



## Going Places...

### NAWS Professional and Cooperative Public Relations Events

The events listed below represent national and international professional conferences attended by NAWS staff with the support of local trusted servants on site during the event. The conferences identified with italics demonstrate cooperative efforts by NAWS with local service bodies. Most often with cooperative events, NAWS supports by providing literature or event registration and with being an available coordinating resource for the trusted servants who are participating in the event; the attendance at the event is a service provided by local trusted servants.

1. American Probation and Parole Association  
- Illinois
2. American Correctional Association -  
North Carolina
3. World Federation of Therapeutic  
Communities-New York
4. Asia Pacific Institute on Addiction  
- Singapore
5. International Council on Alcohol and  
Addiction - Scotland
6. Recovery Month - Washington, DC
7. Cape Cod Symposium - Massachusetts
8. Internat'l Nurses Society on Addictions  
- Pennsylvania
9. National Association of Alcohol and Drug  
Addiction Counselors-Burbank, California
10. Employee Assistance Professionals  
Association - Tennessee
11. *Criminal Justice Conference -  
Region of the Virginians*
12. South East Conference of Alcohol and Drug  
Counselors - Georgia
13. *Edmonton Substance Abuse Professionals  
Conference - British Columbia Region*
14. *Teen Maize - Arizona*
15. International Congress on Addiction  
- Mexico
16. *Texas HIV/AIDS Conference -  
Tejas Bluebonnet Region*
17. *National Catholic Council on Addictions  
Conference - San Diego/Imperial Region*
18. *Winter Symposium on Addictive Disorders  
- Colorado Region*
19. American Probation & Parole Association  
- Georgia
20. Twelve-Step Advisory Board-California
21. *United Arab Emirates International Conference  
on Addiction - Abu Dhabi*
22. Federal Parole and Probation Conference-  
Tennessee
23. American Society of Addiction Medicine-  
Florida
24. *Illinois Probation & Court Services - Greater  
Illinois Region*
25. *California Association of Alcohol and Drug  
Counselors - Northern California Region*
26. *Florida Drug Court Professionals -  
Florida Region*
27. *California Association of Alcohol & Drug  
Education - Region 51*
28. UK/European Symposium on Addiction-  
United Kingdom
29. American Jail Association-Tennessee
30. *14th European Communities  
Against Drugs - Turkey*
31. *Idaho Conference on Alcohol & Drug Dependency  
- Southern Idaho Region*
32. *National Association of Addiction Treatment  
Professionals - San Diego/Imperial Region*
33. *NW Conference on Behavioral Health and  
Addiction Disorders - Washington -  
No Idaho Region*
34. International Council on Alcohol and  
Addiction - Sweden
35. National Association of Drug Court  
Professionals-Washington, DC
36. *Texas Correctional Conference -  
Tejas Bluebonnet Region*
37. *National Rural Institute on Alcohol/Drug Abuse  
- Wisconsin Region*
38. *MidSouth Summer School on Addictions  
- Arkansas Region*
39. *Eastern Federation of Therapeutic Communities  
- Slovenia*
40. *College of Problems of Drug Dependency -  
Quebec Region*

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- Appreciates issues being raised. Parents and Guardians are making the best possible choices for youth. Is supportive to the need for this but feels there is something about the tone that needs modification.

It was the consensus of the group to clarify who material is directed to and adding an opening qualifier paragraph concerning being helpful ...

### **Public Relations Handbook Resources**

NAWS directed to create addendums for the PR Handbook and the initial list is on page 51 of book one. Various pieces compiled by and from the Fellowship Services Department, PR Handbook, and the PR Focus Group. Adding a disclaimer regarding addendums being resource material is being recommended. This is not conference-approved material, only resources developed to provide assistance.

The board reminded that the draft is not formatted and editing will be done later. Conceptual and philosophical input encouraged. After a brief discussion the board agreed to review material line by line.

#### **Chapter Two**

##### **Traditions Scenarios**

- Page 53, challenged with releasing information that seems like a school book (referring to questions all through the book). Feels questions confuse people and are not cohesive. A handbook should provide answers. If we are going to propose questions then believe IDT's should be created. Suggests an introduction with instructions. Tell communities to use their own issues.
  - Does think questions are good discussion questions just not sure how cohesive they are to getting a project done.
  - Maybe the questions could be formatted like an IDT (session profile). Questions are not designed to draw to a final answer but to draw a group to different solutions and provoke thought.
  - Expresses understanding input regarding questions not being cohesive, etc. because the PI handbook is more direct, but also realizes NAWS is now a more discussion-oriented organization and there is value in discussing questions and coming to an understanding. Idea is for this to be a tool to help discuss and solve a variety of issues, get committees to brainstorm through a problem; there aren't a lot of specific answers
- Page 53, some examples do not have enough substance, for example under Cooperation and the use of a Health Fair. Would have used meeting facility instead.

