

Greater Philadelphia Regional Services
Trust N.A. Leadership
And
Courage To Change

December 1, 1995

RSR

Greetings, Greater Philadelphia RSC,

It is a pleasure to be back in Philadelphia, and in one piece. The Weather was warm, however I always say there is no place like home.

The World Service Meeting held on, November 9th thru 12th 1995 in Manhattan Beach, California, was interesting. (The General Sessions) Resolution Group's Report consisted of Timeline, Vision, Structure, Implementation and Conclusion. Copies of the overview will be attached to the Report. We did not have a chance to discuss, or workshop the Resolution Group's Report, before attending the Conference. Due to the time span the Resolution Group was given extra time to complete their work. We also participated in a roll call information session. Every voting participant present approached the microphone and said whatever she or he likes or dislikes about the plan.

Our information was concerns pertaining to the Timeline, that the Resolution Group was given to come up with this plan; and maybe if the Resolution Group had more time, there may have been a more improved plan. We also raised a concern about maybe proposing more than one structure, to allow the fellowship to review and give their reactions. This would let them decide what plan best works for N.A. as a whole. My question to conclude discussions were why are we rushing? We are having Regional Workshop scheduled for December 30, 1995, and the Resolution Plan and Structure will be one of the major topics so please attend so our region can have a voice and a conscience.

One other thing that is very important, we would like to make every group in the region aware of the Conference Agenda Report '96, it will be out in late December or early January.

We are urging groups to get involved, I am going to try a different approach to the Workshop Agenda, so the ASR and I will need you to help me, and participate in this effort.

Trusted Servants: ARSR Richard C. (215) 848-0859 RSR Theron W. (609) 541-3486

3.2 STRUCTURAL ELEMENT AND THEIR RELATIONSHIPS

3.2.1 Geographical Divisions

Just as regions now send representatives to the World Service Conference, Geographic Divisions will send representatives to make up the new World Service Conference. There are many regions around the world now, and each sends a single representative and an alternate to the conference. In the new structure, there would be a small number of Geographic Divisions--perhaps five to seven--and each would send a larger number of representatives to the conference--perhaps four to six. This would keep the conference to about twenty-five to thirty-five World Service Representatives.

Size and Breakdown. While we do not wish to draw any lines to create these Geographic Divisions at this time, we offer the following examples to give a picture of their approximate size and nature: North America, Central America, South America, Europe, Asia Pacific, and Africa. These Geographic Divisions could structure themselves in a manner which best fits their needs, but some common elements may include a divisional office, conference and board. Because our focus was on the world level, we did not discuss many specifics about these divisions. This will no doubt be an important focus of the group to follow ours.

Autonomy. The issues surrounding the autonomy of these divisions will need to be balanced carefully. The ideal which provided a basis for our structural resolutions was of a single, unified, worldwide fellowship on one hand, and empowered, flexible, autonomous divisions on the other. The conceptual fidelity of all our literature and the basic nature of our program would need to remain intact around the world; but culturally relevant literature, translations, and service practices could emerge and develop differently in various Geographic Divisions.

Literature. In general terms, we believe that all the major pieces of literature which describe the basic nature of our program and its principles should continue to make up the core literature for all Geographic Divisions. These will continue to be translated into all languages where our fellowship is developing. Each geographic division, however, may have literature of its own where it identifies needs peculiar to its own cultural, linguistic, or geographic circumstances. Some of this literature may filter up and become approved by the World Service Conference for use throughout the world.

3.2.2 World Service Conference

The conference is the event at which all parties in world services come together to set the agenda for the coming conference cycle. The phrase "conference cycle" refers to the period of time in between meetings of the conference. This may be one year, two years or more, depending upon what is deemed appropriate by the WSC at the time.

Primary Focus. The World Service Conference does not concern itself with detailed matters of implementation or execution of projects, but rather it focuses on matters of strategic direction and long range planning. It reviews the strategic plans submitted by the World Board, and ratifies them or calls for changes. It considers proposals for the creation of ad hoc committees and acts on those as well. It reviews the proposed annual budget and ratifies or modifies it. These matters should be well communicated in advance, and developed with sufficient input from the World Service Representatives to require only a minimum of debate and deliberation at the meeting of the conference.

In addition to exercising its authority in this way on behalf of the NA groups, the World Service Conference provides a forum for establishing and maintaining the worldwide unity of

Narcotics Anonymous as a whole. Substantial time is devoted to sharing experience, strength, and hope among all the participants. It functions as a large-scale workshop, bringing leaders from all Geographic Divisions together with all the World Board members and World Service Office management staff for a week of sharing and vision-building to ensure the effectiveness and relevance of world service efforts. It is a week of sharing, of pooling experience, of inspiring one another, and of setting courses for another conference cycle.

