endeavor and its broader effect because it will be done in a variety of languages, we have let caution be our guiding principle. The continued delay has been caused only by the crunch on the time of professional staff with the skills necessary to do the actual posting. You will see in the *March Conference Report* what this will actually look like, and it should be up and running shortly before WSC 2002. We appreciate your continued patience.

March Conference Report Preview

We will be reporting to you regarding our activities in this very first two-year cycle. The report will contain a summarized update of all the 2000–2002 board projects, budget information from WCNA28 in Cartagena, current information on our preparation for WSC 2002, and regional reports. The last-minute flurry of pre conference news will fill things out. And, right around the corner from that, will be the World Service Conference in Woodland Hills, California, USA, 28 April–4 May 2002.

Tenth Concept for NA Service

The Executive Committee is in the process of addressing a petition for redress by Mike L surrounding the circumstances of his resignation from the HRP. This process is still in the information-gathering stage. Presently, we intend to provide a status report in the *March Conference Report*.

World Unity Day Telephone Link

We invite you to join us *live* as Narcotics Anonymous celebrates World Unity Day on Saturday, 6 July 2002, in Atlanta, Georgia USA. The call will *tentatively* begin at 7:30 pm Eastern Daylight Time (11:30 pm Greenwich Mean Time, 4:30 pm Pacific Standard Time) with introductions from around the world. Individual members, NA groups, area and regional functions, and institutions can join the celebration of World Unity Day on a two-hour, "listen only" telephone hookup and hear the Unity Day main speaker. In our ongoing effort to fulfill the NA World Services vision, we are offering one free regional hookup to regions outside the US/Canada so that many addicts around the world, *with the desire*, can join together on this day of unity. Within North America there will be a \$50 hookup fee. More information will be available in the April issue of *The NA Way Magazine* and at www.na.org beginning 1 April 2002.



Two-Day Planning Session Illustrates Our Strengths and Focuses on Our Vision

We reported to you in the November *NAWS News* that we planned to bring back Jim DiLizia, the consultant and facilitator we used last year, to work with us on strategic planning and assessment of the structure we have created. The first two days of our January meeting were spent on this, and the results highlight our successes as well as pointing out some areas where we still need some improvement. However, our optimism for the future of NA is stronger than ever before, as we've had the privilege of experiencing service to Narcotics Anonymous worldwide during this past conference cycle.

We cannot stress enough that one of our most important goals as a board is to increase the effectiveness of our dialogue with our fellowship, the members of Narcotics Anonymous. We will never fully establish a legitimate sense of community and partnership without effective communication.

We are very enthusiastic about the strides we have made in this area. We are trusting in the process, and are aggressively pursuing many means of increasing our internal communication to directly reach as many members as possible.

Where we still have to improve is in our ability to "just say no." We take on more work than is possible to accomplish. Our strategy for addressing this shortcoming is very concrete: planning, prioritization, and evaluation!

There is so much legitimate work to be done. Awareness outside of NA of who we are is not nearly broad enough to make us known as a viable form of recovery from drug addiction. Clearly, within the professional community we are not as respected or understood as we should be.

The board, in partnership with the rest of NAWS and the fellowship, looks forward to the WSC just a couple of months down the road where we will be able to discuss these issues and others with you, and to create a vision for the next two-year cycle.

New Staff at NA World Services

We are very pleased to announce the addition of three new staff members as project coordinators. Stephan Lantos, a former staff member and World Board member, has returned to work at the office. Our other two new staff members are Karen Chrapek from California and Travis Kaplow from Wisconsin. Part of what is needed if we are to accomplish our mission of being a consistent, stable resource to a growing worldwide fellowship is trained and competent staff. These three individuals come with outstanding credentials, and will add a substantial amount to our ability to provide the highest levels of service. Please join us in welcoming them!

Doing the Right Thing in Canada

Anthony Edmondson, Executive Director of the WSO, suggested to us that it is an appropriate time to insure that our facility outside of Toronto remains in full compliance with Canadian regulations. Although we have not had any problems thus far with the current arrangement laws and regulations change, and we must change with them. As a result, we have authorized executive management to take whatever steps are necessary to register our corporate name in Canada and to make sure our business operations are in compliance with current Canadian law governing such activities.

Anthony made a trip to Toronto in mid-January to get this process underway, and conduct some other administrative business while there.

ATTENTION DELEGATES: WSC Registration Deadline 15 March 2002

15 March is the deadline for registration and travel arrangements for all funded conference participants!!

If you are a funded participant to WSC 2002, please make sure you have finalized all arrangements by 15 March. This is the first time that we have funded all delegates from seated regions, and we currently have reserved travel for less than one-half of the eligible 99 delegates. If you are a delegate from a seated region and have not made your arrangements, please visit the registration site at www.na.org or contact the WSO. If you are a seated region and do not plan to attend the 2002 World Service Conference, we would appreciate your notifying us of that fact. Together we can make this work!