#### **Chapter Four**

##### **Invitation Letter for Roundtable**

- Page 55, Would like the roundtable sample to include information about providing an incentive, providing refreshments, give more information about NA or write to the committee what they can do for roundtables. Maybe include this information on page 57 where it gives suggestions for how to write effective PR letters. Ron B offered to write a sample himself and this was addressed.

##### **Information about NA forms**

- Page 56, recommends switching paragraphs around: start letter with paragraph 3, followed by

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paragraph 2, then paragraph 1. Also does not prefer using Narcotics Anonymous language outside of NA, e.g. would not use the word *drug addict*.

- An opposing thought on switching paragraphs order. Believes it's an error to start with who we are. People may not continue reading once they see letter is from NA therefore it more useful to share what we are trying to do first.

#### Presentation Evaluation Form

- Page 59; Recommend using the Liker scale to evaluate questions. Subjective evaluation forms are not useful. Also recommends using people to assist in evaluation.

#### Frequently Asked Questions

##### The General Public

- Page 60, Question #1; prefer saying that NA was formed in 1953 when AA gave permission... the following sentence needs to better state that AA addresses alcoholism, citing definition of themselves.
- Page 60, Question #2, recommend adding *meeting directory*.
- Page 60, Question #3, the question suggests that we don't know enough about our fellowship.
- Page 61, Question #7, sentence: Often, if a member is still using, he or she will be asked to refrain from participating during a meeting.... As currently written too negative of a message—change *participating* to *speaking*.
- Page 61, Question #9, the board briefly discussed the use of medication.
- Would not ask someone to read *In times of illness* before personally speaking to them.
- We say something very different about drug replacement medication and other medications. We do have an opinion on drug replacement in Bulletin #29 therefore at some point the board needs to find a way to address the question. Until then, we need to be direct and clear about how far we can go.
- Page 62, Question #10, 2<sup>nd</sup> brief discussion on a Narcotics Anonymous prayer—this is like saying we have a conference—approved, NA-endorsed prayer.

Response: not conference—approved, however is in NA conference-approved literature.

- Page 62, Question #11, making a reference to the inconsistency in our messages/literature—addressed same point in the Youth piece. Suggest adding the part about us *not opposing* either.

##### Public Relations Presentation

- Page 66, bullets under *Benefits to The Client*. Would like bullets expanded.
- Page 66, under *Benefits to Professional*. First bullet; need to have a reference to any research mentioned.
- Page 66, *How to Contact NA*. Change PO Box address to actual land address.

##### Area Roundtable Packet

- Page 68, Suggest adding information like time of day; depending on who is invited, providing an incentive such as refreshments; give more information about NA; or write to the committee what they can do for roundtables. Maybe include this information on page 57 where it gives

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suggestions for how to write effective PR letters.

It was pointed out that we are only trying to reinforce developing cooperative relationships. And this is somewhat like our non committed responses regarding medication and religion.

Chapter Five

Suggested Flyers guidelines

- Page 73, Make sure proofing/editing is done.

Introductory and Thank You letter for PSA placement

- Page 74, Last paragraph *We will be happy to provide you with proof regarding our status as a non-profit organization upon request.* Suggest adding where proof received from and how to get this information. Noting as well that this process is different for every country.

Frequently Asked Questions—

Media

- Page 79, The questions where the board has dealt with before will have responses incorporated.
- Page 79, Header *Are all addicts alike? Do you all do the same things when using drugs? Do you all live in poor run down...?"* last sentence: find a way to express quotes from our literature without telling them that this is what they should say.
- Page 79, under *Are all addicts alike?* Remove *Our literature states* part of sentence.

Chapter Six

Criminal Justice Encouragement Letter

- Page 85, Bold sentence *Feel free to modify this sample letter as needed.*

Criminal Justice Professional Letter

- Page 89, Bold last sentence *Feel free to modify this sample letter as needed.*

Frequently Asked Questions

Criminal Justice Professionals

- Page 92, *Does NA sign court card?* Replace *most* with *many*.

Chapter Seven

Frequently Asked Questions from Treatment Professionals

- Page 99; Question #14. suggest being more affirmative concerning personal contact. Give them a way to contact an individual as a way to form a relationship (a local member to interact with). We have been inconsistent by giving one person's name or not giving a name at all. Providing area information is best.
- Page 100, Question #18. *How do I know that my (female, adolescent, etc) clients will be safe if I send them to a NA meeting?* Do we want to expand on this by adding sexual orientation?
- Page 100, Question #18. Second sentence: change *trusted servants* to *elected volunteers* or something similar.
- Page 101. Question #25. Second sentence is misleading. Remove comma between *facility* and *rent*. correction...*to pay expenses such as meeting facility rent and to help support NA services.*

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Chapter Nine

Phonelines Training Session

- Page 104, Second-to-last bullet; *Why is it important that volunteers carry an attractive message for NA?* is an odd question. Suggest replacing *attractive* with *positive and consistent*. The word *attractive* is the issue.
- Page 112, Alphabetize list.

