

INTERIM WORLD SERVICE CONFERENCE (WSC)

This groundbreaking Interim World Service Conference was the first...

- intentionally virtual Interim WSC meeting.
- WSC meeting to review an interim strategic plan draft.
- WSC meeting with a majority of seated participants from outside the US (although five non-US participants were not present).

Conference participants from 44 countries were able to gather virtually, conduct business, and review together a draft of a strategic plan.

Hundreds of members listened to the proceedings, which were audio streamed in English, Portuguese, Spanish, and Russian.

The iWSC met on a tight schedule with two main objectives: one, to address legally necessary business and some processes for WSC 2026, and two, to continue the planning process that has been the hallmark of this cycle. We have posted [the Summary of Decisions and a draft Guide to World Services in NA](#) with the changes that resulted from the iWSC decisions, including dates and deadlines on an easy-to-read timeline.

Timeline to get stuff done for 2023–2026 conference cycle



There's a lot more "homework" to keep up with throughout the conference cycle, plus ongoing communication with local communities about the work as it develops. Conference participants (CPs) are rising to the challenge of the active and creative roles a collaborative WSC asks of them. With bimonthly CP web meetings and a collaborative planning process, the demands on these trusted servants are greater than they used to be.



We are grateful for those who get up early or stay up late to participate. When conference participants from distant parts of the world are in direct communication with each other, everyone learns and NA as a whole experiences the benefit.

There were some technology challenges, too. Thanks to everyone who was so patient through that long beginning. Despite the delay, we were able to get all of our work done in the time allotted. We are learning more and more about how to make virtual meetings work for the WSC and the result is increased collaboration, increased unity, and increased effectiveness—we are getting to work together more often, more creatively, and more inclusively. Every time we meet, we get ideas for how we might do it better next time.

There were twelve motions (and a number of amendments) addressed in the business sessions; the planning sessions allowed all conference participants to work together to set priorities and consider solutions to the challenges facing Narcotics Anonymous as a whole. We want to talk through a few decisions the iWSC made.

Planning

In two sessions, 20 small groups reviewed the draft strategic plan objectives and issues posted in the [February 2025 Planning Report](#). Through this collaborative process, we are more able to hear the brilliance of the Fellowship come through our group conscience; we are able to think together, rather than simply to debate; and we are able to bring the needs and ideas of NA communities around the world into a creative, real-time process to address our priorities together.

The plan will be revised based on notes from these sessions. Conference participants will next collect and sort ideas for the CAR survey, and we will gather CPs' ideas for solutions to the prioritized issues. At the August CP meeting we will again work in small groups—two sessions of two hours each—to review the draft solutions to these prioritized issues.

For decades, World Services has used a strategic plan to guide our work, and we've tried for years to find a process

that will allow NA communities to co-create that plan. At last, a vision of our future is coming into focus as we streamline our business sessions and invest more time and energy into discussing our priorities, objectives, and solutions. A consensus-based conference isn't just different in *how* we make decisions; we are shifting our collective focus toward creating and determining the questions our decisions answer. The dynamic of our work together is changing.

Decisions

The decisions made at the iWSC would ordinarily have been considered CAT business, addressing legally necessary issues within the three-year cycle or related to the operation of the 2026 WSC; matters that require full Fellowship review are still planned for the CAR, which has longer time frames and more translations.

Streamlining Decision-Making, Expanding the CAR Survey

A number of the iWSC decisions will streamline the way we make decisions at the conference. For the full record, please see the [Summary of Decisions](#). Together, they allow conference participants to direct more attention to the creative action of collaborative planning.

We have spent this cycle building a new collaborative planning process, in which conference participants can be heard earlier and more constructively, rather than only at the moment of final decision. We are adapting the process as we gain experience and have had fabulous participation by conference participants since WSC 2023, including zonal workshops and the Interim WSC. This new planning process builds on methods we have used in the past, such as the CAR Survey.

