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WORLD SERVICE CONFERENCE ADOPTS BUDGET AND WSO ADOPTS BUDGET

The World Service Conference and the World Service Office have jointly achieved a milestone in growth and management. These two service arms have separately but in collaboration developed and approved mutually supporting budgets. The Conference, in a major advance in administration, proposed and adopted by a single motion a comprehensive budget that covers all of the expenses of the World Service Conference (and subcommittees) for the year. Although the adopted budget exceeds the anticipated income of the Conference for the coming year, it represents a move forward in management of the Conference duties. The budget also included expenses related to the activities of the Board of Trustees.

The budget shortfall is expected to be provided from two sources. The first and primary source is expected to be funds developed from special Fellowship fund raising activities that are to be conducted within each area for the specific purpose of providing funds for the World Service Conference.

The second source of funds will be probable excess revenue generated from activities of the World Service Office and used only if the Conference and the Fellowship do not successfully raise the necessary funds. The WSO Board of Directors at their meeting immediately following the Conference, adopted a budget covering operation of the office through the end of this calendar year. The budget as originally proposed by the Manager would have shown either a potential excess revenue of \$45,000 or provide the opportunity to have a price reduction in either the Text and/or other literature items.

However, actions of the Conference resulted in withdrawal of three items from the inventory of pamphlets available. Pamphlet numbers 3, 10 and 17 were removed from circulation by the Conference. The WSO was authorized to continue to sell pamphlet #3 until current inventory is exhausted, but the other pamphlets were ordered withdrawn immediately. By these actions, the Conference has decreased anticipated income of the WSO by about \$40,000.00.

By the Conference action to adopt a budget that exceeds their anticipated income and simultaneously asking the WSO to provide the necessary extra dollars, the anticipated WSO excess revenue not only disappeared but had affected overall WSO budget projections. This action will not impair or endanger the routine operation of the WSO. The move to utilize WSO funds for administrative expenses of the Conference will only have the impact of forstalling what had been of projected reductions in WSO prices.

This was discussed at length at the Conference prior to completion of the action. These mutually supporting actions are a proper exercise by the Conference of the will of the Fellowship in determining the priorities of the Fellowship in the distribution of the Fellowship assets.

The first source of funds, beyond the yearly anticipated contributions that would be received by WSC are a series of Fellowship fundraising activities. To effectuate this, the Conference adopted this motion, "That each area service committee be requested to hold a fund raiser for the benefit of the World Service Conference in July of each year and send the proceeds of such fundraiser to the WSC Treasurer; the first to be held during July 1984."

Each of these actions are related and equally important. The Special Report sent to the Fellowship recently, on the subject of illegal printing, contained a memorandum from a past WSC Treasurer. In that memorandum the

financial problems of the Conference Administrative Committee were clearly detailed. If the Fellowship feels the World Service Conference provides a necessary or important service to the Fellowship, then the activities and duties of the Conference Committees must be financially supported by the Fellowship. This can and should most properly be done by channeling a portion of the revenue from each group to the area to the region to the Conference. This has, however, proven to be sufficient. Action to encourage specific fund raising events within the Fellowship is a positive step in developing a clear knowledge of how strongly the Fellowship at large supports the activities of the World Service Conference.

The back-up plan of using funds from the WSO can be relied upon, but by such action, it affects the future price of the Text and other literature.

Contact your ASR or RSR and get involved with the July fund raising plans in your area to support the needs of the Fellowship.

Going back to the subject mentioned in the article above, about the removal of three pamphlets from WSO order form. Two of the items, "A Guide to the Fourth Step Inventory" and "The Use of Medication in Recovery" have already been withdrawn from our inventory. In both cases there were fewer than 1,000 in stock at the time as the action on these two items was anticipated. All orders received for these items, will be filled, minus the deleted pamphlets. A letter explaining removal by the Conference will accompany the order and either a refund will be provided or an increase in the number of other items ordered will take place, in order to compensate the purchaser. If the amount of money forwarded for these items is substantial, a phone call will be made to the purchaser in order to determine their preference in action.

WSO will continue to sell the #3 pamphlet, "For Those We Love and Others", until current stock is exhausted (about 5 weeks). At that time, requests for this pamphlet will be treated like those for the #10 and #17 pamphlets.