**Framing the Next Steps on Consensus Based Decision Making at the WSC**

This week's discussion goal is to frame elements of Consensus Based Decision Making (CBDM) for the conference and gather ideas on how to better help our partners in the process of developing that process. This also includes what the board wants on CBDM to be in *A Guide to World Services*.

We have reported on the recommendation in the last *NAWS News* regarding a moratorium on seating new regions from regional splits until 2012.

Discussion

- CBDM at the conference doesn't seem to be a problem; problem seems to be once the delegates return home. Delegates still struggle with discussions without having a decision or a motion. Areas and regions are still driven to have an outcome; need to carry a conscience or vote.
- We have to keep in mind that this is a different process for people who meet every two years and therefore don't know how to do it at home.
- Robert's Rules of Order is competitive and aggressive and does not create a cooperative atmosphere. Root of issue is having a motion to define the CBDM for the purpose of WSC. This is a body that makes its decisions based on Roberts's Rules of Order.
- A previous motion regarding CBDM passed; this body wasn't able to follow through. Now conference participants have responded with the motion asking us to give them some kind of direction on CBDM. There is a demand for it and it needs to be done. Are we saying that while we are rewriting the GTWS we will also be working on something for the conference at the same time? We need to define what it is we are doing now and put a name to it.
- This body's obligation is two fold; we need to rewrite the GWS and we need to give the conference something on what we really believe. There is some commonality on this issue but there is still a gap in giving regions something they can use. This discussion is, in large part, to give the conference what they requested.
- The way we make decisions at WSC according to the GTWS is not consensus based. This is not something that is going to get done in a couple years. This is something that will take some time to iron out. We are changing slowly by having discussions at the conference.

Input

- Teach to better develop discussions.
- RDs want to see examples. Maybe e-blast what the board is looking at and ask regions if they are practicing CDBM and if so, is it working? What about the process works?
- What are the elements of a consensus based body, how does this body understand this process, how is it that our current WSC incorporates this, and is there something else we need to do?
- Believe there are lots of tools in place to address current needs, e.g. Strategic Plan, IDTs and

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**Omni La Mansión del Rio**

**Wednesday 24 January**

Present: all the board members present.

Staff: Becky Meyer, Anthony Edmondson, Elaine Wickham, Eileen Perez and Travis Koplou.

### **Action Group**

The meeting opened with a moment of silence, the Serenity prayer followed by a few announcements.

Everyone asked to share gifts in recovery. Following the action group Mary announced that Bob J was here for the program group meeting and sends his love, also mentioned that the locals have provided meeting and restaurants information.

### **Key Result Area: Resources**

### **Announcements**

Thursday: a handout of the Basic Text report has been provided containing additional information based on this weeks discussion needs.

Friday sessions with Jim DeLizia will cover Leadership and Regional Delegates material. Facilitation exercises will also be incorporated throughout the day.

Next steps discussion will happen on Saturday (discuss next step for issue disc topics which still needs to be given to the board). Depending on the time taken for the youth IP, items may be switched to go to CBDM next as opposed to the PR handbook.

### **Youth IP Review**

Jim and Franney led the discussion and mentioned this is the first piece of targeted literature. The workgroup met twice and the second meeting included a focus group of local NA members (under 18). Workgroup plans on meeting again in early July 2007. Fellowship review of the following pieces is scheduled for March through May 2007.

In an effort to keep discussion conceptually focused, minor edits, etc should be sent to staff. Also keep in mind that the material is for another demographic, so it may not speak to everyone. Workgroup worked hard at writing something new that hopefully resonates with someone.

### **By Young Addicts for Young Addicts**

It was the consensus of the group to review material line by line: see page 22-26. The following were comments from the board:

- A member of the board expressed feeling uneasy about producing recovery literature for non addicts.
  - Another expressed understanding feeling a bit uncomfortable when we know material is going to the fellowship; however this is where the rubber meets the road.
- IP length is too long (14 pages).
- IP has a good voice and the strong youth experience comes through. However
- Lacks the broken family/inner city voice. Many youths live in environments that are bleak and this may not invite them in.

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The World Board retreat meeting is ideally to have discussions without conclusions, intended to create an opportunity for the board to discuss philosophical issues and about moving this body in a strategic way.

Add Youth Workgroup meeting July 8-9, 2007

EDM first weekend August 2007(already in travel report)

Send Australia delegate an email regarding needing them to provide dates.

**Friday 26 January**

**Leadership**

Full day was spent discussing Leadership at NAWS and in the fellowship with the board, HRP, and staff. Some of the topics dealt with during the day were building a solid foundation throughout the service structure and increasing consistency in the way leaders are identified at all levels of the service structure. This included approaches for Regional Delegate training and support, discussing the timeline and steps for the upcoming environmental scan while incorporating different facilitation techniques.