Submit Your Regional Report

1 March absolute last date for inclusion in March Conference Report!

We need your region's report to the conference at the earliest possible date. We have extended the deadline in order to appeal to all delegates to try to submit their reports by March 1. Even if the date is past for inclusion in the *March Conference Report*, we need to receive it so that it can be copied, etc., and made ready for distribution at the conference.

We suggest that regional reports include basics such as:

- the number of meetings, groups, and H&I panels;
- service activities conducted by the regions and/or areas;
- challenges that the region is facing; and

→ any specific experiences that may benefit another region and/or world services.

We're only too happy to help with the logistics on these reports (copying, distribution) but we can't be of help if you don't get them in to us, so please send your region's report to NAWS without delay! Thanks.

Worldwide Workshop Update

One remaining in this cycle

We held the Worldwide Workshop in Chicago on 1, 2, and 3 February. We put a lot of energy into the planning of this event, and, as expected, there was a robust turnout from the fellowship from all over the Midwest. The workshops and activities were dynamic learning experiences that enabled everyone to gain some new perspectives on some areas of concern to us all.

The location for the final workshop in this cycle is Sao Paulo, Brazil. The dates are 22 through 24 March 2002. We will announce the confirmed information regarding the venue, etc., as it becomes available.

**WCNA 29
ATLANTA, GEORGIA
4-7 JULY 2002**

**Coffee House
Recovery Workshops
Jazz Breakfast
Unity Banquet
Service Delivery Program
Concert
Major League Baseball
Comedy Show
You Go, NA!**



NA Way Editorial Board

We are pleased to announce the confirmation of three new World Pool members to the *NA Way* editorial board. Dana H from Indiana, Sheryl L from Tri State, and Marc S from Ontario who attended their first meeting on 16 February and began their terms on the editorial board. They all brought their ideas and enthusiasm and helped to make this a very productive meeting. Please join us in saying: Welcome aboard!

An Update From The Human Resource Panel

This update was inspired in part by recent communications we, the Human Resource Panel, have had with members. We've heard from two members who were concerned about not progressing on to the next stage of the nomination process and also from a few members who may not be on current NAWS mailing lists. When we responded to these members, we gave them as much information about the nomination process as possible without getting into any of the confidential discussions. We are aware that other members also want to know more about the nomination process, and we want to minimize confusion for everyone, so we've devoted this report to information about our process. It contains the same basic information that we sent in reply to the inquiries we received. As always, we invite your thoughts, comments, and suggestions at any time.

First, we'd like to give you some background information. We reported general information about the nomination process in the August 2001 *Conference Report*. Then, in the October 2001 *NAWS News*, we reported about the initial criteria we use to reduce the total number of potential nominees. A *Temporary Working Guide to Our World Service Structure* is very specific about the maximum number of nominees that can be submitted by the Human Resource Panel to the WSC. It specifies that the HRP will nominate no more than three people for each open position.

When we began the nominating process on 1 September 2001, there were approximately 540 NA members in the World Pool. For WSC 2002, the only initial qualification is a minimum clean time requirement. Of the total number in the pool, 454 members qualified for one or more of the world service positions by virtue of their clean time, and we sent letters to all of these members inquiring about their interest in being considered for a possible nomination. From the 454 letters sent out, a total of 125 members indicated they were interested in being considered for a nomination at WSC 2002, and many of these indicated an interest in more than one

position. This was the first reduction in the number of people to be considered.

The HRP is charged with choosing the best-qualified members available to be nominated for open WSC positions using the data from the World Pool resume on file. So, our challenge was to narrow down the number of candidates from 125 to a workable size for the next stage in the process, which is the interview stage.

As we reported at the World Service Meeting held in Virginia in September 2001, we decided to consider each person's service resume information without the person's name or the name of his or her region attached to it. We felt this "blind" trial assessment approach was our best effort to date to remove personality and geographics from the process. We felt very comfortable about this process, as it allowed us to assess all resumes in an anonymous and equitable manner. We assessed the essential criteria that we could obtain from their current resumes, and we assigned points (i.e., weighting) to each section of the resume information. Each one of us (three reviewers) calculated a total score for each candidate, then we computed an average score. All of those who scored above a certain number (approximately two-thirds of the total possible points) were chosen to continue in the process, and all of those scoring below that number were notified that their name would not continue to be considered for this 2002 election. This is how we made the second reduction in the total number of potential candidates to be considered for the WSC 2002 nominations.

The next step in our process is the telephone interviews of those candidates who made it through the second reduction. We will interview each potential nominee and also interview at least two of the references they listed on their resume. Based on the interviews and further discussions at our March meeting, we will make our final choices for the best-qualified nominees to submit to the World Service Conference. Making these final choices after our March meeting discussions may require us to further reduce the size of the candidate group after we conduct interviews and reference checks. We use a discussion process and evaluate the individuals being considered according to the following circumstances and qualities (from our guidelines): recovery experience, service interest and experience, skills and talents applicable to the position, character, integrity, stability, and history of commitment. Geographical diversity is a factor only if all other considerations are equal. Unanimity of HRP members is required to make an HRP nomination for WSC elections.