The Interim WSC had consensus to open and expand the CAR Survey process this cycle. This is a one-cycle experiment. CPs will work together to create the CAR Survey itself, which will contain all of the ideas for specific pieces of literature, service material, and Issue Discussion Topics to be considered by the WSC. (If you want a deep dive into the project plan process, see the [Project Process and Status](#) document posted on the conference page.)

Idea submissions for the CAR Survey have always been open to any member or service body, but that fact has not been well-known. We have created a form to collect ideas for possible inclusion in the 2026 CAR Survey. Historically, ideas in the CAR Survey have been placed into several different categories: Recovery Literature (both new literature and revisions to existing literature), Service Material (both new and revisions), and Issue Discussion Topics.

Any member or service body can forward ideas for consideration for new or revised recovery literature, service material, or Issue Discussion Topics. Use [this link](#) to add your idea to the 2026 CAR Survey. You can submit more than once, but please limit each submission to one idea. The deadline for this input is 20 May 2025.



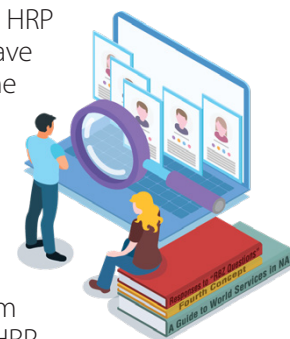
Once we have a list of ideas from members, service bodies, and conference participants, the World Board will combine, sort, and send them to conference participants to consider what will be included in the 2026 CAR Survey.

Ultimately, conference participants will determine which items will appear on the 2026 CAR Survey. Not every idea submitted will wind up in the final draft survey, but don't let that hold you back from sharing your ideas.

Responses to the 2026 CAR Survey will help frame our attention and the projects for the 2026–2029 conference cycle.

Updating Nominations, Making It Easier to Get Involved

The process by which candidates have been identified, recommended, and nominated has actually been relatively consistent for a long time. Since the start of the “RBZ process” in 2006 (by which regions, zones, or the board forward candidates to the Human Resource Panel for consideration), over 95 percent of elected World Board members have had at least one RBZ recommendation. If we include HRP and WSC Cofacilitators, 73 percent have had an RBZ nomination. Within that time frame, no direct nominations on the floor of the conference have resulted in WSC election. Motions passed at the Interim WSC effectively ratified nomination processes that have already been in place, ensuring that candidates have a recommendation from a service body to be considered by the HRP.



In this conference cycle, a [focus group volunteer form](#) has enabled members from around the world to express interest in particular projects. Members who responded using that form were invited to participate in projects including the revision of IP #21 and *H&I Basics*, the drafting of *Virtual Service Basics*, and even the website renovation. The members who responded to the form were invited to participate in surveys and focus groups to make our work as inclusive—and effective—as it can be. Today we are able to cast a wider net, to pinpoint interests and experience, and to include many more members in our work than when we created the World Pool. The World Pool never really worked as envisioned, and the focus group volunteer form reflects improvements in technology and our communication that allow us to draw directly and widely from the Fellowship for the experience and enthusiasm projects require.

HUMAN RESOURCE PANEL REPORT

Greetings from the Human Resource Panel (HRP). We want to first congratulate everyone for a very productive interim WSC. We are grateful that the WSC approved the changes reflected in Motions 10 and 11. With the updated policy, all HRP nominees presented at WSC 2026 will have an RBZ (region, board, zone) recommendation, reflecting the support of the forwarding region, zone, and/or World Board, and also the HRP.

We are currently accepting RBZ recommendations. 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](#) is that link. We encourage your committee to review, use, and adapt the tool as your committee deems helpful.

If you are a member of an RBZ service body that would like to offer recommendations, the online form for RBZ candidate submissions is linked [here](#) and must be completed by a member of the service body, not the candidate. The deadline for submitting RBZ recommendations is 30 September 2025. But please don't feel the need to wait till the deadline; we welcome submissions now.

Feel free to write to us at hrp@na.org if you have any questions or concerns. Thank you for allowing us to serve.

WORLD CONVENTION OF NA (WCNA)

In short, we are not sure where or when the next World Convention will be held.

