

NAWS NEWS

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GREETINGS FROM YOUR WORLD BOARD

Putting together this issue of *NAWS News* has made us realize just how busy we really are in world services right now. There is what feels like an unprecedented amount of work for us to report on—recovery literature, service materials, travel, issue discussion topics, public relations efforts—the list goes on. The convention is right around the corner, the worldwide workshop in Nebraska is coming up in May, and we will be traveling all over—from Quebec to Cairo, Nepal to Nicaragua.

Given all that, it should come as no surprise when we say that our last board meeting was busy, busy. We met 24–27 January 2007 in San Antonio so that we could tour the convention facilities and get a feel for the city before WCNA.

Our first day we didn't get much of a chance to see San Antonio. We were in session from first thing in the morning until far past dinnertime reviewing the Youth IPs and the *PR Handbook* resources, as well as discussing the next steps for consensus-based decision making at the WSC. Thursday we were able to get out of the conference room at last. We began the day with an overview of current fellowship development efforts worldwide as a foundational update for our planning efforts. We followed that with our first discussion this cycle of possible candidates for nominations to the HRP process for World Board positions. In the afternoon, we made a series of decisions about the Basic Text and we discussed a range of topics including the conference participant bulletin board, *Reaching Out*, and the forthcoming two-page World Pool Information Form. After two such intense days we were happy to go for our riverboat tour of San Antonio in the evening and have dinner with city and convention officials.

Friday we met jointly with the HRP, and Jim DeLizia led us through a very productive discussion on leadership. It's gratifying to finally be discussing some concrete actions we can take to further a leadership development system. Saturday was the last day of our meeting, and we spent much of the morning discussing the next steps to take with the Issue Discussion Topics and getting an update on the programming plans for the world convention.

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We had a Tex-Mex lunch with the WCNA local support committee and then spent the rest of the afternoon touring the convention center and facilities. We ended our weekend with a welcome recovery event at a local coffee house. This city will be a great location for the world convention, and we hope to see you all in San Antonio!

What's Ahead:

For our April board meeting, we will be meeting in San Diego, California. We will spend a day discussing the results of our environmental scan and begin to frame the 2008-2010 NAWS Strategic Plan. Those of you who have used the APT may have attended an ASC with a similar focus. The project plans we present at WSC 2008 will evolve from this planning work.



2006-2008 Fellowship Issue Discussions

Building Strong Home Groups *Who Is Missing ...*
Our Service System

Taking the next steps...

The Fellowship Issue Discussions process has taken an important new step in this conference cycle. While in previous years we would workshop the same set of questions for an entire conference cycle and then report on the results in the *CAR* or *Conference Report*, this cycle we are using the results of the discussions thus far to take another step forward. Your energy and input have helped us develop a revised set of Issue Discussion questions that dig deeper into the issues. We are enclosing a short "cheat sheet" for these revised sets of questions. You can find more complete reporting on the revisions in the April *NA Way Magazine* and posted on our website at http://www.na.org/discussion_boards.htm. Please continue to check this section of the website. We will post additional tools to facilitate these discussions, including session profiles to help you conduct your own workshops. Upcoming discussions will reflect the shift in focus.

In addition to revising the questions, we've used your responses to the initial Strong Home Groups questions

to frame a tool that we are enclosing with this issue of *NAWS News*. Again, the forthcoming issue of *The NA Way* has more information on what we've heard about this topic. We also are encouraging you to use the Area Planning Tool as the next set of steps of *Our Service System*. We look forward to hearing about your experiences with the Home Group Worksheet and the Area Planning Tool as well as the new IDT questions.

As a reminder, NAWS workshops in your communities don't just give us a chance to collect your input. They also give you a chance to learn techniques for holding your own workshops. But you don't have to participate in NAWS workshops to hold your own. We strongly encourage groups, areas, and regions to work together and hold workshops on the IDTs to raise awareness, increase fellowship dialog, and collect input. The sessions we develop are meant to make it easier for you to plan, prepare, and facilitate workshops. Background information and tips for holding your own workshops, as well as electronic discussion areas to exchange ideas with members worldwide, can be found online at the discussion board page of our site: http://www.na.org/discussion_boards.htm. If you do hold a local workshop, send us your input on the IDT questions. Also, let us know what worked and didn't work. What more we can do to help you hold successful workshops?

Conference Participant Bulletin Board
http://www.na.org/discussion_boards.htm

The Issue Discussion Topic board may be getting plenty of posts and views, but the traffic on the Conference Participant bulletin board is still low. We have been talking about how to increase interest and participation. Send us your ideas—or better yet, if you're a current or past conference participant, log on and join the conversation.

WHO'S MISSING: YOUTH IPS AND COMMON NEEDS AT WCNA

While discussions about who is missing from our rooms are taking place across the fellowship, world services is taking action to try to help better carry the message to targeted populations.

We are excited to report that the new Youth IPs were released for review and input in early February. These IPs include a new pamphlet titled *By Young Addicts, For Young Addicts* (which would replace the existing *Youth and Recovery* IP) and a piece geared toward the parents of young addicts. In some ways, this second piece may be breaking new ground: in the spirit of carrying the message, trying to help parents understand NA and their children's involvement in it.

There's still plenty of time to submit input for this project before the review period ends on 31 May. You can obtain a review copy and submit input online by visiting our website at <http://www.na.org/conference/youth/>. We know the Youth IP drafts could benefit from a broader range of young people's experiences, as well as input from nonmember parents. We are eager to hear from members about what would help speak to these audiences.

As your board, we had our own challenges in reviewing these pieces. Since the Youth IPs weren't intended to speak to us, we had to focus our conversations on whether or not this material would be helpful to younger members in NA and if it is consistent with NA's principles. We know that these IPs will only benefit from the ideas and experiences of members in our worldwide fellowship, and we appreciate your efforts to input these pieces.

Another thing we are doing to make NA's message more accessible is including some targeted workshops and events in the program for WCNA-32 in San Antonio. Since requests for specific common needs events at WCNA have primarily come from young people and gay and lesbian members, we're planning daily youth and gay/lesbian workshops, as well as a dance for each of these populations. We are also planning women's and men's workshops, as well as workshops on a variety of subjects like aging and illness.