Membership, Voting, and Decision-Making. For those aspects of the World Service conference where voting is required (much less than today's conference), each of the World Service Representatives has a vote and the World Board has one collective vote. All other board members are full non-voting participants, as are all WSO management staff and all ad hoc committee chairpersons. The ideal for this world services, while at the same time being the event at which representatives of the groups officially delegate to the World Board the responsibility and authority to go ahead with the plans at hand.

The World Service Conference may choose to pass resolutions, or approve statements of common understanding on a variety of topics. It seeks always to find common ground, to build consensus, to work toward a common worldwide vision for the common welfare of Narcotics Anonymous.

3.2.3 World Service Representatives

These are the representatives sent from the Geographic divisions to the WSC. They each have a vote at the conference itself, and they serve throughout their term as communication conduits between their Geographic Divisions and world services. These may be compared to today's RSR's but with some important differences. While the RSR is often viewed as a regional level position whose responsibilities extend to the world level, the World Service Representatives are world level trusted servants whose responsibilities extend to the divisional level. These trusted servants are offered to world services as resources that may be used on ad-hoc committees, on the World Board, or on focus groups studying a particular issue and making recommendations.

Because we envision a very different World Service Conference than the one that exists today, we also envision a very different kind of role for the World Service Representative. Rather than being a body which spends most of its energy debating motions, the new WSC should have much less to debate, as discussed above, and should spend most of its time building a common vision for world services.

Perhaps four to six World Service Representatives will be sent to the conference from each geographic division, funded from the unified budget of world services. There would be no alternates, and terms would be staggered, serving at the same time. They should all come to the conference empowered to fully engage in discussions and decisions in a spirit of partnership and in pursuit of the worldwide unity of NA. Their primary allegiance will be to the worldwide fellowship, not their particular geographic division. They will be responsible to communicate in both directions between world services and their geographic division, bringing their unique perspective to both as advocates for our common welfare.

Between conferences, World Service Representatives serve as a communications conduit, and also may serve on one ad hoc committee or focus group at a time. Along with the World Pool, they are available to be selected for these positions by the Human Resources Panel when such positions become available.

3.2.4 World Pool

Each geographic division selects a specified number of people, perhaps ten or so, from among its membership and offers their service resumes to the World Pool for a conference cycle. This pool then becomes the group of trusted servants available for selection to the World Board as well as various ad hoc committees or focus groups. Each year the World Board will notify the Geographic Divisions of what particular skills or background is currently needed, and the Geographic Divisions will attempt to send the most appropriate candidates.

Terms. Each person in the pool is placed there for one term, equal to a single conference cycle. There is no limit to how many times a person may be placed in the pool by their geographic division. They have no responsibilities while in the pool, though they will be included in a number of communications to keep them abreast of current world services issues. While they are in the pool, they are carefully assessed by the Human Resource Panel, who will select them from the pool and recommend them to the conference or board for an open position.

When members are selected to serve on a board or committee, they are no longer considered to be in the pool. When their term is up or their ad hoc committee is dissolved, they return to the pool only if their term is not yet up. If their term is up they are not returned to the pool, but their geographic division may elect to return them to the pool at the beginning of the next conference cycle.