In 2023, the World Service Conference decided with consensus that

As a result of the COVID pandemic, to suspend the World Convention of NA (WCNA) rotation policy after 2024, to allow the World Board to determine what is possible and practical moving forward and then seek approval from conference participants.

Intent: Given the disruption in the rotation of WSC and WCNA that has already occurred, the increases in event costs, and the other changes brought about by the pandemic, to allow an evaluation by the World Board and approval by conference participants for what is possible and practical in the future.

That was *before* WCNA 38 in 2024, which was lovely—but did not meet projections.

As we have previously reported, the World Board has been discussing the future of the World Convention—both the immediate and longer-term possibilities. The discussion has been difficult, in part because of the gap between what we wish were true and the reality that actually confronts us. After considering the needs of a World Convention and NA World Services' current situation and upcoming work—the hybrid WSC in 2026, upcoming staff retirements, and all of next cycle's projects—the board has decided that holding a WCNA in 2027 would not be responsible.

Before we make any commitments to hold a World Convention, we believe that it is of paramount importance that we reevaluate WCNA, in terms of both construction and implementation, for events inside and outside the US. The World Convention has a definite place in NA, but what

that place is exactly has not been evaluated in over 30 years. Our worldwide Fellowship continues to grow, and the costs and requirements for meeting space have changed dramatically. So we have new parameters, new budgets—and new questions going forward



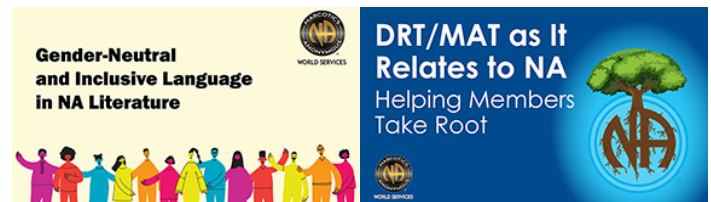
about how we can create a sustainable, viable, and inclusive celebration that resonates with our members.

We understand that the news about 2027 will be disappointing for some, and we wish the reality were different. In fulfilling the commitment to the WSC, the board will develop and present recommendations to the 2026 WSC about the future frequency and rotation of WCNA.

In an effort to better understand the changing dynamics around WCNA, we posted a survey about why members do or do not attend World Conventions; about 3,000 members responded before it completed at the end of March. If you have any additional comments, please send them to wb@na.org. As always, input is both invited and welcomed.

UNITY DAY

More will be revealed about the future of WCNA. In the meantime, we look forward to gathering virtually on **Unity Day, 6 September 2025**, to celebrate our worldwide Fellowship with a 24-hour marathon of events, workshops, meetings, and more. We hope to include presentations of the two IDT topics not covered in the May and July open webinars: Gender-Neutral and Inclusive Language in NA Literature, and DRT/MAT as It Relates to NA: Helping Members Take Root.



Any zone is welcome to contact wb@na.org to request a one-hour slot during Unity Day. The zone is free to use that hour as they choose; if your area or region or group is interested, contact your zone! We can't wait to see what everyone brings to share.

WORLD SERVICE OFFICE (WSO)

As we've reported, we have been increasing our in-stock inventory to guard against disruptions in the supply chain after the challenges brought about by the pandemic. These efforts are important to preempt additional expenses caused by tariffs or shortages that could impact literature cost or availability. This will create a decrease in our cash reserves, but inventory is still an asset. Risk management—in this case, preparing for a forecasted rise in the cost of goods—is one of the many variables that NAWS navigates in the global marketplace.

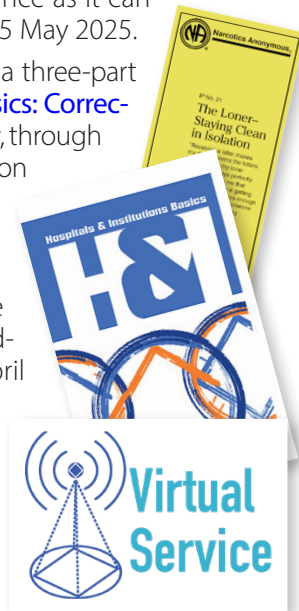
Many of you are aware that WSO-Europe has been through some changes. At this time, we are processing orders in Chatsworth and shipping from Belgium. It's working: We are no longer backlogged, and we continue to make the process faster and more efficient. Accordingly, we are hoping to move our European operation into larger quarters soon to be able to store and process more inventory.

