

Greetings from the Human Resource Panel (HRP) at NA World Services. As we prepare for the start of our 2026 World Service Conference (WSC) nominations process, we have some important information. The process for regions, zonal forums, and the World Board (RBZ) to submit candidates to the HRP for World Service Conference trusted servant positions will begin on 1 October 2024. As we did last cycle, we are asking all candidates for nomination for WSC Cofacilitator, HRP member, or World Board member at WSC 2026 first receive an RBZ recommendation.

There are several ways for regions, zonal forums, and the World Board to know people who may be considered potential candidates. Here are a few examples:

- Your service body may identify someone who has been a trusted servant in the past and exhibits leadership abilities
- Someone from your NA community may approach the body and state that they are interested in gaining an RBZ recommendation from the body
- An individual NA member may suggest that your service body consider another member who they believe to be a viable candidate for HRP consideration

You may recall the May 2024 CP webinar, when we covered Leadership Identification, and the RBZ process. That video is available in the CP Dropbox for your review. In that webinar we identified the RBZ process as a partnership, and each of us with a specific role. The service pamphlet, *Principles and Leadership in NA Service* offers this:

*The qualities of an effective leader are based both on the principles of our program and on the tasks relevant to the specific service position. All of these should be carefully considered when we choose the members who will take on leadership roles in NA service.*

We believe that you, the RBZs, may be best able to assess the candidate's abilities and personal qualities like humility, temperament, patience, open-mindedness, self-awareness, and the skills to work in a team; in other words, *the principles of our program*. As the HRP, we evaluate and interview each candidate, and our primary focus is related to their ability to serve at the world level; or *the tasks relevant to the specific service position*. Your critical evaluation as elected members of your service body to identify each RBZ candidate, based on your experience, is invaluable to our process.

We encourage your committee to discuss and develop a process that works best for you. As a part of this:

- Please consider the individual's abilities and qualities relevant to the position.
- Be sure the member is aware of your recommendation
- Note that this is a recommendation, not a nomination

We have developed a resource packet to assist service bodies in your deliberations and evaluations. It is posted in the HRP section of the World Service Conference webpage, here: <https://na.org/conference/>. Following is a link to the online form for RBZ candidate submissions. Please note that this is to be completed by a member of the service body, not the candidate. Here is that link: [https://naws.formstack.com/forms/2026\\_rbz\\_form](https://naws.formstack.com/forms/2026_rbz_form)

**The DEADLINE for receipt of RBZ candidate submissions is 30 September 2025.**

Thank you for all your service efforts.

In fellowship,  
HRP

The following information is extracted from *A Guide to World Services in NA*, available here [www.na.org/handbooks](http://www.na.org/handbooks)

### **World Board Member:**

- Ten years continuous clean time.

In addition to the qualities expressed in Concept Four such as humility, integrity, trustworthiness, and strong commitment to open communication, the following qualifications for nomination and election to the World Board are written to express the variety of skills and experience necessary to the board's optimum operation. A single individual may not have all of the qualifications listed below. These qualifications should not be viewed as a list of absolute requirements, but rather as an expression of the qualities and experience that will help the board to best serve our fellowship:

- History of both completing work independently and working well within a group.
- Familiarity with and commitment to the World Service Conference vision of a global fellowship demonstrated through world service or personal life experience.
- Familiarity with the Narcotics Anonymous service structure.
- Administrative skills.
- Experience with plan development and financial forecasting.
- Organizational and communication skills.
- Ability to donate sufficient time to attend meetings, travel, and to fulfill the additional commitments of board membership.
- A working knowledge of the Twelve Steps, Twelve Traditions, and Twelve Concepts of Narcotics Anonymous.

### **Human Resource Panel Member:**

- Eight years continuous clean time.

*Membership requirements:* As well as holding no other world service commitments by the time they assume their duties on the Human Resource Panel, all prospective Human Resource Panel members should demonstrate the following:

- Ability to protect confidential information held in the World Pool and revealed during the Human Resource Panel nominations process.
- History of both completing work independently and working well within a group.
- Familiarity with the Narcotics Anonymous service structure.

- Organizational and communication skills.
- Ability to donate sufficient time to attend meetings and to fulfill the additional commitments of Human Resource Panel membership.
- A working knowledge of the Twelve Steps, Traditions, and Concepts.

**WSC Cofacilitator:**

- Eight years continuous clean time.

The qualifications for the WSC Cofacilitator are:

- A demonstrated ability to preside over business meetings.
- A working knowledge of WSC policies and procedures.
- A working knowledge of *Robert's Rules of Order* and general parliamentary procedure.
- Demonstrated organizational skills.
- Holding no other world service positions or responsibilities at the time of assuming the Cofacilitator's duties.
- A working knowledge of the Twelve Steps, Twelve Traditions, and Twelve Concepts of Narcotics Anonymous.

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The following pages provide a tool to help service bodies (RBZs) better understand the RBZ recommendation process. We also offer a list of questions we encourage RBZs to ask candidates as a part of your leadership identification efforts.

# The RBZ Process

## Start Here

### **RBZs consider candidates for recommendation**

We encourage RBZs to identify candidates and consider the leadership qualities described in our Fourth Concept to identify potential trusted servants. (click [here](#) for *Twelve Concepts*)

Trust  
Humility  
Integrity  
Honesty  
Courage  
Open-mindedness  
Willingness



RBZs may also respond to requests to be considered for an RBZ recommendation from members of their community.



We suggest using “RBZ Questions” on the last page of this document as a foundation when considering a candidate. The questions are offered in support of your decision-making process, there is no need to send question responses to the HRP.



We encourage RBZs to use all of this information, *A Guide to World Services in NA*, the Fourth Concept, and a candidate's responses to the questions, to evaluate a candidate's qualifications, then consider if the body supports a recommendation.



## Submissions Open October 2024–September 2025

### **RBZs submit candidates to the HRP**

Submissions are made via our online form, provided to each Conference participant.



Once they receive the submissions, the HRP contacts the candidate directly to begin collecting information that supports the HRP nomination process.



# RBZ Questions



**We suggest using the following questions when interviewing or considering an RBZ candidate. (Candidate responses are intended to help your service body in their deliberation process, no need to forward responses to the HRP.) Feel free to add, edit, or remove any questions as your committee deems helpful to your process.**

- How have you shown consistency and follow-through in service?
- What challenges do you have when functioning as a part of a team?
- What do you do to prepare for a service meeting?
- What do you know about the position you are interested in?
- What experience or knowledge do you have regarding NA World Services?
- Why should we recommend you for this role?