3.2.5 Human Resource Panel

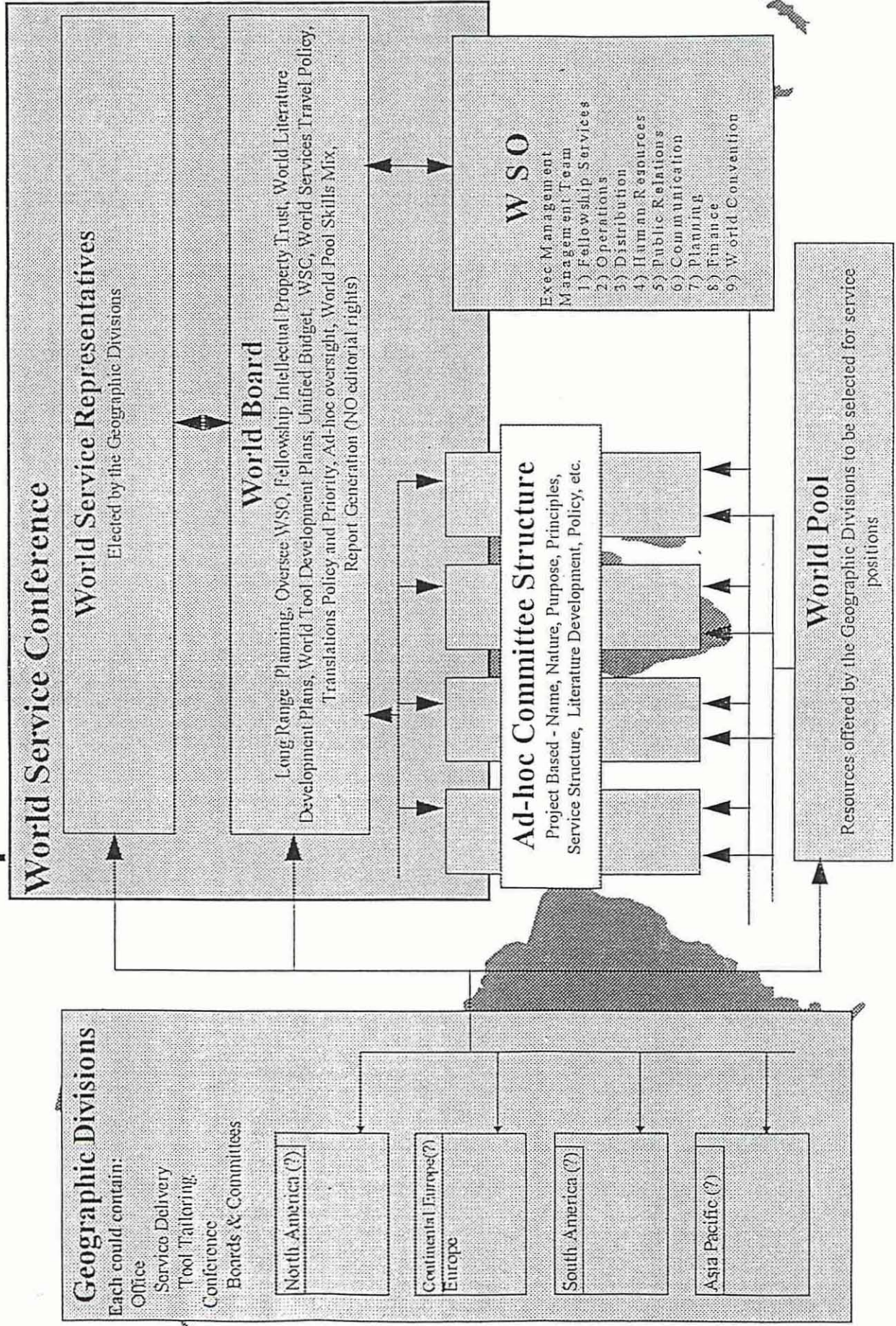
Each geographic division designates one of its World Service Representatives to sit on the Human Resource Panel each conference cycle. This panel is staffed and facilitated by the WSO Human Resources Director. Its primary function is to select members from the World Service Representatives and the World Pool as nominees to serve on the World Board and the ad hoc committees. They would carefully assess each representative and pool member through interview and written assessment procedures, and make informed decisions to match members to open service positions. They do not have authority to appoint members, but only to offer individuals or slate as nominees for positions that are open. The actual selection is made by the conference or the board as specified by established procedure for the particular open position.

3.2.6 World Board

The World Board combines many of the functions of today's Board of Trustees, WSO Board of directors and WSC Administrative Committee. It takes its direction from the World Service Conference, serving as the single point of authority and responsibility for carrying out the will of the conference when the conference is not in session.

* so that there are always new representatives and those more experienced

Completed Structure



Resolution Group - World Services Meeting - November 10, 1995

committees, and delegating responsibilities to staff groups. (For specific areas and responsibilities, please see the structural diagram under section 3.1) Board members themselves do not serve on ad hoc committees, and the board has a single collective vote at the World Service Conference.

While only the World Service Conference has the authority to actually set the strategic plans in place, the World Board has the primary responsibility for preparing them and executing them. If the board properly uses the world representatives, world pool members and WSO staff in both the planning and implementation, then there are no big surprises at the World Service Conference. The conference can function as an arena in which the Geographic Divisions can share experience, strength and hope, building worldwide unity and holding workshops on a whole variety of issues of the day.

The World Board is also responsible to administer the unified budget of world services. The World Service Conference establishes priorities and ratifies the budget for the current conference cycle. The board then administers that budget throughout the year.