#### INTERN POLICY ANNOUNCED

The WSO Board approved at their April meeting an intern training program. This program is directed at assisting Regional Service Committees that intend on opening a central service office within their region. The policy will provide that two interns will be accepted at a time and each will receive a 6 or 7 week training course in management of a central office. The Region is responsible for providing transportation costs for the trainee. The WSO will include the intern on the staff payroll during the training period (principally to provide for living expenses) and an effort will be made to obtain housing assistance from members of the local Fellowship.

The intern will be given instruction in every phase of operations of the WSO. Such activities as: handling mail inquiries, mail orders, receipt of funds, recording and banking of funds, preparation of necessary financial reports. Other subject will be ordering supplies, equipment, and inventory of approved materials. Additionally each intern will study and work closely with the WSO Manager in the operation of the Corporation: learn procedures, policies, by-laws and reporting requirements.

Regional Service Committees that desire to participate in this program should contact the WSO.

#### LIMITED CREDIT POLICY REINSTATED

A limited credit policy was recently approved by the WSO Board of Directors. This policy was enacted as a result of success in the substantial reduction of the outstanding debt due to the WSO that was discovered last summer and from a desire to assist Regional Service Committees in the development of their financial stability.

The policy works in this manner and is limited only to Regional Service Committees. A memorandum of understanding is prepared by WSO and adopted by the Regional Service Committee. The memorandum simply is a statement of agreement of the terms and conditions under which the credit is advanced. The Region will designate one individual to be responsible for the ordering

and receipt of all material. The region must complete payments to WSO even if the responsible individual becomes irresponsible or loss of material or money results from the program after the material is received by the authorized person.

The Region may use or dispose of the material in any manner they decide, for instance it may be used to stock a central office or provide material for conventions. The maximum amount of material that may be ordered at any one time is \$1,000.00. The Region must send advance payment of one third of the value of the order with the order. No subsequent credit orders will be accepted until the previous order is completely paid for. Area committees, convention committees or other special or regular committees are not eligible for separate credit policy agreements.

This policy is essentially a test effort. If this policy works acceptably well for a reasonable period of time, say one year, then the policy could be considered for expansion. In the development of this policy it was thought that regional service committees are more likely to remain stable and exercise the best in financial management and accountability.

An additional element of this policy is that a small discount will be available for regions that participate in the program. More on this in the next article.

#### PRICE POLICY AND FINANCIAL GOALS OF WSO

A lengthy report was presented to the World Service Conference by the WSO Manager, at the April WSC meeting. This report contained comprehensive details of the financial operation and management of the World Service Office. This is perhaps, the first such detailed report on WSO financial management and planning. The report contained two elements that the full fellowship should be aware of.

1. The price policy of WSO has been set so that the necessary equipment could be purchased in order to operate a professional office for the Fellowship. The policy was directed such that a prudent reserve could be generated and competent full time employees hired. Sufficient funds were be generated to accommodate purchase of the extensive inventory now on hand and being planned, so that there was an economy in bulk purchasing.

2. As funds for these purposes were generated on an ongoing basis, the WSO could then re-evaluate the price policy and choose one of two or some combination of the two options. The options are: Reduce prices and/or pass reductions on to elements of the Fellowship and other purchasers in the form of discounts for volume purchases.

It had been the plan of the Board that this re-evaluation was to take place between August 1984 and November 1984. Although the actions of the World Service Conference, to utilize some of the funds from the WSO for their operational needs, may have a long range impact, there are tentative plans to begin to implement some combination of the two price policy optional reduction plans.

The action by the Conference may however moderate or delay full benefit of these plans if the fund raising activities planned for July are not substantially successful. The credit plan discussed above is one element of this re-evaluation and readjustment plan.

\* \* \* \* \* FROM THE TRUSTEES \* \* \* \* \*

The following articles was prepared by Sydney R., a Trustee elected by the Conference in 1983.

Our Second Tradition tells us the "For our Group Purpose there is but one ultimate authority, a Loving God as He may express Himself in our group conscience. Our leaders are but trusted servants; they do not govern."

This is the only Tradition in which a specific reference is made to God, and the key to understanding this Tradition is in understanding the relationship of our trusted servants and our group conscience to our ultimate authority.

