**Fellowship Development –   
It’s not just something that happens “somewhere else”**

**Goal:** Leave inspired to try new things

**Format:** Warm-up exercise, followed by video of APF women’s FD, PPT from rural US RD, then small group discussion/brainstorm, and a final inspirational audio clip

**Facilitators:** *At least two. There is some preparation required for this workshop; make time to meet beforehand and make sure you have the supplies and links you need. Review the script together.*

**FD examples**: video on APF women’s FD; PPT on US FD; closing audio

**Materials (Workshop resources are posted here** [**na.org/idt**](https://na.org/idt/)**.)**

[Facilitator’s Instructions](https://na.org/wp-content/uploads/2024/06/Facilitators_23-26.pdf) (table tent or small table stand)

[Groundrules](https://na.org/wp-content/uploads/2024/07/Groundrules_23-26.pdf)/[Brainstorming](https://na.org/wp-content/uploads/2024/06/Brainstorming_23-26.pdf) Guidelines

11” x 17” note sheet with discussion questions and examples of different types of FD (1 per table)

Large Post-It note with soup pot drawn on it and “Our Message” stone stuck on it

Soup ingredients:

* Cardboard vegetables etc. (including a Third Tradition onion and gratitude herbs) in one envelope for each table
* Blank card stock in bright colors
* Colored pens
* Scissors
* Tape/glue sticks

**Introduction 5 minutes**

[Facilitators introduce themselves.]

There’s always more work to do in NA to grow our communities and reach places and people. This workshop is an opportunity to think about what more we can be doing locally to grow our Fellowship and carry the message. This workshop was originally created for the Power of Loving Service track at the 2024 World Convention and has been adapted for wider use. It’s a fun way to get us all onto the same page as we begin thinking about planning and Fellowship development.

**Slide:** What is FD?

What is Fellowship Development? In its most basic form it’s about our Twelfth Step and the simple principle that if we try to help someone else attain the freedom we have found, we will be able to stay clean ourselves.

One of our oldest pieces of literature, IP #5 *Another Look*, talks about “Creative Action.” This principle, when combined with the goal of “Freedom,” and guided by “Goodwill,” is the force that has moved us to help NA to become established, grow, and bear fruit all over the world. *Guiding Principles* tells us that “When we are engaged in creative action of the spirit, whether in our personal lives or in our service work, we may be surprised by the solutions that present themselves.” Fellowship Development is creative action in service to grow Narcotics Anonymous: How best can we carry the message, build our NA community, and help establish services to support those efforts?

Part of the challenge with a workshop like this is that Fellowship development can mean so many different things. Access to meetings and the experience of our members varies widely from one community to another. FD could be about bringing NA to the next town or county, or to a community in our home city that doesn’t know about or understand NA. It could involve making literature available in other languages, or overcoming cultural barriers and legal obstacles. Or it could be about starting a brand-new NA community in a country where it has never existed before. With such diversity of objectives, how can we have a conversation about FD that will help us to take action?

The best way we know is to do what we all do in recovery meetings every day: Listen to the experience of others, and talk about the principles of the NA program. With that in mind, we want to share some experiences from other places, offer some resources, and work together to generate ideas for Fellowship development work that make sense in our local community.

**Slide:** FD Resources page on na.org

There are many tools and lots of information available on the new FD Resources page at <na.org/fdresources> (<https://na.org/fellowship-development-resources>), including maps, PowerPoints, and much more.

We have a quick pop quiz for you:

**Slide:** Question 1

1. Which country has the most NA meetings in the world?

[Take a selection of answers from the floor, without letting it go on too long. If someone gives the correct answer quickly, ask how many other people in the room knew that. The answer is Iran, with 23,734 at last count.]

**Slide:** Question 2

1. Outside of Iran, what region has the most NA meetings?

[Again, take some answers from the floor, and offer comments accordingly. The answer is the UK, with 1342. Suggest that the growth in the region is at least partially due to long-term and consistent service efforts focused on helping NA to grow.]

Success in any NA community means more addicts finding what we have. Information is a key part of determining where to focus our efforts, and where to use our limited resources.

Often simple questions, such as “Who’s missing from our meetings” and “Where are NA meetings missing?” are where we start.

**Stone Soup Group Project 10 minutes**

**[Anywhere from one to three people can tell this story. Storytellers are marked as A, B, and C.]**

**Slide:** Soup pot

We want to begin with a creative exercise focused on FD principles. We’re going to share a fable called “Stone Soup”, which goes like this…

A: An NA member arrived in a new town and decided to attend an NA meeting that weekend. When they got there, they found the group members downcast and unhappy.