Another population that we do not always reach as well as we would like is Spanish-speaking members. We are planning to try a number of things in San Antonio to address the needs of these members. Our plans include a Spanish speaker meeting and workshop each day as well as a *minimum* of two translated meetings per day. And we always have a meeting room available for language group meetings as requested by the groups themselves. We have made a commitment to the minimum but need to hear from Spanish-

speaking members themselves about their plans to attend and their needs.

We are also planning PR-focused workshops with professionals who affect the lives of addicts. We have much to learn about building cooperative relationships with these professionals and organizations and hope this will be a positive step in that direction. Our initial plans are to have a workshop focused on criminal justice and hopefully one involving the medical community.

These new approaches are a part of our efforts to respond to the fellowshipwide discussions about who is missing from our meetings and how we can better carry NA's message to specific populations. For more information about these discussions, see the Issue Discussion Topics article in the April edition of *The NA Way*. We're looking forward to the convention in San Antonio and to continuing to try new ways of carrying NA's message and welcoming members.

Reaching those who are missing from our meetings is going to take all of our efforts. Creating targeted literature and holding common needs activities at the world convention are only part of the solution. We encourage local communities to continue to examine who is missing from their meetings and how NA's message can be made more accessible to those addicts.



Reaching Out

Reaching Out is the latest of our periodicals scheduled to go electronic. We will begin to post this publication online and distribute it via electronic subscription for those who wish. *Reaching Out* is geared toward

incarcerated addicts as well as H&I committees. We will still provide paper copies (many inmates wouldn't be able to otherwise receive it), but we plan to discontinue free paper subscriptions to *Reaching Out* in the near future except for those distributed to incarcerated addicts and H&I committees. We hope that offering this electronically will actually increase access to this publication and broaden the opportunities for members "inside" to communicate with the bigger NA community.

BASIC TEXT PROJECT

The review period for the Basic Text project ended at the close of February, and there is much to do between now and the release of the final draft in September. The workgroup is busy reading through the fellowship input and making recommendations for revisions to the draft. We look forward to their report and in the meantime are still busy collecting stories to fill the gaps in the text. As we've shared with you before, we see some obvious geographical gaps in the collection, and we are working hard to find pieces that might fill those. We've also talked about including a piece from a member diagnosed with a mental illness who remains on medication. As the input has come in, some of you have shared this concern with us as well.

In addition to that work on the draft, we have spent some time discussing decisions that will need to be made at the conference and how to frame the material in the *Conference Agenda Report*. We want to share our thoughts with you now, as soon as possible, so that you can begin discussing some of these issues in your local regions and areas before turning your attention to the approval draft.

Separate Motion to Replace Stories

One of the possibilities we discussed at our last meeting is including a separate motion in the *Conference Agenda Report* to replace the existing stories with those contained in the approval draft. We think we will offer this as a distinct motion to separate the issues so that it will be easier for RDs and others to workshop the material. If this motion is adopted, then a motion would be offered to approve the remainder of the draft (the preface, introduction, section titles, reflections, and abstracts).

Remove Book One and Book Two Designations

We also made some decisions about a number of the issues we've mentioned over the course of this project. As we report in the cover material for the review draft, we will recommend removing the titles "Book One" and "Book Two" from the text and replacing them with "Our Program" and "Our Members Share," respectively. We haven't heard strong feelings about this recommendation either way since we first mentioned it.

Update Statistical Information Regularly

Another issue that will be addressed through a motion in the *CAR* is the ability to update the statistical information in the preface. As is indicated in the review draft, the numbers of meetings, countries, and so on would be updated regularly with an "as of" date in the footnote.

Quotes from the Basic Text in *JFT*

There are more than a dozen quotations in *Just for Today* that come from the existing personal stories in the Basic Text. We have talked quite a bit in our board meetings about how to best handle this issue. As you may recall, we were confronted with this same circumstance when approving the revised *Sponsorship IP* at WSC 2004. At that time, we recommended replacing the three quotes in question. That solution becomes increasingly impractical and inelegant as we continue to update and revise literature. In fact, replacing the existing *Youth and Recovery IP* will bring up another instance of this same issue. The best recommendation we have is to remove the citation entirely (the citation is the reference under the quotation that tells where it comes from) and to add a footnote at the beginning of *Just for Today* that explains that quotes without a citation refer to literature no longer in print. Because the reference information refers people to the original text if they want to read more, and this will no longer be an option if the text is not in print, this seemed like the most logical approach—and one that would not necessitate purchase of new editions of *JFT* by our members.

Revised Index

The final two items we discussed recommending in the *CAR* were not part of the project plan, nor were they mentioned in the review draft. Nonetheless, we think they will improve the text, and so we will include motions in the *CAR* for the fellowship to consider. Long before this project ever started, people asked for a revised index to the Basic Text, and since the release of the Sixth Edition draft for review, the request has been rekindled, coming up in the input repeatedly. Of course, we would need at the very least to update the existing index if the Sixth Edition gets approved, but we would like to do more than that. The current index is not always as helpful as it could be. In some cases it merely lists a word every time it appears in the text rather than where someone can read about that idea or concept. Other times it doesn't

even do that. We would like to take the opportunity to improve the index and will have a motion making that recommendation.

Copyedits to Chapters 1–10

The final issue we discussed may look scary at first glance. “Copyedit” is a word that can mean a number of different things. In this case, we are recommending two very specific changes that do not affect the content of the text. First, we would like to see the name “N.A.” with periods after the two capital letters replaced by “NA” with no periods. In all other material we publish, including the steps and traditions themselves, we have edited the periods to reflect our use of NA as a name, not just an abbreviation for Narcotics Anonymous, but we have not taken this liberty with the Basic Text because of our history with the text and the strong feelings attached to it. The second item we will be asking to revise is the reference in the footnote to Tradition Eleven that mentions *A Guide to Public Information Newly Revised*. Again, in a different publication we would make such an update silently, but since this is the Basic Text, we feel it is important to fully communicate our ideas and include a motion in the *Conference Agenda Report*.