PROJECTS AND SURVEYS

The review and input draft of **IP #21** is available. We encourage all members to read this revision and help us ensure that this piece is as true to our experience as it can be by sending your input before 15 May 2025.

H&I Basics: The revised *H&I Basics* is a three-part project. The first section, on **H&I Basics: Corrections**, is up for review and input now, through 15 May 2025. The second section, on Treatment, is being developed and will be posted for review next.

An outline for the proposed Virtual Service Basics is posted in the **Local Service Toolbox**. The deadline has been extended to 1 April 2025. We are looking for experience, strength, and hope, particularly with helping to connect virtual groups to the service system. Please offer your insights, especially if you have been a trusted servant for a virtual group or service body.



OPEN WEBINARS COMING SOON!

Flyers for our open webinars, including connection information, are posted at na.org/webinar. Typically, webinars begin at 11am Pacific Time and run for 90 minutes or two hours.

To celebrate **Service Day**, the open webinar, 3 May 2025, will address the IDT Reimagining and Revitalizing Service Committees.

On 12 July 2025, the webinar will feature the IDT Dealing with Disruptive and Predatory Behavior.

Let's celebrate

SERVICE
DAY

3 May

11am–12:30pm PDT
(18:00–19:30 GMT)

with a webinar about

The Issue Discussion Topic:
*Reimagining and Revitalizing
Service Committees*

We will hear from trusted servants about
changes and innovations in local service bodies

Webinar ID: 841 5188 9390 Passcode: 1953

Spanish and Portuguese translation provided.

Contact wb@na.org if you require other interpretation.

PR CORNER

In April, NAWS will be attending the American Society of Addiction Medicine in Denver, Colorado. Last year, NAWS was warmly received at this gathering. We noticed a change: The doctors who stopped by our booth were younger than in previous years; they knew about NA, and they were interested in dialogue, asking questions and seeking information. They were grateful we were back for the first time since the COVID-related shutdowns.

The Research Roundtable at WCNA 38 was so successful that all the researchers involved were eager to participate in another. They are glad that NAWS is willing to cooperate with them; we are grateful to those scholars willing to “recognize and respect Narcotics Anonymous as a viable program of recovery,” in the words of our Vision for NA Service. We have held one exciting meeting by Zoom, and planning for the next research roundtable meeting is underway. Watch this space!

MEMBERSHIP SURVEY

Thank you so much for your participation in the membership survey! The updated pamphlets will be drafted based on your more than 28,600 responses. We collected 6,073 responses on paper at WCNA 38, and another 22,558 were submitted electronically. Processing all that data is a big job, and we expect it to be complete soon. Once we have the correlations validated by a statistician, we will be able to revise the pamphlets. We will update both the overall *Membership Survey* pamphlet and the European version. Perhaps a Latin American version will be available for the first time.

By language [numbers may change slightly after our statistician validates the data]:

- Arabic – 22
- English – 21,523
- French – 439
- German – 489
- Italian – 183
- Japanese – 173
- Norwegian – 90
- Persian/Farsi – 3,955
- Polish – 279
- Portuguese – 1,200
- Russian – 582
- Spanish – 2,473
- Swedish – 784
- Ukrainian – 206



Membership
Survey

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SURVEY ON STEP WORKING MATERIAL

The 2023 WSC had consensus on Step working material as a focus for the new recovery literature project this cycle. Since 2018, an array of varied, sometimes contradictory, ideas about Step working material have been prioritized by the conference.

This cycle, World Services created a survey, which closed 17 March 2025, to ask the Fellowship what, if any, new or revised material people want to see about working the Steps—including ideas for people who are new or not new, material that is new or revised, and the possibility of shorter pieces for those in treatment or just starting out. We posted that survey in 13 languages, and a whopping 7,517 of you responded!