B: “What’s wrong?”

C: “We don’t have any newcomers, and we’ve all heard each other’s stories so many times we’re bored. We’re hungry for something different.”

B: “Well, if you’re hungry, we should make something to eat! How about some soup? Does anyone have a cooking pot?”

C: “Here’s an old pot. I’ll fill it with water. What shall we make the soup with?”

**Slide:** Soup pot with Our Message stone

B: “Well, I have this,” [pull an “Our Message” stone from your pocket.]

C: “Put it in the pot. I’ll turn on the stove.”

B: “Hmmm. This is good soup, but it would be even better if it had a little more flavor.”

C: “Well, I have a “Third Tradition” onion and some “gratitude” herbs from my garden.”

**Slide:** Soup pot with Our Message stone plus Third Tradition onion and Gratitude herbs

A: Soon, all the members in the room added a little something spiritual to the pot, and the room was filled with the smell of delicious soup. It smelled so good that a hungry newcomer was attracted to the meeting. The members welcomed them and made sure they got fed.

B: The moral of the story is that if we work together, we can feed ourselves as well as feeding others. We have all that we need to carry our message, which is what Fellowship Development is all about.

C: Now I’d like to invite everyone to make their own FD soup. Please uncover the Post-It note and open the envelope on your tables.

[Briefly review the contents]

**Slide:** What ingredients do we need to make FD soup?

Ask yourself: What ingredients do we need to make FD soup? These might be assets like passion and humor; or principles like love and willingness; or resources like talent, money, and experience; or practical ideas like outreach and planning. There are no wrong answers – whatever you think we need can be added to the “Our Message” stone in your bowls. This is where the creative action comes in.

Write your ideas on the vegetables, or cut out your own shapes, and place them in the bowls with the stone.

We have about five minutes before we share a video from the Asia Pacific Forum, but you’re welcome to keep adding to your soup while the video is showing.

[After about 5 minutes bring everyone back together and invite one or two of the tables to share their soup.]

[Facilitators send pictures of the soups using [the upload form](https://form.jotform.com/nawsdigital/please-share-your-na-event-photos) on na.org/wcna.]

**FD Examples 20 minutes**

Next we are going to hear about FD efforts in a couple of different places.

First we have a video from Divya and Pooja, chair and former chair of the Women’s FD workgroup in the Asia Pacific Forum, who have been instrumental in the Women’s FD efforts there. You may know the APF consists of about 34 very different NA communities ranging from New Zealand to Nepal. If we think about those two questions—who is missing and where is NA missing—the APF saw a need to do direct outreach efforts to reach more women in some of their member communities.

**Slide:** Embedded video share on Women’s Fellowship Development slide

FD efforts in several US states address the question “where is NA missing.” Sometimes those of us who are recovering in established NA communities can fall into the trap of thinking we have no more work to do for FD, but in many, many places NA is concentrated in urban centers and sparse once you get outside of the cities.

These US initiatives really began with a look at Where NA Is Not in their communities. Mapping meetings in the region can give trusted servants an idea of where efforts need to be concentrated to grow NA.

**Slide:** OK Region Map

This map shows current Narcotics Anonymous meetings and locations in the OK Region, which covers the state of Oklahoma. The map is based on current meeting information in a region that uses something called the BMLT, or Basic Meeting Locator Tool, to list meetings. The map was generated with a tool called the Service Delivery Locator Engine which can be found at sdle.org. It is a great tool for learning where meetings are and where they are not! It looks like there are plenty of meetings, right?

**Slide:** Zoom in map of OK Region

**But when you zoom in** it becomes obvious that while the major cities have an abundance of options, other parts of the region don't have easy access to Narcotics Anonymous. This map, for example, shows the northwest quadrant of the OK Region, an area of approximately 100 by 150 miles (15,000 square miles). The 50+ communities located here, averaging about 1,200 residents, are served by only three NA meetings.

**Slide:** A Regional Inventory, Long-Term Goal & In-Person Efforts

And so, during a regional inventory the OK Region identified the need to develop more in-person meetings in these rural communities. They set the long-term goal of establishing at least one Narcotics Anonymous meeting accessible to every county in the region.

A workgroup was formed, and they added the focus of trying to better serve existing isolated groups and underserved NA communities as well. They know this will take commitment, many members to be of service, and a lot of time— “progress will come slowly over a period of time”—but they are in it for the long haul.