SERVICE MATERIALS

In addition to all this work on recovery literature, we are also busy drafting new materials that should help in your service efforts. By now you may have seen a copy of the new bulletin (#33): USA Insurance Liability. As with all of the current bulletins, it is available online at <http://www.na.org/bulletins/bulletins-main.htm>. We get so many questions about insurance and liability; we know there is a need for more information. We hope the bulletin helps.

The World Board has always been able to develop and distribute bulletins when questions and requests for guidance from the fellowship make it obvious there is a need. What is new this cycle is the ability to produce service materials on an as-needed basis as well. The last conference passed a motion to “allow the World Board to develop and approve service-related information pamphlets and tools for distribution to the fellowship.” And so we are working on a bunch of pieces—an IP about the benefits of service, a short piece

about group business meetings and another about trusted servant roles, some pieces related to maintaining an atmosphere of recovery, a piece outlining the basics of leadership that we have discussed in the fellowship over the last several years, an IP outlining some of the basics of meetings for those brand-new to NA or visiting for the first time, and a piece explaining world services.

Some of these pieces are closer to being completed than others. Some of them are still in the brainstorming stage, and so it may be that some of the tools or IPs change focus by the time they are completed. We wanted to give you a peek at what we are working on, and of course, we hope you will give us your thoughts on the service materials as they are released and on ideas for new pieces.

Locally Developed Resources

We know that we aren’t the only ones working on tools and texts related to service. Most areas and regions have their own locally developed resources—from convention guidelines to GSR tips to guidelines for sponsoring inmates. We are happy to be able to offer an FTP site where areas and regions can upload these resources, or you can send the files to us and we will upload them for you. The site offers a way for NA communities around the world to share the tools they have developed and to benefit from each other’s work. If you haven’t visited the site, check it out: http://www.na.org/local_resource_area.htm. More than 1,300 files were downloaded in January and more than 1,500 in December. In other words, members are visiting the site and using the resources. If you have locally developed resources you might be able to share, please don’t keep them a secret.

“*Our vision is that one day . . .*

**NA communities worldwide
and NA World Services work together
in a spirit of unity
and cooperation to carry
our message of recovery.”**

Public Relations Handbook Resource Material

We have developed the first twenty-eight pieces of resource material for the *PR Handbook*, and these will be available in March for use by members. You can access

them online at our handbooks page: <http://www.na.org/handbooks/handbook-index.htm>. These initial pieces are resources for Chapters Two, Four, Five, Six, Seven, Nine, and Eleven. And we are not finished yet. We have an additional twenty-one resource materials in development now. We want our members to have these resources as soon as possible to help with effective service provision. You can sign up to receive updates as they are available through our online subscription page: <http://portaltools.na.org/PortalTools/subscriptions/Login.cfm>. To accommodate the ever-expanding PR Handbook, a new version of the handbook with tabs will be available soon in both the US and A-4 versions.

An Overview of the Resources

One of the pieces included in the resource material is "tradition scenarios," which describe relatively common service situations with a series of questions for trusted servants to discuss and to use to reach an understanding of the traditions. We encourage local service committees to use their own service issues with these examples.

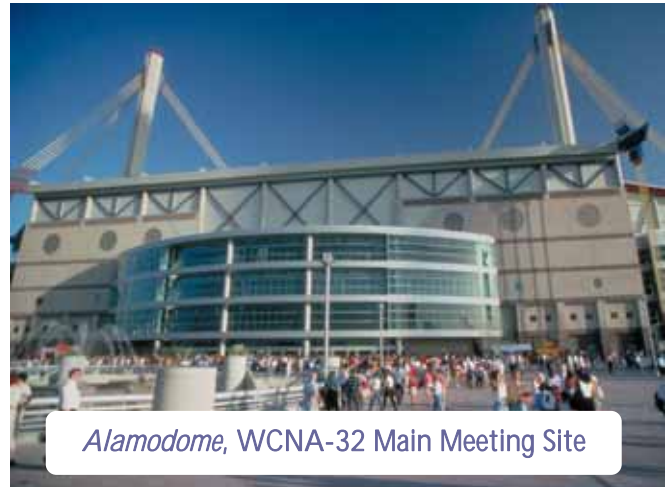
We have developed four Frequently Asked Question documents for different audiences: the media, the general public, criminal justice, and treatment. The questions are those that are most often asked by professionals, and the responses are our best practice answers. We encourage trusted servants who will be putting on presentations to rehearse the FAQs and use their own language, rather than simply reading directly from the answers that we provided.

Additionally, we have created a presentation format, phonline training session profile and flow chart, sample correspondence letters, a professional roundtable format, sample learning day and community day formats, and a newcomer workshop format. We hope that trusted servants use these materials and let us know of their experiences. We truly want to hear from you.

WCNA UPDATE

WCNA-32 is less than six months away, and after holding our last board meeting in San Antonio, we're even more excited now than we were before. Along with the meetings and workshops, we're looking forward to going to the rodeo and riding the

mechanical bull, strolling the Riverwalk, listening to Little Feat in the coffee house, laughing along with George Carlin, and dancing along with Ozomatli at the biggest kick-off festival ever. The Thursday night festival at Sunset Station promises to be a veritable Recoverypalooza of a block party, with meetings, dances, multiple stages, and four bands.



If you haven't registered yet, what are you waiting for? Pre-registration helps you and helps us. The more people who register early, the easier it is for us to plan the convention. At the last convention we had far more onsite registrations than we'd planned for, and that makes it difficult to estimate our needs. Also, if you register early you will get an unprecedented selection of merchandise and you will save \$25 off the onsite registration price. You will also have an opportunity to purchase merchandise Wednesday and part of Thursday before onsite registrants will be given access. So call, or fax, or log on to our website now and register. There are still hotels available; you can find up-to-date information on hotel and event availability as well as entertainment online at <http://www.na.org/WCNA32/index.htm>.