While it may be true that our trusted servants don't govern, actions by our trusted servants and decisions of our group conscience should be manifestations of the will of a loving God. If we try to separate God from this tradition, either in our relationship with our trusted servants, or in our group conscience, we end up with self-will and group opinion.

As addicts, with our natural propensity to fulfill our egos first, to lead rather than to follow, to always have the right answers and the last say, we must constantly work to remember that we are only messengers of God's will as it is expressed in our group conscience; we are not the message. We must constantly search our motives to determine whether what we express is for the good of the Fellowship as a whole, and not for the gratification of our individual egos or "special interests" within a group, area, region, or committee. Without that awareness, and the willingness to sublimate our own desires to the expression of our ultimate authority, a loving God, the Fellowship splinters and divides against itself.

There's a direct relationship between this concept of a group conscience being the expression of the will of a loving God and how trusted servants perceive and perform their duties. Trusted servants should convey and carry the group conscience and not their own wills. The groups they represent, must place their faith in their trusted servants and believe that the people they choose to serve are guided by the principle of this tradition. When trusted servants fail in their purpose to carry forth the group conscience and try to govern on self-will, the strength of this tradition is weakened.

The principle of this tradition also applies in reverse. When the group fails to support its trusted servants to carry out their duties, Tradition Two is similarly undermined. We easily understand the accountability that trusted servants have to the Fellowship; it is equally important to understand the concept of the Fellowship's accountability to its trusted servants. A trusted servant must be given the respect and authority to exercise the group will in accordance to his or her understanding of the group conscience.

I would like to share an example to illustrate the difference between "group conscience" and "group will" and how easy it is to confuse and violate this Tradition when our ultimate authority is not recognized as an integral part of it.

The activities committee of a certain area raised a great deal of money from its Fellowship through one of its functions. With what they believed were good intentions, the members of this committee took a "group conscience," to send a portion of their profits directly to the WSC, bypassing both the area and region they directly served.

Their rationale was that their region had not donated funds to the WSC with any regularity and in fact, had barely been able to maintain a prudent reserve to carry out its own business. The committee, frustrated by this state of affairs, justified its decision by asserting that they were the only body who contributed rather than depleted resources, and that this way they could make certain "their" money would be filtered up.

At the next area business meeting, the committee confidently presented its financial report and plans for distribution, certain they would meet with praise. Instead, it caused immediate dissension. The area responded by telling the committee it had not only acted autonomously, but had overstepped its authority, lacking the faith to allow either the area or regional representatives to carry out their duties as trusted servants. The meeting ended in chaos and conflict, with hurt and resentments on both sides.

At the next activities committee meeting, after much discussion between individual members, it was finally agreed to conform to the wishes of the area to unconditionally turn over all monies in the accepted fund flow manner. Although they didn't realize it at that point, the group opinion of the committee had turned into group conscience and was surrendered to the ultimate authority.

A few months later, that conscience was reflected in the group purpose of the region, which contrary to the committee's fears and far beyond their expectations, made a large contribution to the WSC. Had the committee acted according to its self-righteous opinion and desire to govern rather than to serve, disguised as "group conscience," the money still would have been sent to the WSC, but the discord and distrust it would have created

would not have been worth the financial contribution. When group conscience was truly expressed, trust and unity were re-established within the area and regional Fellowship.

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#### REPORT ON PRINTING OF THIRD EDITION OF TEXT

At the Conference, the inclusion of additional stories was approved for the next printing. Work has proceeded to accomplish this task. The new stories have already been typeset, a proofreading session was held and corrections noted for return to the typesetter. This will be returned in early July for shipment to the printer. The WSO Board has selected a new printer for the Third Edition. The change in printers will save the WSO about \$13,000 in costs. The savings is a result of the new printers larger volume business, larger presses and lower wage costs.

The tentative date for actual printing has been set for the first week in August. Final assembly of the Book and arrival at the WSO is not expected until late September. I had the opportunity to visit the printing plant in Pennsylvania during May. The plant is large and capably run.