3.2.7 Ad-hoc Committee Structure

There are no standing committees in the structure we are recommending. Instead, there are ad hoc committees of the World Service Conference which are formed to accomplish specific goals and are then disbanded. The proposal to form an ad hoc committee may come from the World Board, from a geographic division, or from the World Service Conference itself. This proposal should follow a standardized format which includes the goals to be accomplished by the committee, along with the timeline, the budget, and the human resources needed to accomplish, the committee is dissolved. (For specifics about some of the areas of responsibility that may be handled by ad hoc committees, please refer to the structural diagram in section 3.1)

Ad hoc committees are composed of trusted servants drawn from three groups: World Service Representatives, World Pool members and World Service Office staff. The initial proposal for an ad hoc committee includes a description of the human resources needed, both volunteers and staff. The Human Resources Panel is then given the task of selecting the appropriate people from the volunteer groups to be offered as a slate to the conference. The WSO staff members are selected by WSO management based upon availability and skills match. Under special circumstances, the conference may choose to have the slate of volunteers offered to the World Board for the final selection. An example of such a circumstance may be that the conference developed a plan for an ad hoc committee while it was in session, but the time needed to select the nominees extended until after the conference was over.

Ad hoc committees, through their leadership positions, are participants of the World Service Conference. They report directly to the World Board. They also prepare a report for the World Service Conference. The World Board has no editing rights to their reports. The ad hoc committees' participation at the conference is non-voting, and as with all conference participants, is funded through the unified budget.

Under exceptional circumstances, the World Board may form an ad hoc committee in the middle of a conference cycle. In that case, the board will report on those exceptional circumstances at the next conference, and ask the conference to ratify its decision to form the ad hoc committee. The board could create a "focus group" at any time for smaller-scale projects where they wish to draw upon the experience of the World Service representatives and/or World Pool members. Ad hoc committees would be created only for larger, more resource-intensive projects.

3.2.8 World Service Office

The World Board has at its disposal in carrying out the will of the conference a substantial pool of human resources, both volunteer and paid. The volunteer resources include the World Service Representatives and the World Pool members. The collection of the employed human resources make up the World Service Office.

The office is responsible for the actual execution of most of the initiatives of world services. Its senior management report directly to the board. The typical chain of delegation within world services would involve the World Service Conference establishing the broadest strategic initiatives and directions, the World Board establishing the strategic and tactical plans within the parameters established by the conference, and the World Service Office staff organizing and performing the work.

With some specific exceptions noted below, we are not recommending substantial change to the World Service Office. The World Board would function in much the same way toward the office as does the current Board of Directors. The office would support the ad hoc committee structure in a manner not radically different from its current support of boards and committees. Perhaps the most important change we are recommending is in the removal of much of the duplication of the office's effort. By giving the board ability to delegate responsibilities directly to the office, only creating committees when they are needed to provide something that couldn't reasonably be provided by the office staff, we eliminate the lion's share of the waste and duplication discussed in the world services inventory.

The changes we are recommending to the office, however, are intended to address some of the highest priority problems discussed in the inventory. We are recommending the creation of three senior management positions: a Human Resources Director, a Strategic Planning Director and a Public Relations and Communications Director. We're using the term director here to imply a senior management employee with the staff necessary to carry out their assigned responsibilities.

Process Ownership. The concept of process ownership is key to understanding the proposed role of the staff members described below. When we say that the Planning Director, for example, is responsible to coordinate the strategic planning of world services, we do not mean that they actually create the plan. We mean that they are responsible to bring their professional expertise to bear in creating a solid planning process, and they prompt all the players and schedule all the

events that make up the annual planning process. They "own" the process, and are responsible for it. Similarly, the Public Relations and Communications Director is not responsible to come up with the content of communications. That content is provided by the appropriate person or group doing the communicating. They are, however, responsible for bringing expertise to bear in developing a system of communications, prompting and guiding the process along to make sure that the world services communication goals and standards are met. Please bear this important distinction in mind as you read the description of each role.

Human Resources Director. The entire human resource picture of world services includes both volunteers and paid staff. The Human Resources Director is responsible to manage the process of selecting and developing both. Human resources management is a fairly well-defined field, encompassing recruitment and retention, education and personnel development, compensation, and a variety of other functions, all which would fall under the HR Director of the WSO.

The HR Director would staff and facilitate the Human Resources Panel described above. They would coordinate the process of reviewing the backgrounds and particular skill sets of everyone in the World Pool and all the World Service Representatives, so that informed decisions could be made when selecting board and ad hoc committee members.