**Saturday 27 January**

**Corporate Responsibilities**

The meeting was opened with a moment of silence followed a serenity prayer.

**EC Update**

**Nominations**

The board had a brief nominations discussion. The board reminded they will have an opportunity to add names to the list of names they've created to be forwarded to HRP via a form in April. A deadline will be included on the form when the board should complete, and an opportunity to provide a rationale for the person listed.

Your basis for a recommendation and/or comments should be provided on the form. In April all that information will be discussed and/or decided. It was also clarified that board members should continue with the same process of encouraging their names for the overall HRP process. Everyone indicated understanding the importance of not contacting individuals and/or making the list of names public until it is decided by the board.

**Regional Support and Training**

Everyone agreed to use a straw poll to decide which module is the most important. The board began discussion by giving their thoughts on importance. Everyone reminded that this is not about creating a workgroup but to get beneficial information out to the fellowship.

**1. NA Traditions and concepts on leadership**

The first straw poll indicated 9 board members in favor of NA Traditions and concepts on leadership. This straw poll was followed by a little more discussion.

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Wednesday 11 April

### Stage One of Three in creating the 2008-2010 NAWS Strategic Plan

Craig opened the meeting with a moment of silence followed by the serenity prayer. Michael Cox will not be with us for this meeting and an email was sent to the board from Michael. Craig asked that everyone please set the tone for the week and be mindful about returning from breaks and lunch on time. Greg Muth a member from the AA General Service Office introduced himself and expressed his thanks and excitement to be here. Craig thanked him for accepting our invitation to attend.

Jim Delizia gave a brief overview of the small group exercise; Jim read the NAWS Vision Statement and mentioned that everything that NAWS does is to achieve what our vision statement states. The strategic plan is a management tool; by the end of the process we should have our set of goals and tools. Today's focus is on assessment. The three important questions that we will ask ourselves today are:

#### What's changing in the world outside of NA today that's significant?

- Money
- Drug replacement
- Corporations
- Internet
- Mobile phones
- New drugs
- Less need for centralized services
- Changing demographics
- Globalization
- New developing nations
- Cultures and Religion
- Treatment
- Drug courts and reaching the forces behind that- saves money to send people to NA rather than prison
- Brain disease and spiritual problem (depression versus emotional pain)
- Money
- Mass Media

#### External Trends & Issues Top 10

- Major developing communities such as China and Africa
- Fragile political environment
- Social and economic structures (no-money treatment centers)



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- Medical industries changing methods of treatment- such as using pills (oxycotin)-new pills, research
- Addiction is a brain disease
- Engaging the public with our philosophy and our message
- Social Services
- Technology-our paper literature and then literature online copyright and counterfeiting

### Internal Trends

- Our driving message is unity, and the conflict of different religions that will grow and that will be one that will be a constant
- We tend to be US-based and ethnocentric, but we can be flexible and adaptable. Our core message can't change; our message is our message. The question is how we convey it in a very different world.
- There are more people reaching the mark of thirty or more years clean and turning the age of sixty.
- We cannot be prepared for everything, but NA may look different in the future, and not what NA looks like today. We need to be prepared for that and keep that in mind and start preparing now. An example of this is our delivery system, e.g. decentralized literature distribution, and so forth.
- Being able to articulate our core message outside.
- The financial trends are changing, particularly in terms of dollar strength against other currency.
- The fragile nature of the political environment is always changing.
- Outside issues that are continually raised and becoming a more external.

Jim asked if there were any signs in the past, from a strategic standpoint, such as translations, quick growth of NA outside the US that could've been seen and planned for (in hindsight).

- In the past, the internet was available and expanding, but NAWS seemed reluctant to move forward then. That is a good example of something from the past that we are looking at today.


### What don't you see? Any warning signs of things maybe to come 10 years from now (mega issues)

- Health & Vitality of the US fellowship—"East Coast" mentality
- Limited view of what NA is
- Huge political shift(s) in the US
- Lack of credibility in the US
- Dialogue between us and the fellowship and the outside world, we need to respond and react and not live in a cocoon anymore, and be more proactive.
- Technology such as Wikipedia—you can read all about NA and the history and this information is probably not provided or monitored by NAWS.

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- We are moving toward a more dynamic, free-flowing culture, decentralized services, and breaking apart.
  - Fragmentations, esp. religious and racial.
  - A double or tripling of our fellowship.
  - Fund flow and how we support ourselves, we rely on the sales of our Basic Text

Big questions (large group discussion)

- Clearly define our ideologies, role, and philosophy so that we are not misrepresented.
- About our program being outlawed in other countries or communities, what is our role and what can we do if this should ever happen.
- Our advocacy roles in getting visas for people traveling to the US.
- Being more involved in external activities so that we are available on an internal level
- Lawsuits

The board was asked to consider discussion and implications for NAWS during small-group brainstorming.