BUSINESS PLAN WORKGROUP

We would like to welcome two new members—Brendon T from Pennsylvania and Daniel S from Germany—to the business plan workgroup and thank Mario T from Australia and Cary S from Illinois for their previous service to this group. This workgroup met recently and had discussions about the ongoing evaluation of our literature distribution system as well as fulfilling the annual

review of pricing on all WSO inventory items. The uniform price increases that were originally scheduled to be in effect by now have been placed on hold until this pricing/distribution evaluation is complete. The group has begun to make recommendations to the board about new nonrecovery literature product ideas and to frame a discussion about donations. They will continue to look at the wide range of business practices at NAWS. They have provided us with a new investment policy and will help us to frame a fellowshipwide discussion about donations throughout NA. Please see the April *NA Way* for a personal reflection about donations. We plan to include much more information about this subject in subsequent issues.

We are planning a Literature Distribution and Convention Workshop for the weekend of 9–10 November 2007 in California. This will allow us to engage our primary customers in a direct discussion about proposals for upcoming changes to item pricing, shipping and handling, product availability, or other issues surrounding literature distribution. More specific information about the workshop will be sent out as soon as it's available.

NAWS Literature Distribution
and Convention Workshop

9–10 November 2007 in Woodland Hills, CA

*If you distribute literature or plan conventions,
we have a workshop just for you!*

Register or download flyer

<http://www.na.org/nawsevents/event-reg.htm>

FELLOWSHIP DEVELOPMENT

Workshops and Trips

US Workshops

We have attended a number of events throughout the United States since our last report. These have included the South Eastern Zonal Forum, the Metro Detroit Regional Convention, the Tri-State Learning Day, and Western Service Learning Days. Some of these workshops included sessions on the cycle's Issue Discussion Topics, while others focused on the *Public Relations Handbook*. Some also committed the time necessary to work through the newly

released Area Planning Tool. It was very exciting to watch as the tool "came to life" for many of the members who participated in these extended workshops. We thank those members for that commitment of time and talent to the effort.

Judging by the number of members who attended those APT workshops, there seems to be a desire to utilize this resource in planning for services. It was especially heartening to see how many members stayed the entire 3–4 hours (with breaks) to work through all seven steps of the tool.

Area Planning Tool Process

- ❶ Gathering information
- ❷ Listing the issues: develop a categorized list to be addressed
- ❸ Developing goals (identify "what," not "how")
- ❹ Prioritizing goals
- ❺ Creating approaches (actions to reach goals)
- ❻ Prioritizing approaches (a second look)
- ❼ Developing an action plan

To start the process off, workshop participants actively engaged in identifying service issues, prioritizing these, and placing issues under broad categories. Not surprisingly, many issues appeared to affect service delivery regardless of where we were workshoping the tool. Members in every workshop identified a lack of human (trusted servant) and financial resources for effective service delivery. Each geographic region had their individual issues such as theft of area convention funds, phonline provider concerns, and efforts to reestablish relationships with facilities that ask NA to leave.

Following the identification and grouping of issues, participants developed goals (the "what") and approaches, which are actions to meet goals (the "how"). This may have been the most challenging step. Generally, participants appeared frustrated at times in their attempts to come up with concrete actions that

would work to achieve the goal. The approaches ranged from the tried and true, such as creating flyers for groups to announce learning days, to interacting with drug court professionals and creating mentoring programs for new or prospective trusted servants. The workshops closed with small groups drafting action plans for the approaches they prioritized. On the whole, the sessions were tiring but rewarding, with participants leaving feeling more confident about trying to use the Area Planning Tool on a local basis.

Members who have no familiarity with the Area Planning Tool can download a copy of this resource online at <http://www.na.org/handbooks/handbook-index.htm>. And for those trusted servants who have used this tool, please let us know your experiences. What were your successes and your challenges? What innovative approaches did you develop to help provide effective services?

Iran

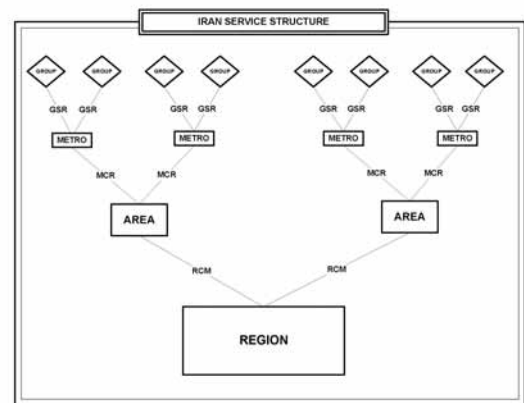
Of course, we have also traveled to a number of places outside of North America. Our most recent visit to Iran was unprecedented in world service history. We conducted over a dozen workshops in seven cities throughout Iran. We were present in the country for the entire month of November and interacted with all ten areas as well as the RSC. In a country with approximately 100,000 NA members where we have a branch office that distributed one quarter of all of the NA Basic Texts that were sold or given away in all of NA last year, this level of time and commitment seemed warranted. And the response was phenomenal!



We shared experience, strength, and hope and received it back in so, so many ways. It was hard for us to imagine that the area workshops had limited attendance to trusted servants only because there was no other way to handle the numbers of interested people. Imagine a service workshop in your community where you have to limit attendance!

This is not a problem that many of us will experience any time soon. But we can hope.

The service structure in Iran includes what is called a "metro," which addresses the needs of the groups. The area addresses the needs of the urban part of the country and is made up of representatives from the metro. Then there is the region. An extra level of service has addressed the needs of groups, cities, and local communities, as well as the country as a whole. They came together as a region and made a decision to create ten areas to serve many, many metros that serve over 5,000 regular meetings and over 2,000 meetings in parks. They believe (we think correctly) that following



the model in *A Guide to Local Services* would ultimately result in a regional split and that that would not serve the overall needs of the country. We do hope to make some changes to *GLS* in the near future as it's not always helpful in its present state. Iran's experience with public relations, literature distribution, unity, and effectively carrying the message seems to show that we can come up with creative ways to meet local needs and still come together as a more diverse group to address other concerns and learn from each other. We can benefit when we find ways of staying together. Our common welfare does come first.