The HR Director would create and manage the training program for both trusted servants and special workers. This program would include orientation programs for all key world service positions, and specialized training programs for a variety of volunteer and paid roles.

Public Relations and Communications Director. The responsibilities of this director would fall generally in two categories: managing the communications between world services and the rest of the fellowship. They would be responsible to bring substantial expertise to bear in selecting communications media that actually get the message across, implementing communications plans which deliver the message, and verifying that the message is being received. In this case, "the message" means whatever message we wish to communicate to any audience at a given time. When a board, committee, or staff group wishes to get a message out to someone, the resources of the Public Relations and Communications Director would be used to identify the target audience and the proper vehicle.

Our inventory process revealed that, while a whole lot of words are being written and mailed by world services, severe problems exist in actually communicating as intended. The addition of this staff position would go a long way toward addressing this serious problem.

Planning Director. While strategic planning is a major responsibility of the World Board, and finalizing the strategic plan is the major focus of the World Service Conference, we are recommending the creation of a senior level staff position devoted to expertise and strong experience. They work closely with the Executive Director(s) and the board in developing long and short range plans, and preparing these plans for acceptance or modification by the World Service Conference. Once the conference has ratified a final version of a strategic plan, the Planning Director is then responsible to coordinate the process of converting them into project plans.

The final reports from the inventory came back time and time again to the fact that our world service structure has a serious lack of overall strategic planning. There are diverse elements often going off in different directions and duplication each other's work. The primary focus of the Planning Director would be to facilitate a process throughout the year designed to keep all elements of world services focused on the same plan, working toward the agreed-upon goals, and applying sound planning and management principles to the projects at hand.

DRAFT

Vision Statement for World Services

World Services' vision is our commonly held sense of the highest aspirations that set our course. If we all fix our sights on the same star, we can be sure we are all heading in the same direction. Our vision ought to be our touchstone, our reference point, inspiring all that we do.

All of the efforts of Narcotics Anonymous World Services are inspired by the primary purpose of the groups we serve. Upon this common ground we stand committed:

Our Vision is that one day:

- Every addict in the world will have the chance to experience our message in their own language and culture and find the opportunity for a new way of life;
 - NA communities worldwide and NA World Services will work together in a spirit of unity and cooperation to carry our message of recovery;
 - Narcotic Anonymous will achieve universal public recognition and respect.
- Honesty, trust and goodwill are the foundation of these ideals. In all our service efforts we pray that a loving Higher Power will guide us.

DRAFT

World Service Conference Mission Statement

The World Service Conference brings all elements of NA World Services together to further the common welfare of NA.

The WSC Mission is to unify NA worldwide by providing an event at which:

- Participants can propose and gain fellowship consensus on initiatives which further the World Service Vision;
- The fellowship, through an exchange of experience, strength and hope, can collectively express itself on matters affecting Narcotics Anonymous as a whole;
- NA groups have a mechanism to guide and direct the activities of NA World Services;
- Participants ensure that the various elements of NA World Services are ultimately responsible to the groups that they serve;
- Participants are inspired with the joy of selfless service and the knowledge that our efforts make a difference.

We encourage both positive and negative input, with alternate suggestions. The input we have received has been very helpful in refining these statements.

Introduction

At the 1993 World Service Conference, the Australia Region made a motion to remove gender specificity from the wording of the steps and traditions (Motion #39). This motion, along with recommendations from a work group, began to be discussed throughout the fellowship. Based on the recommendations from a work group at the 1994 conference, the fellowship was further asked (Motion 88) to explore whether the wording of the steps and traditions reflected the spiritual principles of our program and if the proposed changes of Motion 39 adequately addressed members' concerns.

For the past three years, then, we have all been encouraged to discuss whether to make specific changes to the wording of our steps and traditions. Unfortunately, the discussion on this issue has become defocused and unclear over this three-year period. Discussing the gender specificity issue in a broader context has offered the opportunity for a healthy exchange of viewpoints. We believe, however, that we have all become somewhat confused about what the precise question we are being asked is, and how it can be answered.

Primarily because of this lack of clarity, Motion 47 was passed during the 1995 World Service Conference. The motion states:

In order to clarify exactly what the fellowship is being asked to decide and to define how a decision would be reached, we propose the following: To set aside all previous conference actions of WSC 1993 Motion 39 and the recommendations from the work group from WSC '93 and WSC '94 Motion 88. This would allow the WSB to develop a paper on the issues and present it to the fellowship by August 1995. Further, the WSB will provide a recommendation to the fellowship in the 1996 CAR on how to resolve these issues.