### Implications 2008-2010 Conference Cycle

Anthony mentioned our KRA (key result areas) try to align our ideas with our objectives already in place.

### Communication

- Look at our current contacts for Public Relations and reexamine our relationships and re-evaluate them.
- Look to see who maybe we need to talk to within the US.
- Find out who we should be talking to outside the US to convey our message.
- Developing a plan to utilize.
- Getting our literature out there.
- Lack of uniform literature to use for NA at multiple venues to be used in PI/PR.
- Creating an IP of what NA is and what you should expect at your first meeting.
- Answering the questions of total abstinence, i.e. how to address and answer the question to reconcile any seeming contradictions in what that means to us.
- What role does NAWS have
- Continually evolving and changing externally. Focusing on external public relations communications.
- Engaging the government, medical professionals, treatment professionals, there is an internal dialogue that we have, but any external communication we have has an effect on all our internal communication.
- Using professionals in recovery, reaching those members and using them for some type of communication, such as "doctors in NA" they have their own conventions and meetings and can be a credible voice for Narcotics Anonymous.

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- Basic Text history to post online—the workgroup is recommending putting this information up on the website, it is a piece that we use at workshops, we reference this in the preface and it would nice to put it up on the website, there will be no footnote because it is a little more permanent. Why was it not included? It was quite negative so we came up with another way to put the information out there. Staff will give some input on the piece, including transition to the 6<sup>th</sup> edition, and put it up on the web. There were no objections: 0-3-11 it was agreed to approve and use the author's revised language.
- Plans for filling Gaps and their presentation in the final draft- page 138- Asking that Tom and Ron be included in the small group, this will include the whole EC including Anthony, Becky, Travis, and Ron in the process. The EC will be meeting in June. The revised draft will be sent out to the board for feedback, in June the small group will meet and give their feedback. The final draft will be given out at the July meeting for final approval. If work can be done before, and a reasonable work that the workgroup can do to reduce the work for the board the workgroup is available. Filling the gap stories will be sent out in pieces by email and get board feedback and adopting the stories.

### Service IPs

After a brief overview of all the service IPs, the decision was to go over the medication piece first, as medication sessions always receive a strong emotional response, and the board gave the most input on these pieces. Our existing literature, *In Times of Illness*, is for members. Bulletin 29 Regarding Methadone and other drug replacement programs, will not let people serve. NAWS has gathered information over all the issues, and when members take medication how they are responded to, if it comes down to a recovery piece .This is not about personal recovery; that would be a completely different process. Input is organized by issues; will go over each issue of input provided by the board. The timeline is self-imposed; our goal is to make the best piece possible.


### Medication and the NA Group

- Page 16 text box—medications and relapse. Many members have taken medication and stayed clean. Add more examples in the text box.
- Drug replacement—this should be two pieces, medication and DRTs are very different.
- We are not going to give medical opinions. As soon as we sort them as two different issues, problems arise.
- It is not for us to decide whether methadone as pain management or drug replacement. This is not for NA member to decide. Groups need to wrestle through that decision and come to a consensus.
- NA as a whole does not have an opinion.
- It reads as two separate pieces, when you talk about medication for depression or drug replacement. Maybe we are trying to say too much. The end results for groups would not be good and not helpful to any dilemma that they are trying to solve.
- A group would still carry the message, saying some people are on medication while clean. We could state it in a manner that says “one medication treats drug addiction the other medication treats depression.”
- It is not about the medications themselves it about what they are used for.

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- We tell the newcomer who is using welcome back and we try to carry that same message to someone who is on drug replacement therapy. We have the same message; call it out; we don't see it any different as a newcomer who comes in using.
  - No matter what, whoever comes to NA has a home.
  - Page 117 for service and that needs to be reworded.
  - Reference Bulletin 29; It's the clearest message we have on DRTs.
  - This piece does not articulate the only requirement for membership is the desire to stop using or reference In Times of Illness; they should stay in the same piece but to call it out more.
  - If this does become a service IP the distribution will be completely different.
  - Based on the "desire to stop using," some groups give DRT members trusted servant position, such as greeter or a coffee person, but not a mouth piece for NA.
  - Medication workshops might be helpful.
  - Most of the time it is not the medication that is an issue, it is mostly because people are unstable, and unfit to hold a commitment and people are really unwilling to say that.
  - There is a big difference between a Service position and a Leadership position, some groups let those members serve and some groups do not
  - Bulletin 29 clearly states someone on drug replacement therapy should not lead a meeting.
  - One message came out strongly at the EDM: groups that have this discussion at their business meeting are more welcoming and loving than groups that don't have the discussion, which are very unwelcoming.
  - A member with ten years clean on depression medication is clean; a member on DRT is not.
  - Have different headings with subject headings, the board reached a consensus to keep it as one piece, to call it out in a separate heading there were no objections from the board.
  - Describing Tradition One, it should be highlighted somewhere.
  - Do not go on the assumption that a group will have a business meeting, needs to say Have a Group Business Meeting with a discussion.
  - This piece is going to be revised with input that has been received from the board today staff will send out another draft for the board for more review and input on changes that were made.
  - We are trying not to express an opinion but the end result is the group ending up with an opinion as their solution of what should be done. It's just a big constant dance that never ends. Members often don't want to take medication when they really need it because they want to avoid judgment by their peers.
  - Page 118 last paragraph, include it's about living life on life's terms, with all of the ups and downs.
  - That is the first question that is asked by doctors. We (NA) have no opinion; our members do—we have lots of personal opinions. NA does not.
  - Illness is listed, and then there is mental health (that is an illness).
  - Should we acknowledge that this a controversial piece tone, or do you want to take that out?
  - Tone that demonstrates compassion both for those taking medication and for the purist.