We also held two workshops in cooperation with the Iranian Center for Addiction Studies for medical professionals. We held small group discussions with well oriented local PI members and the doctors about how to better build cooperative relationships. As happens in most places, the response was extremely positive. We believe this response was largely because this format meant we actually asked these professionals who deal with addicts what they thought and listened to their ideas.

We have much to share and much to learn from our fellowship's experience in Iran. And we believe that they will be a major force in passing on what we shared with them—both in their own remarkable community and in many neighboring emerging NA communities. There are no words to express our gratitude for the love, welcome, and enthusiasm we were shown by so many. Rather than trying to express it here, we will continue to try to show it by our actions and activities in this community.

In addition to the general workshops, we held three large workshops and one impromptu women's workshop. There are ongoing challenges that women face in recovery. Most of the "mixed" meetings (what we would think of as normal meetings) have been closed to women due to societal and cultural pressures. The numbers of people just drew too much attention. The region was very supportive of trying to address some of these challenges by planning these workshops, and they were happy to leave the discussions to us! The recovering women of Iran identified their own challenges of learning how to truly support each other rather than always relying on the men. They recognized that their own recovery depends on it, and that the ability of the women addicts in Iran to find recovery rests with them. We do not think this one round of workshops will solve all of the problems, but we were honored to be a part of the beginning efforts to focus attention on this issue, and we look forward to future efforts to assist in any way we can.

We are very proud of the consistent and impressive efforts of our Iranian office. This amazing group of people works tirelessly on our behalf. And the cooperative relationship between them and the Iranian service office and RSC is a lesson in cooperation for us all. They understand their complementary but different roles and truly are working together in partnership. Our love and respect goes out to them all.

India

We facilitated six workshops in the India Region this February and attended the semiannual, three-day regional meeting. We visited an unusually cool Mumbai on India's west coast and did two of the workshops on Unity and Building Strong Home Groups. These were held in a large classroom at a beautiful school within the city. The members in Mumbai enthusiastically embraced the workshop process as they inventoried the principles of unity and discussed strategies for strengthening local home groups. The classroom was equipped with a pro-

jector, DVD player, and sound system, so we were able to begin the unity session by showing photos of our worldwide fellowship from a DVD set to appropriately moving music. This set the tone, lifting our spirits, and was followed by much applause. A delicious lunch and snacks were served throughout the day, allowing for further exchanges of ideas between workshops. And no NA gathering of any kind would be complete in India without chai tea throughout the event.

The India RSC (officially known as SIRSCONA) meets every six months for three days, due to the immense distances the RCMs and other trusted servants must travel to attend. This meeting occurred in the state of Orissa's capital, Bhubaneswar, which lies on India's east coast. Thereafter, we moved an hour south to the town of Konarak for the first Orissa Area Convention of NA.

During planning for the NAWS workshops at OACNA, we considered ways to include members from the India Region in the workshops as a means of training.



We decided to ask four members to cofacilitate the workshops, and each agreed. The convention was held at an amphitheatre with the very close, 700-year-old Konarak Sun Temple adorning the rear of the stage. The workshops and convention meetings were held here, lending an atmosphere of enchantment to each of the convention's events.

The convention was extremely well attended by members from throughout India. The Indians were engaged by the workshop process, making for lively discussions and even some laughs. The three IDTs, as well as the APT, were presented in these workshops. Each of the local cofacilitators was introduced to a different style of information presentation and collection, and each reported back the positive impact the experience provided.

Santo Domingo Area Convention

NA in the Dominican Republic, and the Caribbean as a whole, has a lot of growth potential. They are generally in need of guidance and resources. Some of the most

solid recovery in these communities takes place among members from the lower economic classes. There were close to 400 people at the convention, and many members with between one and three years clean participated in NAWS workshops. In a Seventh Tradition workshop, members warmly embraced the idea that self-support doesn't only mean money. We look forward to seeing how members in this community continue to grow in service.

Argentina Regional Convention

The passion of our Argentinean members is incredible. We held four workshops, and participation ranged from 180 to more than 300—and we're talking about hundreds of energetic and lively members. The travel team also visited the office in Buenos Aires, which serves the Argentina Region's 180 groups and 16 areas. Members of the travel team were asked to speak in workshop panels at the convention, and also had the opportunity to attend a local recovery meeting. One newcomer came to the local meeting sad and confused, and the local members showed him overwhelming support. When the meeting ended, he was excited about recovery and the welcome he'd received to Narcotics Anonymous.



Bolivia

In the final months of 2006, we visited Bolivia to support the local NA community. There was little or no service structure to speak of in Bolivia. We established direct contact with local members and provided them with recovery literature and service materials. Since then, there has been an increased local interest in strengthening NA and better understanding of the principles of recovery and service. The visit seems to have had a positive impact, as some groups have reopened, other new groups have begun, and members held a workshop of their own. The ongoing development of NA in Bolivia may require further visits and support.

Canadian Assembly and Convention

The Canadian Assembly is made up of members from the British Columbia, Al-Sask, Ontario, Le Nordet, and Canada Atlantic regions and the Manitoba Area. Members from the French-speaking Quebec Region also attended this time. Members in Canada demonstrate some impressive commitment to what they are doing, particularly with their fellowship development subcommittee. Huge portions of Canada have dispersed

populations that are crippled by addiction, and trusted servants are working to overcome enormous difficulties to reach underserved addicts in these outlying communities. The Canadian NA community has worked to engage First Nation populations as well. The Canadian Assembly finalized a French translation of their vision statement and a fully bilingual set of guidelines in a wonderful display of unity and cooperation. In the near future, they will begin to undertake the challenges of planning- and consensus-based approaches to service. We look forward to hearing about their successes.