This paper addresses the first part of Motion 47. Its intent is to clarify what the groups need to decide and to provide a framework with which to focus discussion on the issues related to the language used in the wording of our steps and traditions.

The Language Change and Cost

It is the practice of the World Service Office to deplete its supply of literature on hand when a piece of literature of service manual is up for approval. At times, a back-order situation occurs, but this is a short-term inconvenience. The cost to the WSO, then, would be minimal since the changes would be made only during the reprinting of an item and would only affect those pages altered. In fact, there is ultimately a profit to the WSO as addicts choose to purchase the most recent editions of our literature.

We are no strangers to revision. Much of our literature has been revised, at least once. When those revisions were made, the conference determined that they were important in that they strengthened our message of recovery. Our fearlessness toward making revisions to our literature suggests that we are most concerned with the quality of our message.

The Language Change and Translations

Any translated literature that may be affected by the language change would experience the same process as that in English--changes would be made prior to reprinting. Works-in-progress would be altered before being published by the WSO.

During the combined WSCLC and WSTC panel discussion at the 1993 WSC, the Motion 39 issue was raised. International members from the panel and the floor affirmed that the gender specificity issue did not affect them or their translations directly.

Any change in gender specificity in our steps and traditions will primarily affect the English language. In most other languages, gender is already assigned to nouns and it is not possible to break that tie. Changing the word "God" would, however, affect our translations in other languages. In fact, regardless of the decision made for English, use of the word "God", the idea of a personal god, and other such issues are already creating translation dilemmas. The Western concept of God may be alien, blasphemous, or simply culturally unacceptable. The language used to express the NA message will necessarily change as that message is translated into the languages of non-Western cultures.

What Are We Ready to Make a Decision About?

The discussions held throughout the fellowship over the last three years were important. Not only did we have an opportunity to explore removal of gender from the wording of the steps and traditions, but we also began to discuss the larger issue of whether the word "God" adequately allows for the individual interpretation of our Higher Power. Some suggestions were offered to replace the word "God" with "Higher Power" or to change "God" to "god". While this stimulated much discussion and controversy, no motion to propose changing the word "God" in the steps and traditions accordingly came forward. It appeared that, at this time, the only question before the fellowship is whether to remove gender-specific language from our steps and traditions.

Some of the main arguments made by those who support the language change are that individuals' beliefs are excluded by the current wording of our steps and traditions; that the use of "Him" and "His" in reference to God implies specific religious beliefs or shapes and defines one's understanding of a Higher Power. This is seen to be in conflict with our philosophy, which encourages us to develop and establish a relationship with a Higher Power of our own understanding. Many of these members believe that this wording may lead newcomers or professionals, who might refer addicts to NA meetings, to perceive us as a religious, not spiritual, program. As a result, addicts may not feel attracted to NA or out of place in our meetings; they may either not get to our program at all, or leave before the spiritual nature of the NA program is understood. In addition, supporters often believe that the current wording of the steps and traditions fails to reflect the multicultural, global nature of today's NA community. These members suggest that making such changes to the wording may help us better further our primary purpose. Some state that non-gender specific language has been used in the text of new literature (e.g. *It Works, Just for Today*) and should be changed in the wording of the steps and traditions for consistency.

Some of the major arguments made by those who oppose the change are that the steps have worked the way they are written for years; it is the individual who needs to change, not the wording. Many of these members state that they, too, had some difficulty with the wording at first, but that the literature and other members helped them to overcome their difficulties. Some argue that it is impossible to remove gender references and retain the meaning of those steps and traditions affected. Some state that removing gender-specific language is based on consideration of political correctness. There are others who state that they support the proposed changes in the wording of the steps and traditions in concept; however, they would not support actually changing the wording for fear of the effect on the fellowship. These members often point to the disunity which resulted from the changes made to the White Book or the fourth edition of the Basic Text. Many have offered the suggestion that there be a footnote or a separate page added to our literature explaining that Narcotics Anonymous espouses no specific beliefs about a Power greater than ourselves, and leaves this to the interpretation of the individual member.

Where Do We Go From Here?