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- 3<sup>rd</sup> tradition with tolerance, highlight that more,
  - Examples that groups can use as a resource: are they specific enough, or do we want to be more specific?
  - The end of the piece should be more affirmative.
  - Add a reminder of the purpose of the NA group.
  - Make the title very clear.

### Violent & Disruptive Behavior

Question regarding liability asked.

- "...suggestions these are not meant to..." that statement seems negative. Focus more on what we are trying to do.
- Predator behavior to be included in the 3<sup>rd</sup> paragraph and rolled in, the issue is that we have never defined it, we are talking inside a meeting, predator behavior usually happens outside a meeting, but if a woman is being harassed and makes it unsafe meeting and becomes a group problem. We are talking about the disruption to the meeting itself.
- How do we express that in this piece? We gathered this from the fellowship with all of our workshops with the IDTs throughout this cycle. The preoccupation with "predators" did not come from the fellowship; we put it out there. We have talked about it. What's the input from the fellowship?
- Use words such as harassing or threatening behavior. Not a legal term "predator."
- Exploitation of people's vulnerabilities could also be mentioned. That it can be included before or after a meeting that is makes it unsafe, can be brought to the group for discussion in a general statement that does say sometimes things happen before or after a meeting.
- The group worksheet will be a tool for groups to have a discussion.
- The board needs to remember that we are trying to say one issues and one very specific set of issues that comes to the office all of the time that we are trying to address that, if the board would like take the other issues and create another service piece they have the ability to that.
- The solution is always the same template that it comes down to the groups having a business meeting to come up with the solution that will address the issue.
- If another piece is created we do not need to include that general statement.
- It may benefit us to just say it.
- The input will be placed into this piece and will go out to the board for review and input
- If you find then at that point you want to create something new or make a statement you are able to do so.

### Basic Intro to NA Meetings-

- 2<sup>nd</sup> paragraph, some helpful terms sponsorship should be included, one or more meetings should be included under the Group.
- All the X's format is very heavy handed and could be condensed in a couple of bullet points,

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### WSO Chatsworth

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#### Wednesday 11 July

**WB:** Michael Cox, Ron Blake, Tom McCall, Franney Jardine, Ron Miller, Piet De Boer, Paul Craig, Arne Hassel-Gren, Craig Robertson, Mark Hersh, Mary Banner, Ron Hofius, Tonia Nikolaou and Jim Buerer

*Mukam Harzenski-Deutsch unable to attend the July meeting.*

**Staff:** Anthony Edmondson, Becky Meyer, Bob Stewart, Chris Corning, De Jenkins, Eileen Perez, Elaine Wickham, Fatia Birault, Jane Nickels, Johnny Lamprea, Kim Young, Nick Elson, Stephan Lantos, Tom Boscarelli, Travis Koplou, Uschi Mueller, Shane Colter, Tom Rush

Meeting opened by chairperson with a moment of silence followed by the Serenity Prayer. A few announcements concerning this week's meeting made prior to Planning session.

Jim DeLizia facilitated the discussion on stages two of three in creating the 2008-2010 NAWS Strategic Plan. Confirm objectives, measure success, review 2008-2010 approaches, identify initial priorities.

#### Thursday 12 July

##### Key Result Area: Leadership and Management

**WB:** Michael Cox, Ron Blake, Tom McCall, Franney Jardine, Ron Miller, Piet De Boer, Paul Craig, Arne Hassel-Gren, Craig Robertson, Mark Hersh, Mary Banner, Ron Hofius, Tonia Nikolaou and Jim Buerer

*Mukam Harzenski-Deutsch unable to attend the July meeting.*

**HRP:** Sergio Rojas, Greg Smith, and Mindy Atkins

**Staff:** Anthony Edmondson, Becky Meyer, Chris Corning, Eileen Perez, Elaine Wickham, Jane Nickels, Nick Elson, Roberta Tolkan, Steve Rusch, Travis Koplou, and Keri Kirkpatrick.

Meeting opened by chairperson with a moment of silence followed by the Serenity Prayer. Jim DeLizia facilitated recap discussions on Leadership this cycle and any future plans.