Worldwide Workshop:
11-13 May 2007 in Lincoln, NE



Register or download flyer
<http://www.na.org/nawsevents/event-reg.htm>

Russian Basic Text

In addition to holding workshops, one of the things we are able to do at times when we travel is bring together groups of members who might otherwise not have contact with each other. Over the years we've had a couple of opportunities to bring together Eastern European members, and more specifically, Russian-speaking members. We have encouraged these communities in their discussions about translations, among other things. When we first visited Russia, some communities were using the word "narcoman" to describe people with the disease of addiction, while others were using the word "dependent." After much communication, the Russian-speaking communities were able to come to agreement to use the word "dependent," as they do in some language communities (French, for instance) to better reflect the NA philosophy of focusing on the disease concept. As a consequence of these workshops, as well as consistent and difficult efforts and discussions by the Western Russian region, after several long years the revised Basic Text was approved and finally published in December 2006. Their efforts will benefit Russian-speaking members throughout the world.



NAWS Professional Events

We have participated in four professional events since our last *NAWS News*. In December, we attended the Southeastern Council on Alcohol and Addiction Conference that was held in Atlanta, Georgia. We were supported in this event by trusted servants of the Georgia Region. Many thanks for their efforts.

In the month of December, we also attended and presented at the First International Congress on Addictions, which was held in Mexico City, Mexico. The response from members of this congress was overwhelming. Professionals clamored for our recovery literature and the Centros de Integración Juvenil (100 government-sponsored treatment centers throughout Mexico) has our literature in its libraries. The Mexico Region has followed up with the treatment centers, and NA is truly becoming a community resource for recovery.



As part of NAWS' ongoing efforts with government and community providers, we participated in the January planning partners meeting for Recovery Month, which was held in Washington, DC. The group had a discussion about advocacy and anonymity that prompted the committee chair to ask the NAWS representative to present for fifteen minutes at the March meeting about primary purpose and anonymity.

Our fourth professional event was the American Association of Probation and Parole winter conference that was held in Atlanta, Georgia, in February. This event attracted 1200 professionals, primarily from Georgia.

Cooperative PR Efforts with Regions

Since our last *NAWS News* we have partnered with the San Diego Region and the Pike's Peak Area, located in the Colorado Region.

The Guesthouse Conference was held in San Diego and was aimed toward drug and addiction professionals. The region reported that they received

over fifty direct contacts and will be following up with these professionals. All the areas within the region had members participating in the exhibit booth and interacting with professionals. This direct participation with professionals who can refer addicts to NA seemed to ignite the members involved. They are enthusiastically preparing for their next event in May a conference held by the National Association of Treatment Providers.

The Winter Symposium on Addictive Disorders and Behavioral Health held its conference in Colorado Springs, Colorado. Trusted servants created a survey for attendees. Members reported that they were well received; in fact, the keynote speaker for the conference mentioned that he was pleased to see that NA had a presence. The PI chair mentioned in her report that the conference spurred a lot of PR interest throughout their region!

We anticipate partnering with six regions (both in the US and outside the US) for conferences that are coming up in March, April, and May. From everything we have heard from those who have participated, these interactions seem to generate enthusiasm and excitement among trusted servants; members are able to make direct professional contacts—sharing information about NA, scheduling presentations, and helping professionals locate meetings for their clients.

LEADERSHIP: JOINT WB AND HRP REPORT

Once again, the board and the HRP met at the same time to spend a day focused on leadership. As you probably know, this is an ongoing discussion for us and a conversation we've had with you at the last two conferences, at events, and in our publications. Together, with the help of our consultant Jim DeLizia, we are making progress in outlining some concrete steps to begin implementing a leadership identification strategy both for world services and the fellowship. We, the WB and HRP, report here jointly about where we are in this discussion.

As we have reported separately in the past, and tell you again in this joint report, we are challenged to develop a model for a leadership development system that stretches from the group level to world

services. Ideally, that system would help us match talent to task at all levels of the service structure and best cultivate each of our individual skills and abilities. Imagine a future where all service positions are filled with members who are doing a great job and where every member has had a chance to discover and develop his or her talents.

Of course, we have quite a path to travel if that future is to be realized. When we last met we did, however, begin to flesh out some ideas for how to get there.

The Foundation

The foundation of any effective leadership development system will be a shared understanding of roles, responsibilities, and principles. We have many ideas for how to help lay this foundation, among them an IP or series of pieces on leadership in relation to our spiritual principles; revisions of *A Guide to Local Services* and *A Guide to World Services* to better clarify roles and responsibilities at each level of the service structure; tools for home groups; and orientation and training materials.

Identification

Of course, a good foundation is not enough. We also need to hone the strategies we use to identify potential leaders and find the best members for any given position. We talked about developing templates to use on the local level to describe expectations of trusted servants and what it means to be doing a "good" job, tools that would help identify potential leaders and collect information about interested members. We would like to increase opportunities such as training sessions at zonal forums and world service events where members could learn identification and cultivation of effective leaders. Perhaps eventually we could develop some sort of database that extends beyond the world level to regions and areas, and trusted servants at each level might coordinate leadership development. But all of this would depend on our ability to better evaluate performance, recognize potential that the members themselves may not see, and choose people for positions based on ability or potential ability rather than on personality. This would not serve any of us if it simply replicated the current World Pool.

World Services Nominations and Elections

We already have such a database on a world services level, the World Pool, but it has been of limited value to us. We still have more work to do to improve our nominations process. Most immediately, we hope to continue moving in a cooperative direction so that we can better work together to identify leadership needs and members to best fill leadership positions. We would like to revisit how candidates are evaluated to give greater weight to referrals and observed performance, and we would like to communicate better with the conference.

It is understandable that we typically gain confidence in people from observed performance rather than from a resume in a database. At the WSC, this means that we are reluctant to elect anyone who is not a current or recent delegate or participant. This limits us in many ways and is one of the many conversations that we want to engage in with delegates to plan where we can realistically go from here.

Overseeing a Leadership Identification Strategy

Looking to the less immediate future, the most effective nominating system and the best oversight of a fellowshipwide leadership identification strategy may involve some bigger changes. We talked about several possible models that could be effective for leadership development at the world services level. These ranged from creating a workgroup of the board to expanding the role of the HRP and changing its makeup, perhaps by adding current and/or recently completed board members, to a combination of these options. We are not prepared to offer any of these suggestions as a formal option yet, but plan to continue to explore them all. We believe that first we must create the foundation that we spoke of earlier. At the same time we hope to be fully engaged in a dialog with you about what is possible and realistic in our fellowship as well as what we can address about some of the current world service limitations.