Any action as significant as changing the steps and traditions would, of course, require a significant percentage of our groups to participate in making the decision. Members must also have a strong voice in accepting and implementing a decision-making process that directly includes our groups. At this time, we have no defined process in place to receive a direct conscience from each NA group. The process we develop to allow us to hear the voices of groups regarding this issue will serve us to receive consciences from groups on any similarly significant issues in the future. *In the 1996 CAR, the second part of Motion 47, a decision-making process, will be proposed.* In the meantime, in order to move forward on this issue, the fellowship should consider the following questions and begin discussing them at the group level:

1. Are you willing to make any specific changes to the wording of the steps and traditions? (Yes or No)
2. If the wording of the steps and traditions is altered to eliminate reference to gender, would the following wording be acceptable?

Step Three: "We made a decision to turn our will and our lives over to the care of God as we understood God"

Step Seven: "We humbly asked God to remove our shortcomings."

Step Eleven: "We sought through prayer and meditation to improve our conscious contact with God as we understood God, praying only for the knowledge of God's will for us and the power to carry that out."

Tradition Two: "For our group purpose there is but one ultimate authority--that of a loving God as may be expressed in our group conscience. Our leaders are but trusted servants; they do not govern."

The Board of Trustees has scheduled time at its next meeting to further discuss this issue. We will keep you updated on our discussions and any other recommendations we may have.

If you have any questions or comments about the text of this paper or wish to receive the Motion 39/88 issue statement and guidelines for workshops which were distributed last year, please contact us through the World Service Board of Trustees coordinator at the World Service Office.

Addendum

This addendum is adapted from information presented during the Motion 88 panel presentation at the 1995 WSC. It is offered here to provide answers to questions often raised by members as they discuss the steps and traditions language issue.

The Language Issue and Our Traditions

We (the Motion 88 panelists) believe that it is appropriate that the fellowship of Narcotics Anonymous is choosing to continue to discuss the wording of our steps and traditions. In fact, we see this as a natural progression in the types of issues we have discussed and resolved in the past. And we have emerged from these discussions with our unity intact. According to Tradition One, "Our common welfare should come first; personal recovery depends on NA unity." Our hope is that we may all open our minds and our hearts to listen to each other, regardless of our personal opinions, and to disagree without being disagreeable. Whereas debate may be healthy for us, we need to keep our primary purpose before us as we engage in these discussions. *How we approach this issue is more important to our unity, survival, and growth than the decision we reach at the end of these discussions.* As we continue to discuss changes to our steps and traditions, it is important that we keep the principles of this tradition in mind.

The ongoing debate over Motion 39 has far-reaching consequences which affect the fellowship as a whole, our primary purpose, and the still suffering addicts who have not yet made it to our doors. Tradition Five states that "Each group has but one primary purpose--to carry the message to the addict that still suffers." This reminds us that, as we continue to discuss changing the wording of our steps and traditions, we need to consider the effect of that change to the newcomer and to the quality of our message. In order not to divert us from our primary purpose, we would help the newcomer and ourselves if we hold open discussions in a calm, accepting atmosphere.

According to Tradition Ten, "Narcotics Anonymous has no opinion on outside issues; hence, the NA name ought never be drawn into public controversy." Some members, arguing on either side of this issue, have claimed that this language discussion is inspired by outside issues, such as women's rights and political correctness. Others have seen it as a primary purpose issue, questioning whether the current wording of our steps and traditions clearly communicates to the newcomer the freedom of developing a relationship with the higher power of his or her own understanding. We believe that this has been accepted and discussed, with trust, as an inside issue. As such, we need to treat it as we do any other issue about which we have strong personal opinions. If we focus on the newcomer and the clarity of our message, we will avoid the temptation to create philosophically warring factions. As we continue to discuss this motion this year, we pray that we may keep our primary purpose in mind.

The Language Issue and AA

We adapted the steps and traditions from AA and gained permission from them to do this. Many fellowships have made changes to AA's steps and traditions. Some of these changes have been radical alterations in wording or have even eliminated some of the steps and traditions entirely. It would be inconsistent, then, if AA did not grant our fellowship similar flexibility in altering the original language.

AA has begun asking recovery fellowships who request permission to adapt the steps and traditions to print the original language (AA's versions) as well as the adapted language. Regardless of whether we change the wording of NA's steps and traditions, we may be asked to abide by this request.

The language Issue and the Basic Text Moratorium

The moratorium on the Basic Text was established during the 1993 World Service Conference, which means that it will expire in 1998. If this conference chooses to discuss the issues represented in Motion 88/39 for another year, we would not be voting on a change until the 1997 World Service Conference. If we were to make a decision to change the wording of our steps and traditions in 1997, we would have a year to decide how to implement the change into the Basic Text.