By language:

- Arabic – 63
- English – 5,979
- French – 56
- German – 41
- Hebrew – 106
- Hungarian – 4
- Italian – 41
- Norwegian – 56
- Polish – 79
- Portuguese – 389
- Russian – 250
- Spanish – 427
- Turkish – 26

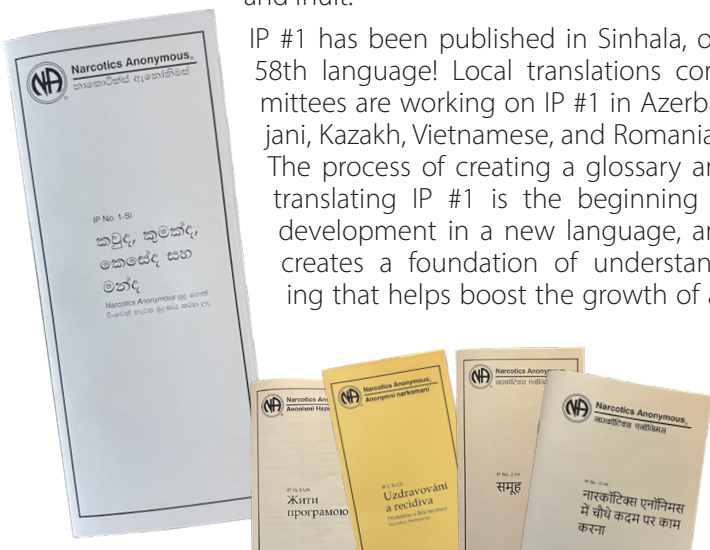
Thank you for your participation, and for the rich trove of Step working material you have submitted. We will be working through your responses over the next several months, and will offer suggestions based on this material for consideration at the next WSC.

TRANSLATIONS

Translations continue across our worldwide Fellowship. Recent publications include *A Spiritual Principle a Day* in Farsi and Spanish, the *Sponsorship* book in Japanese, and *Just for Today* in Finnish, Greek, and Turkish. The Basic Text in Hebrew is now available as an electronic publication.

IPs and booklets have been translated and published in Czech, Hindi, and Ukrainian. We are excited to see the *PR Handbook* in Brazilian Portuguese, and keytags in Armenian and Inuit.

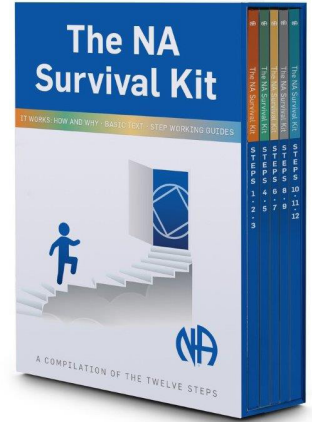
IP #1 has been published in Sinhala, our 58th language! Local translations committees are working on IP #1 in Azerbaijani, Kazakh, Vietnamese, and Romanian. The process of creating a glossary and translating IP #1 is the beginning of development in a new language, and creates a foundation of understanding that helps boost the growth of an



NA community. Every new translation is a new opportunity for addicts to experience the NA message in their own language and culture—and a cause for celebration!

NA SURVIVAL KIT

The Basic Text tells us, “The steps are our solution. They are our survival kit.” This collection of the chapters on each of the Twelve Steps from across our literature makes it easy to read and reference our essential material. An experienced member shared, “It’s a goldmine! I appreciate having our different approaches to the Step together, whether I’m doing my own work or sitting with a sponsee.”



Translations are in process now: Farsi and Spanish are underway, with Brazilian Portuguese, Russian, and Swedish close behind. Watch this space!

NEW MARKDOWNS AT WCNASHOP.COM!

You’ll find amazing bargains at WCNAshop.com! Deep discounts are compounded now with a “buy 3, get 2 more free” bonus! WCNA T-shirts are great for event auctions and fundraisers. Don’t miss out! Items are going fast, and the store closes at the beginning of May.



We welcome your ideas and input: worldboard@na.org