If any significant conflicting information is discovered during the interview, it is brought back to the HRP as a whole for discussion and resolution. It is important to emphasize that all HRP discussions

about nominees are strictly confidential and they are not repeated in any setting.

We have also recognized that the World Pool system does have certain inherent limitations, and we believe it is helpful to be aware of them. For example, there are only a limited number of projects and a limited number of elected positions open at any time; therefore, a limited number of project workers and nominees are needed at any given time. Growth of the World Pool will mean that there will be more and more people available for basically the same number of positions and projects. All qualified members simply cannot be selected. Our goal in working with this system is to supply the best-qualified nominees to the WSC and lists of the best-qualified potential project workers to the World Board. As HRP members, we are dedicated to doing all we can to achieve this goal.

We are striving for fairness, integrity, and respect in the nomination process, and we try to stay focused on our objective of nominating the best-qualified members for positions available. We've asked before for input about our guidelines and process, and we continue to welcome all input. If you have specific suggestions on how to improve the current process, please send it to us in writing.

In summary, there is no single reason why a candidate is not chosen to continue in the nomination process. As you may also appreciate, the quality of a resume and the information contained in it are imperative to getting to the interview stage. The importance of this piece of paper is becoming more and more apparent as we gain more experience with the nomination process. Prior to the interview stage of our process, the resume information is all we have to go on, and it has to come alive and speak for the individual. It is for this reason that we ask each pool member to review his or her resume to ensure that it is updated and complete and that the information is pertinent to the position he or she desires to obtain. If you feel that you are qualified and you were not chosen to continue in the nomination process this time, our suggestion is to review your resume. Make sure that all of your answers are complete and well thought out, supplying all of the information requested, and then resubmit the information. This will keep your name in the pool for future elections and World Board projects. We hope the new World Pool information form (to be available soon) will also help extract more quality information in years to come.

Finally, we'd like to state again that all HRP discussions about potential nominees are strictly confidential, and these discussions are not repeated in any setting.

This conference cycle has held many challenges for us so far, but we continue to be grateful for the opportunity to serve the fellowship that we all love.

Calendar

Deadline for submitting regional reports for publication in the March 2002 *Conference Report* (preconference edition): 1 March 2002.

Worldwide workshop in Sao Paulo, Brazil: tentative dates 22-24 March 2002.

Submission date for articles to appear in the July 2002 *NA Way Magazine*, theme "Uncovering the Nature of Anonymity:" Deadline is 1 April 2002. (See details below)

WSC 2002

in Woodland Hills, California, USA,
28 April to 4 May 2002.

WCNA29

in Atlanta, Georgia, USA,
4-7 July 2002.

WCNA30

in San Diego, California, USA,
3-6 July 2003.

July 2002 NA Way

Deadline (manuscripts in to World Service Office):

1 April 2002

Theme: Uncovering the Nature of Anonymity

- What is anonymous? Dictionary definition versus NA's definition.
Does it mean we are a secret organization/society?
- Does it take away our individuality?
- Why is it stated that anonymity is the spiritual foundation of all our traditions?
- Why is it so important to NA?
- Why is it important "at the level of press, radio, and films?"
- What does "principles before personalities" mean to you?
- Does anonymity apply to those members doing service?
- When do we have a choice to be anonymous? And is anonymity a requirement?
- When is anonymity "broken?"
- How can we carry the message, both as individuals and as a fellowship,
and still maintain our anonymity?
- Why do you/we care so much about our identity now that we are in recovery,
while when we were active there was no discretion with our using?

WSO Product Update



Castilian

Twelve Concepts for NA Service

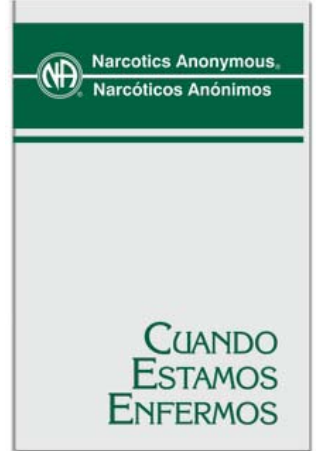
Los Doce conceptos de servicio en NA

Item No. CS-1164 Price US \$1.10

In Times of Illness

Cuando estamos enfermos

Item No. CS-1603 Price US \$0.63



IP No. 25, Self-Support: Principle and Practice

Mantenernos con los propios recursos: principio y práctica

Item No. CS-3125 Price US \$0.26

IP No. 15, Public Information and the NA Member

La información pública y el miembro de NA

Item No. CS-3115 Price US \$0.21

Brazilian

The Twelve Concepts Poster

Item No. BR-9077 Price US \$2.40



Farsi IP No. 19

خویشتن پذیری

Item No. FA-3119 Price US \$0.21

Swedish

It Works: How and Why

*Det Fungerar:
Hur och Varför*

Item No. SW-1140 Price US \$7.70