There is already one mechanism in place to effect changes in the Basic Text. During the two moratorium periods, the World Service Conference Literature Committee has been compiling recommended changes to the Basic Text from the fellowship. This change, then, could be one of several following the moratorium, although the conference would have the authority to initiate the change earlier if it so chose.

The nature of the change in language represented by Motion 88/39 warrants thorough discussion prior to the end of the moratorium period. Whereas most revisions to our literature may be accomplished through a normal review and input process, this proposed approach discussed this issue many times over the years. It is clear that it cannot be resolved without thorough, extensive discussion throughout the fellowship. Therefore, it is appropriate that we are discussing this change now rather than waiting until the end of the moratorium period.

PRODUCT INFORMATION UPDATE

TWO NEW BOOKS IN SPANISH

Two new Spanish translations of Narcotics Anonymous books will be available by the end of this year.

Gu'ia de Introducci'on a Narcoticos An'onimos (An Introductory Guide to Narcotics Anonymous) contains the chapter on NA's Twelve Steps from our *Texto B'asico*, plus ten of the NA pamphlets most commonly given to new members to explain our program. We expect the *Gu'ia* to be available for purchase by the end of this month.

Item no. CS-1200. ISBN 1-55776-251-1.

US \$1.50

S'olo Por Hoy (Just for Today)--*Meditaciones Diarias Para Adictos y Adictas en Recuperaci'on*. Each of the 366 daily entries starts with a quote from NA's *Texto B'asico*, examines the day's topic, and closes with a focusing thought or affirmation. The English-language edition of this book, first published in August 1992, has sold over 185,000 copies. We hope to officially launch *S'olo Por Hoy* at the Latin American Zonal Forum, being held 26-29 October in Penedo, Rio de Janeiro, Brazil.

Item no. CS-1112. ISBN 1-55776-252-X

US \$6.50

INVENTORY ITEMS TO BE DISCONTINUED

At the August board of Directors meeting, various items were eliminated from our inventory such as the *Twelve Traditions Group Reading Card* (#9128), *Just for Today Group Reading Card* (#9129), *H&I Handbook* without tape (#2102), and *H&I Audio Tape Supplement* (#8810). These products were sold on a temporary basis as supplements to update or complete sets.

Due to low sales, it is no longer economically feasible to continue carrying the following items. However, these items will be available as a special order until our inventory stock is depleted. The *ASC/RSC check Register* (#9000), *Group /Area Contribution Form* (#9002), *International Meeting Directory Set* (#2200), *International*

Meeting Directories (#2201-2204), 1 *Pocket Literature Rack* (#9052), 3 *Pocket Literature Rack* (#9053), *VHS PSA 1,2,3,4* (#9112), *PSA Storyboards* (#9113), *VHS Loop PSA* (#9114), *Audio PI Materials* (#8450-8465), *Video PI Materials* (#8500-8523).

FOUR NEW PAMPHLETS IN FINNISH

narcotics Anonymous has its first four pamphlets in Finnish now available for sale. *Kuka, mita, miten ja miksi* (Who, What, How, and Why) contains a basic description of the NA program, including the text of our Twelve steps and Twelve Traditions.

Item no. FI-3101. ISBN 1-55776-247-3.

US \$0.17

Toinen nakokulma (Another Look) encourages addicts to take a second look at their drug use and identify those things addiction cannot provide them.

Item no. FI-3105. ISBN 1-55776-248-1.

US \$0.17

Olenko Addikto? (Am I an Addict?) contains twenty-nine questions to help a drug user decide if he or she is an addict. This is NA's single most widely distributed pamphlet.

Item no. FI-3107. ISBN 1-55776-249-X.

US \$0.17

Tervetuloa Nimettomiin Narkomaanihin

(Welcome to narcotics Anonymous) assures the addict who has just arrived in NA that he or she can learn "to live drug-free a day at a time... We can do together what we could not do alone."

Item no. FI-3122. ISBN 1-55776-250-3.

US \$0.17

THREE NEW KEYTAG SETS

We have added Finnish, Italian, and Netherlands keytag sets to our inventory. The NA logo and clean time are stamped in metallic foil on these keytags.

Please add the following prefixes before the item number when ordering: Finnish (FI), Italian (IT), Netherlands (NL). US \$0.28 each.

VARIATION	COLOR	ITEM NO.
welcome	white	4100
thirty days	orange	4101
sixty days	green	4102
ninety days	red	4103
six months	blue	4104
nine months	yellow	4105
one year	moonglow	4106
18 months	grey	4107
multiple years	black	4108