Your Roles as Leaders

That's a lot to absorb, we know. Some of our ideas will be quicker to implement and simply work to extend our best practices so that they are more widespread. Other ideas, such as a database, or sharing information across all levels of service, or options for redesigning the world service leadership

system, represent bigger changes. We are sharing our ideas with you while we are still formulating and refining them so that you can be informed about our thinking as early as possible and so that you can let us know what you think about these possible changes. If you are reading *NAWS News*, you are no doubt a kind of leader in your community. Let us know what you think would best serve your community and beyond.

WSC SEATING

We wrote about this topic in the last *NAWS News*, and we don't have much new to report here, but honestly, we expected to hear more in response to the ideas we reported in our last issue. And so, just to be sure the word is getting out there, we will recap our thinking here.

As many, perhaps most, of you know, the current policy we have in place to guide decisions about seating at the conference didn't really accomplish that task at WSC 2006. That is, the conference made a number of decisions about seating that were contrary to the letter of the policy. We have reported for years now that the seating criteria are inadequate and rigid and do not reflect the original intentions of the policy as outlined in the 2000 *CAR* essay when they were first passed. A paragraph from the 2006 WSC seating report expresses the dilemma well:

The criteria do not allow the workgroup any flexibility or any real evaluative role to look at the needs of the region and the conference. Additionally, despite the desire stated in the essay to stem the growth of US regions, or regions forming from an already existing region (who form for local service needs but could have their voice represented at the conference in a different way) the criteria do not help in this regard.

The conference recognized that while local NA communities may make many different decisions to serve their own needs, the conference can no longer function effectively if small groupings of areas expect that changing their structures to meet local needs means they will also be seated at the WSC. While we support and recognize the right and need of local NA communities to come together in the ways that can

best address local service issues, there are issues that affect us all beyond those needs. When our service structure was created, what we called a region served large geographic areas or entire countries. As the fellowship grew, regions were created for a variety of different reasons. Particularly in the US, being a region meant automatically being seated at the WSC. In our many years of discussions about the conference itself, little has been done to address the other parts of our service structure. *A Guide to Local Services in NA* was developed over a decade ago and it's not always as helpful as it could be. We have not talked about alternatives to regional splits or what different approaches to meeting local service needs might look like. It is time for us to have that conversation, and not only as it affects seating at the conference.

Our present position follows quite naturally from the difficulties outlined in the paragraph quoted above. We are recommending suspending the existing policy and adopting a moratorium on the seating of regions that result from regional splits until 2012. While this may seem a distant date, it would give us only two conference cycles after a decision is made at WSC 2008 to hold these discussions, formulate a plan, and present a proposal for consideration at WSC 2012. This moratorium would allow new regions not resulting from a regional split, which have never been represented in any way at the WSC—those NA communities growing and developing throughout the world—to continue to apply for seating and be considered by the conference. We think this is in keeping with the purpose of the conference to speak for a worldwide fellowship as well as the expressed will of the conference at WSC 2006.

As we already reported, we do not plan to create a seating workgroup this cycle since the recommendations to the conference are made by the board. For the 2008 conference, we will still include information from any region that applies for seating along with our recommendations in the Conference Approval Track material, as we have done in the past. We expect that we would only be recommending seating for those regions that come from new communities not already seated and whose voice is not being heard at the conference. If the proposed moratorium is adopted, we wouldn't publish applications from regions resulting from a regional split for the following two conferences.

We also had a discussion about where to report on this material for the conference, and we finally decided to include the information in the Conference Approval Track. We debated whether to include it in the *CAR* instead because we thought there might be broader interest, but we were hesitant because we thought many groups might find discussing the material and understanding the issues more burdensome than helpful. Nonetheless, if we get a response that indicates the fellowship would like to see this material in the *CAR*, we're not averse to including it there.

We are communicating our intentions early (the last *NAWS News* came out more than a year before the *CAR* and six months before the application deadline) so that we can hear back from you about what you think. As we have raised the topic in our travels we have heard from some of you, and we hope that others of you will write to us and give us your thoughts.

CBDM AT THE WSC

We have a current project plan adopted at WSC 2006 to revise *A Guide to World Services in NA (GWSNA)*. If this revision is to make any progress in reflecting current conference practice and be a helpful resource to conference participants, we believe that it needs to include a real description of the Consensus-Based Decision Making (CBDM) process that we have been developing and using over the past several conferences. Our experience at WSC 2006 was that this process has come of age in many ways. The 2006 conference built on discussions that had been taking place on a variety of different issues during the two years before and created the direction they wished to take in the two years to come. The process was fluid and vital. It showed the creative force and conscience of the collective experience in the room.

What we hope to capture and offer for consideration at WSC 2008 is a written description of that process and experience. What we have come to use at the WSC is not true consensus as practiced by the Quakers and other organizations. It is a consensus-*based* decision-making model. As a worldwide fellowship that meets formally only every two years, we must be able to both make decisions on issues that we have framed, discussed, and worked on for years (typically what we

call "old business") as well as take advantage of the experience and conscience gathered together to shape our direction for the future (typically, this would be "new business").

Using WSC 2006 as an example, for that conference we framed issues and presented them for discussion for some time prior to the WSC itself. Effective communication and active dialog during the two-year cycle began the process of consensus building. This is necessary to have an informed delegate population that can actively participate in building consensus during the conference week. And that is exactly what occurred. In addition to our more traditional sessions on risers, small-group discussions helped the minority voice to be heard. Ideas were put forward and then the conference took them on, listened to ideas and different points of view, and formulated decisions and direction that, in most cases, varied from what was originally offered—and, we think, were improved by that consensus-based decision-making process.

Our challenge is to capture that process in writing and make it real and understandable for conference participants. We think this will also include a simplified form of Robert's Rules for when we come to a point of being ready to make a decision. Our current rules were written for a much different conference process and often seem complicated and intimidating—particularly for new participants. We are also aware that many regions are wrestling with this same issue and that whatever we propose may be adapted for local use. We suspect the process may be somewhat different for service bodies that meet much more frequently than the WSC, but we hope the underlying principles that we outline will be helpful.