One reason for the long production time (although it is about the same as last year) is that the matter of the proposal to change the language of Traditions 4 & 9 has not been resolved. Responses from this are now not required prior to July 15, 1984. This new date will permit us a few days to correctly notify the printer of which sample of language they are to use.

Although there is an increase of some 60 pages within the book, there will not be a change in the price.

#### \* \* \* \* \* WORLD DIRECTORY UPDATE \* \* \* \* \*

The second update for the World Directory is at the printers and will be mailed shortly. This update will include over 361 new meetings but also deletes about 100 meetings for a net gain of 261 meetings. This is well over a 9 percent growth. This growth, however is reflective of new meetings since March 1, 1984.

#### \* \* \* \* \* NEW TELEPHONE POLICY FOR WSB AND WSC \* \* \* \* \*

One of the actions taken by the Board and Conference officers was to discontinue placing names, addresses and phone numbers on the stationery used by the Trustees and the Conference. There are occasions when letters are sent to agencies and individuals outside the Fellowship and this action was taken to protect the anonymity of our WSC Officers and the Board.

Effective immediately therefore, it will be necessary to forward all communications for the Board and the WSC officers or Committees through the WSO. A policy has been established within WSO to expedite the communications on to the appropriate person.

A similar policy has been established for phone calls. Two separate phone lines have been installed in the office, one for the Trustees and one for the WSC. These numbers are: Board of Trustees - (818) 785-7896 and the number for WSC phone calls (818) 785-7884.

Our staff will answer all calls during the day and take messages for the individual the caller desires to talk to. Our staff will then call the message to the appropriate person. Calls received after working hours will be answered on an phone answering machine and the call relayed the next day. Both numbers are also listed in the Van Nuys, Ca., phone book.

#### \* \* \* \* \* SELECT COMMITTEE \* \* \* \* \*

As everyone in the Fellowship should know by now, the Conference established a Committee to prepare a draft Service Manual that will contain detailed description of the service structure of the Fellowship. The Select Committee as it has been named has held its first meeting. Although

much was accomplished, the task is enormous. Additional meetings are scheduled for early July and August. The Conference had established a cutoff date for the receipt of new input for the committee but that deadline has passed with little input. The Committee desires that the Fellowship know that they will accept for consideration input that may be received during July. The Fellowship is encouraged to forward any suggestions for the service manual to the WSO, labeled Select Committee input.

The Committee will make reports in the quarterly reports on the progress they make.

\* \* \* \* \* GENERAL NOTES \* \* \* \* \*

The Chicago World Convention committee has recently reported that the number of registrations received has not been quite up to expectations. The Convention, that is OUR CONVENTION, is just about 75 days away. The Committee and the host hotel must make final agreements based on reservations at the hotel and the number of registrants that will be participating. It is important therefore that registrations be made at the earliest possible moment.

A copy of the announcement for the Convention is enclosed with this edition of the NEWSLINE.....

The WSO has proceeded on a program schedule for the translation of the White Book and selected pamphlets into French, German and Spanish. The French translations will be the first completed. They are currently being proofread just prior to being sent to the typesetter. The target date for completion of all the translations and initial printing of these items is September 15, 1984. Only limited quantities of these foreign language printings will be made. As the need, developed from orders, is evidenced, more will be printed.....This will supplement the activities of the newly established WSC Committee on International Activities. This committee was created at WSC 84 as a focal point in the assistance for Fellowships in non-English speaking countries. Roger T. from New York was selected as the Chairperson of this committee. He anticipates attending the Dublin, Ireland, Workshop in July. The committee has established an ambitious work program. Based on the increasing volume of correspondence from non-English speaking countries, every effort of the committee should be successful.....

Two separate workshops are being conducted in the weeks ahead by committees of the Fellowship. The Literature Committee is conducting a workshop in Louisville, Kentucky and the Public Information Committee meeting in Boulder, Co. Summaries of these meetings will be reported in future editions of the NEWSLINE.

\* \* \* \* \* FINAL NOTES \* \* \* \* \*

In the first NEWSLINE, last year, I included a notation that the Board and I had agreed to a 90 day contract for my tenure here as WSO. That was subsequently extended to the June 1984 meeting date for the WSO Board. At the June meeting of the Board, a week ago, by mutual agreement, that agreement was renewed for an additional year.

Bob S.