To bridge the gap, and for the near term, they plan to have a regional presence and a meeting in every county by starting a virtual meeting, not only to carry the message, but also to have a sort of “secondary purpose" of supporting and nurturing their target communities. They are very close to launching their virtual meeting.

Part of the format for the meeting will include an explanation that Trusted Servants will remain online for a period of time after the meeting closes, to answer questions and to be of service and support to individuals who are members of, or wish to start a meeting or group within more rural, isolated, and underserved communities. As meetings start, they plan to support them with in person attendance. They intend to build a large volunteer bank to do that.

In the meantime, trusted servants are working to coordinate with area subcommittees. Literature racks and information pamphlets are being supplied and restocked at all pardon and parole offices in the region. Members are actively supporting more isolated communities. Four of the workgroup members live in small communities and are working to keep local meetings going and expand to nearby communities.

One of the bilingual workgroup members is starting what looks like the first sustainable Spanish-speaking group in Oklahoma City. They have been meeting four times a week. A great example of FD to an underserved community.

It’s a big task, but they are excited to be undertaking it.

Personal connections are key to the effort. When isolated members are supported and feel part of a larger community they are able to carry the message to others. The virtual meeting OK is starting will help forge those connections.

**Slide:** Montana Rural Recovery Group

Another example of an FD effort to reach rural and isolated NA addicts is the Montana Rural Recovery Group. The group got its start as an outreach project of the Montana Region.

Montana is one of the least densely populated states in the US, and the outreach project was focused on how to reach addicts throughout the state.

**Slide:** Montana ROOMP—Slow progress

It was slow going. The project began in 2010, and it wasn’t until 2019 that the first online rural outreach meeting happened. But because of the service and research the project had done, when the in-person meetings closed during COVID, they were ready to launch. In mid-March 2020, they started two meetings each day, and within two weeks, there were 17 online meetings. Each meeting had a host, they had training for all meetings, and the meetings started facilitating temporary sponsorship.

**Slide:** Montana ROOMP--Projects

It’s more than a meeting. They have projects including events. It can be difficult for rural addicts to be compliant when court-ordered to NA if there are no meetings nearby, so they offer attendance verification for addicts at the virtual meeting. They have gotten Basic Texts into 115 libraries across the state. They have an informational email address [welcome@namontana.org](mailto:welcome@namontana.org).

**Slide: Isolated addicts…**

The group has reached members in 17 countries, and a number of institutions throughout Montana. International speakers have shared at the group.

But the strength of the group is that it feels like home to the members—it has a laid-back and easygoing atmosphere of recovery. It connects rural addicts with each other and makes it easy for them to identify while also better connecting them with the wide world of NA.

**Small Group Discussion 35 minutes**

**Slide:** Discussion time!

That’s a wide a range of FD projects and it’s really just the tip of the iceberg. Now we are going to ask you all to discuss a couple of questions about FD in your communities. Each table will need to select a facilitator to help keep the conversation moving and on topic, and a note-taker to record the main points of the discussion.

[Briefly review the Facilitator’s Instructions, Brainstorming Guidelines, and Groundrules with the room, let them know how much time they have, and that you will collect the notes sheets at the end of the session.]

**Slide**: Discussion questions

1. Thinking of all the examples of the ways that Fellowship development can happen, what’s the biggest challenge where you live?
2. What’s one thing you’ve done, or could do, to help overcome those challenges?

**Large Group Sharing 10 minutes**

**Slide:** “What is one thing you heard in your small group that inspired you the most?”

[Bring attention back to the group as a whole. Spend a few minutes hearing one point each from a few people by asking “What is one thing you heard in your small group that inspired you the most?”]

**Closing 10 minutes**

**Slide**: EDM map

To finish this workshop, we’re going to listen to someone from the European Delegates Meeting (EDM), which is the zonal forum that consists of Europe and some of its neighboring countries. Ayman, the former EDM FD team leader, will share their experience about how to get a service body motivated and organized to do FD work.

[click audio icon]

**Slide**: thank you

Thank you everyone. We hope that today’s soup is the beginning of many tasty projects as we think about how to nourish the growth of NA around the world and in our community. We’re looking forward to seeing what gets cooked up!

Send photos of soup bowls, notes sheets, and large Post-Its using the “[Share Your Photos](https://form.jotform.com/nawsdigital/please-share-your-na-event-photos)” link on na.org/wcna.

*[pray out]*