##### Key Result Area: Leadership and Management

#### A Walkthrough of the HRP process

Sergio R from the HRP presented the Human Resource Panel Nomination Process to the World Board. Points of discussion

Changes being considered based on current HRP discussions:

- Candidates must be fluent in English
- Consider each candidate based on:

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World Board: Craig Robertson, Michael Cox, Paul Craig, Mary Banner, Ron Hofius, Arne Hassel-Gren, Franney Jardine, Tonia Nikolinakou, Tom McCall, Piet DeBoer, Mukam Harzenski-Deutsch, Ron Miller, Jim Buerer, Mark Hersh.

Staff: Becky Meyer, Anthony Edmondson and Eileen Perez

Meeting opened with moment of silence followed by the Serenity prayer. A few announcements made: It is imperative that everyone be familiar with motions list, comments on service pamphlets and the Youth IP/Parent piece. Majority of today will concern NAWS update, Friday and Saturday preparation for the conference, and Thursday is Jim DeLizia all-day. At some point this week we will talk about frequency, rotation, and location of future conventions and board corporate responsibilities.

The board action group topic was on God's will vs. my will.

#### **Business Plan Group Recommendations**

The BP Group and the EC had a call on the Tuesday, October 9, 2007 to make recommendations for 2008 pricing increases. Literature price increases won't take effect until later; however, this will be articulated at the November Literature Distribution workshop.

#### **NAWS Update**

Update about current NAWS activity provided, including literature distribution information.

#### **Contributions**

Group contributions should be a principle source of funds for NA services. BPG believes the focus needs to currently be on changing the fellowship culture regarding contributions. One of the pushes from the BPG is that there is nothing wrong with asking members to contribute to something they believe in. The trick is finding the right vehicle(s) to convey that message.

Regional plot line basically depicts the four largest financial contributors, the largest single contributor being Northern California. Because we cannot afford to continue relying on a single contributor, we want to see if it's possible to affect group contributions.

**Agreement** for the next 3 years *NA Way Magazine* will be used as a vehicle to communicate the message about contributions; next issue will focus on non-North American contributions – board ideas welcomed.

#### **Proposed Ideas by Board**

- Donations - Give groups a formula (specific amount) on NAWS, Inc. goal
- Include more interesting pieces of AP data from the Annual Report in the *NA Way Magazine*
- Send a map illustrating what is cost for each segment of our fellowship to groups – something like a fold out map

Plot of Key Balance Sheet Indicators shows the survivability of the business at any given time.

In the last 10 years we have quadrupled literature provided to communities that cannot afford to pay for it. However, in order to continue fulfilling our core philosophy we must increase revenue.

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The following changes made:

- 15 set Wallet cards price - \$2.25
- Items #9071 to #9076 Posters - \$1.25 each
- Group Booklet, In Times of Illness and Behind the Walls* price - \$.81
- IP Self Support* to price - \$.48
- Item #1164 *The Twelve Concepts of NA Service* price - \$1.75
- Keytags price - \$.45 each
- Bronze Medallions price - \$2.75
- Group Reading cards item #9130 prices - \$4.00

The following will no longer be inventory items once sold out:

- PI posters both large and small
- Individual recovery tapes 1-5
- Gold Plated medallions will be removed from inventory.

**Year End Financials**

The Board provided with a copy of the rough draft year-end financials for the fiscal year. Final audit will show the adjustments, actual sales, expenses, total annual budget, etc.

Year to date for all sources roughly \$7 million and net literature income roughly \$6 million. NAWS overall financial commitment is \$7 million. In this particular financial cycle the gross revenue all sources was about \$8,492,000 + \$879,530.00 + \$100,000.

In the next budget cycle, the numbers will show the dollar amount for the conference, but because this was an off-conference year, figures are different. Convention gross income depends on the response of pre-registration activity.

**Decision:** the board will review and make a decision on the final audit via email.

**Organizational Chart Presentation**

Anthony gave a succinct explanation of NAWS, Inc. Organizational Chart. Not actively looking to fill the vacant positions of Executive Assistant, Manager of Meetings/Events, or Webmaster/tech-support. One of the two vacant Project Coordinator positions has been filled. There are currently two Fellowship Services staff members out, one not expected to return. There is also a vacant Translation and Production Assistant position.

Asset Management and staff flow chart are easy to follow. Employees of the Canada, Iran and Europe Branch offices are quite extraordinary and we are very fortunate to have them. There are possible staff changes in the Europe office due to moving. For Iran, we will need to do something about the issue of buying a building; there are concerns about outgrowing the space and other local issues.

The board met in a closed personnel session. No record taken of this segment of the meeting.

Thursday 11 October

Key Result Area: All



## Round 3 in creating the 2008-2010 Strategic Plan

Jim DeLizia facilitated the all-day session with board and staff on refining priorities, assessing resources based on priorities, followed by measuring and evaluating (tools).