So, we plan to focus on CBDM as it applies to the WSC. We would love to hear your ideas about this while we are still in the development stage. We know that this is a high priority for the conference. The conference mandated that we bring a project plan to address this to WSC 2008. We will do that, of course, but we hope that our efforts before that make this project unnecessary in the next conference cycle.

NEW NAWS STAFF

We are happy to report that we have two new staff people at the World Service Office. Cammy Klein is our new receptionist. She is the smiling face who greets you as you walk through the front doors of the office. Nick Elson, our newest writer, some of you may remember as the former UK delegate. While they are both new to our staff, we already can't imagine the office without them. We welcome them both.

HUMAN RESOURCE PANEL

Greetings from your HRP. We are certainly excited to be a part of the leadership development reporting offered earlier in this *NAWS News*. We continue to appreciate the opportunity to participate in these discussions and look forward to the results of these efforts. We do have a few HRP-specific items to report.

As is our policy, we chose a new panel leader for the next two years at our last meeting. We are happy to announce that Greg S is the incoming panel leader. Our outgoing leader, Mindy A, and Greg will be working together to ensure a smooth transition.

We are fast approaching some important deadlines, and many of you can expect to see more from us in your mailboxes very soon. Items of importance include submissions for the RBZ (region, board, and zone) process. You may remember that this process allows the World Board, regions, and zones the opportunity to forward potential candidates to the HRP. To ensure a common understanding of how to utilize this process, we will be sending detailed information and the applicable forms to all those service bodies able to participate.

Additionally, as we last reported, we will be contacting all of those members who have not submitted or updated their World Pool Information Form in the last three years, asking them to update it or they will be removed from consideration in the upcoming WSC 2008 nominations process. The

deadline for these WPIF updates will be 31 August 2007. As you may know, this update process is a requirement outlined in *A Guide to World Services*.

By the way, this 31 August 2007 date is also the deadline for any new submissions to the World Pool to be considered for WSC 2008 nominations.

On another topic, at our last meeting we had the opportunity to further consider those committed motions that dealt with attempting to gather a regional endorsement of all nominees. After thorough consideration, we have decided to request nominees to include as one of their references a current or very recent-past RSC member. In this way, we believe value is added to our process and the spirit of these motions can also be honored.

There are currently 1015 members in the World Pool.

Finally, please be sure to review the NAWS calendar for important nominations and HRP deadlines.

world services calendar and deadlines

1 April 2007	Deadline for requests for WSC seating
26–28 April 2007	Cairo Workshop
11–13 May 2007	Worldwide Workshop—Lincoln, NE
3–5 May 2007	Middle East Workshop
11–13 May 2007	French Workshop
31 May 2007	Youth IPs review deadline for input
29 Aug–2 Sept 2007	WCNA-32, San Antonio, Texas
29 August 2007	Regional motion deadline in <i>CAR</i> -ready form
31 August 2007	Deadline to submit WPIFs and to update any WPIFs (three years or older) to be considered for WSC 2008 HRP nomination
1 September 2007	Approval form of Sixth Edition Basic Text released
31 October 2007	Deadline for region, zone, and WB candidate submissions
9–10 November 2007	Literature and Convention Workshop—Woodland Hills, CA

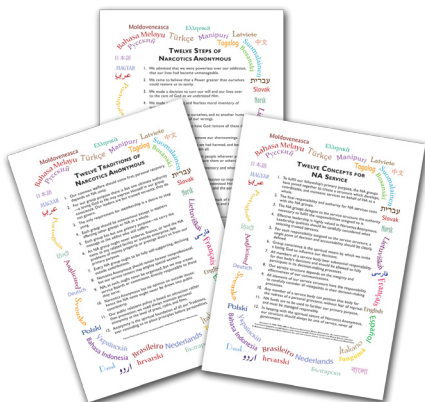
NAWS product update

English

Newly Designed Color Poster Set

The Twelve Steps, Twelve Traditions, and Twelve Concepts are colorfully encircled by thirty-four published NA languages. This set will be updated annually as we add new languages.

Item No. 9080 Price US \$18.00



Afrikaans

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

Wie, Wat, Hoe, en Waarom?

Item No. AF-3101 Price US \$0.21



Arabic

IP No. 14:

One Addict's Experience...

جربة مدمن مع التقبل والإيمان والالتزام

Item No. AR-3114 Price US \$0.21

IP No. 19: *Self-Acceptance*

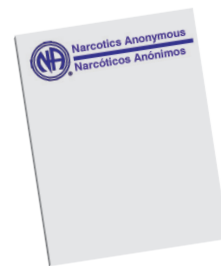
تقبل الذات

Item No. AR-3119 Price US \$0.21

Castilian/Spanish

White Booklet

Revised to include individual recovery experiences written by members of the NA Fellowship in Latin America and Spain.



Narcóticos Anónimos

Item No. CS-1500 Price US \$0.63

Group Treasurer's Workbook

Cuaderno de trabajo del tesorero del grupo

Item No. CS-2110 Price US \$1.80

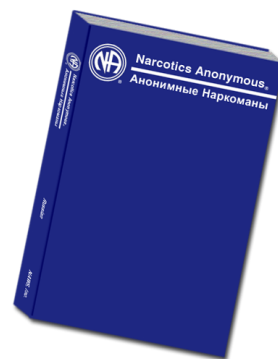


Russian

Basic Text, Revised

Анонимные Наркоманы

Item No. RU-1101 Price US \$9.70



IP No. 13: *Youth and Recovery*

Молодежь и выздоровление

Item No. RU-3113 Price US \$0.21

Slovak

IP No. 12:

The Triangle of Self-Obsession

Trojuholník sebaposednutosti

Item No. SK-3112 Price US \$0.21



Swedish

An Introductory Guide to NA, Revised

En inledande guide till Anonyma Narkomaner, Reviderad

Item No. SW-1200 Price US \$1.70