Priority Common themes: Better engaging the fellowship and strengthening services.

Brief discussion on instances where there were differences in staff and board priorities; example: more board members selected (L) *Have a more holistic discussion about the service structure as a system/form to achieve vision*, possibly because board believes more discussion will provide more direction, while staff selection showed readiness to make actual changes because concepts of the issue have been discussed for 4 year.

This led to an acknowledgment by the group that (H) and (L) are connected. Group asked to consider recasting (H) and (L) as an approach. The challenge is that the *Guide to Local Services* was written years ago but it's the only thing we have (which is a problem) to train and indoctrinate. Some people make it work, but we don't know why or how they make it work.

- Challenge will be finding a way to do (H) if we can't get the consumer to get on board – creating permission. We are dealing with World Services having changed but other pieces of the structure haven't. Can't do (H) without (L).

World Services

Regions

Areas

Groups

- We will ask the fellowship to tell us their successes and challenges and then present information back to them at the conference.
- The thought is to also summarize and catalogue prior discussion, issues, challenges in the structure, drill down to the success factors and the identify the variables (geography, etc). Include information from the effective RD discussions (teach). Giving specific steps is most helpful to the population we are communicating to.
- Have to give an idea of what success looks like (pictures/stories). Something prescriptive but promotes creativity for local needs. Translate the core operating principles into local practice, how to run local service structure, standard operating procedures. Communicate what we are trying to do.
- Service Tool box

**Agreement** all of this will translate into new approaches for H, L, and S to be accomplished in 2008-2010, create a type of service tool box.

**Agreement** Obj. 9, (V), discussion around providing more tools/mechanisms to do what's outlined.

**Agreement** Obj. 12, (CC) –evaluating not necessary; we already know the IPs have produced little to no result. The Self-Support IP attempted to give the philosophy. We have to improve the information, give practices, clarity as well as philosophy. This would just be a type of rewriting assignment.

### Resource Assessment vs. Priorities

There is the workload on top of routine services, and the question is how much the board can really work through and discuss while meeting 4x a year. Many of the priorities selected are not 1x type discussion topics. There are items on the list that will not get accomplished and will be handled with discretion. A charge for the accomplishment of priorities is critical.

- Service System and starting something for the fellowship
- Updating *In Times of Illness* a higher priority because of the many requests for an update. Board needs to be aware of what this will mean, i.e. input, fellowship discussion, discussion at events, along with the board's own review and input process
- With the time required to complete a book-length piece, one should be in progress at all times

Briefly touched on (Z), evaluating essential services. What they are and how to accomplish which includes assessment, cost benefit and staff capacity. Every year this approach becomes important and one that "we" don't want to deal with.

Bending the laws of space should be #1.

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Project plans will need the board's review and input. They will contain timelines, etc., and developed to include carryover work priorities, routine services (routines services do not need a project plan). Project plans include specific details and who. The charges are a direct correlation with project plan. The group was asked to consider "If you were a delegate, what type of information would you need to approve a charge/project plan?" Goal is to figure out what would be more helpful with understanding what it is that World Services said they were going try to accomplish. Brainstorming ideas:

- Specific outcomes
- Show strategic plan link
- Fellowship needs
- Measure benefits
- Format differently with emphasis on outcome

The following were suggestions as ways to improve the understanding of material:

- Move purpose and scope to come first in the project plan
- Material lacks expectation, what is it supposed to do, what qualities should be listed. Develop clearer expectations for intended outcomes, what are the benefits
- Create a clear picture of what success looks like
- Workshops – write out specific bulleted lists as ways to prepare for local realities, local issues/things to know
- Checklist as a standard way to record approaches – a way that captures information. Could use charge to track progress against approaches
- Milestones – tasks - status
- Measuring to track progress and measuring to track success are two different things

Friday 12 October

**Key Result Area: Communication and Fellowship Support**

Meeting opened with moment of silence, Serenity prayer, and announcements about schedule.

**Service Pamphlets**

**Discussion of process and fellowship Service Pamphlets issues**

At the 2006 WSC, the board was given the ability to develop and approve service-related pamphlets and tools for distribution to the fellowship. Board must discuss thoughts on what to present in the CAT. Everyone reminded that this was going to be somewhat of an experiment, taking into consideration what has and has not worked.

There were some thoughts about sending service material to delegates before the conference. The problem is that delegates think that the only way to impact material is in approval at the conference, which is incorrect – time to impact an item is during review and input. Purpose or intent of *Introduction to NA Meetings* piece was aimed to replace material put out by Hazelden that tries to explain NA.

- Sees the initial reaction to pamphlet as knee-jerk, and that this body is overreacting to some input. The fellowship has not been given enough time to absorb the material. Further believes that many questions in correspondence logs could be resolved with service pamphlets. Agrees there are legitimate concerns, but overall the pamphlets are good. Tweak them and move on.