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BOARD OF TRUSTEES MINUTES SECOND DRAFT 8/10-12/90

Friday, August 10, 1990

The meeting was opened by Jack B. with a moment of silence followed by the Serenity Prayer. Present for this meeting were:

Trustees:

Jack Bernstein, Chair
Becky Meyer, Vice Chair
Greg Pierce
Chuck Lehman, Internal Chair
Steve Bice
Danette Banyai, Lit. Review Chair
Kim Johnson, External Chair
Garth Popple
Donna Markus
Stretch Gars

WSC:

Ed Duquette, Chairperson

REUBEN FARRISS
BARBARA JONGENSON
TOM RUSH

WSO BOD:

Bill Winterfeld, Vice Chair
Stu Tooredman, Chair

WSO Staff: Steve L., Freddie A., Hollie A., Julie K., Lee M., George H., Steve S., Vandy A., Donna R.

The board then moved to a review of the agenda. The members were advised that due to communications mix-up, neither the H&I nor P.I. chairs would attend this meeting, and a short time will be set aside (up to 1-1/2 hours) for a combined meeting of the Internal and External committees. The chairperson of each respective committee agreed to the request.

Under new business, time will be reserved for discussion of undercover police activity in Philadelphia N.A. meetings.

The board then moved on to approval of the July meeting minutes. This led into a discussion of the overall recording of minutes for the BOT. Concern was expressed that past minutes have included too much discussion, and that the July minutes seemed to go to the opposite extreme, not enough. A suggestion was made to have the minutes include broad, general statements with details included only when necessary. The WSO staff agreed to work more closely with the board to develop an appropriate style of minutes to suit the board's needs.

Discussion on the minutes continued, with Garth and Stretch commenting that they were not notified of the July meeting in time to make appropriate plans to attend. Donna M. stated that she was unable to attend due to a last-minute change in her personal schedule. The amended minutes from July should reflect this information. An apology was offered to Stretch and Garth by the chairperson. It was indicated that the July meeting was an unusual occurrence and the inadequate communication isn't likely to happen again.

A motion was made and seconded to accept the July minutes with proposed amendments. Jack felt the minutes still needed to be clarified first, prior to

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approving them. He requested that all suggested changes be given to the WSO staff, who will then input these changes into a new draft of the minutes. The revised minutes will be sent to all trustees as soon as the changes are made, for review/input prior to the next trustee meeting in October.

Staff then asked for clarification regarding trustee mailings to past trustees. The procedure was explained. A letter was sent to all past trustees in 1989, asking if they wanted to remain on the mailing list, and those that responded positively have remained on the list. Due to the recent staff reassignments, these past members may have inadvertently been left off the list. This will be rectified and each trustee will receive a copy of the expanded mailing list for their information.

An overview of the meeting with representatives from the Center for Disease Control was presented by Jack. The representatives had expressed their concern about N.A. being so anonymous that agencies like the CDC have problems contacting us, and felt that this is not really to our benefit. The CDC was advised that we are unsure if we, as a fellowship, can help them with their work concerning the AIDS epidemic. Jack stated that the CDC was open and understood that their questionnaire was not really appropriate for N.A. Further concerns were also expressed about our cooperation/affiliation with a government agency and some of the potential conflict with our traditions. Several trustees felt that there is a need to further explore ways to establish cooperative relationships with such agencies without becoming affiliated, and we agreed to continue open communication.

An update was given by the vice chairperson regarding the letters and concerns from the Chesapeake and Potomac Region. Phone contact was made with the current RSR, and she indicated the issue would be resolved this weekend at their regional meeting. They don't feel that they need us there but would like a letter from the trustees for future reference. Since an offer to have two trustees attend their meeting was made and declined, it was decided that a letter to the C&P Region would be drafted in response to the convention question only.

The board then moved on to address several of the motions committed by the WSC. It was decided to allow each board member to express their thoughts about each motion prior to assigning them to a committee for further work.

The first motion concerned the assignment of all N.A. copyrights to the BOT. Information was expressed that in order for the BOT to do this, it would require them to form into an incorporated entity. Several members feel that there is no need for change, as the copyright is in the right place at present, and expressed concern that this is more of an issue of lack of trust, rather than a valid concern about the copyright. Others saw the reason behind this motion to be a money issue, "control of funds from sales revenue." Another believed there is a need to separate the copyright ownership from the production entity. A suggestion was made to ask the fellowship directly about their understanding of the issue. Other thoughts were shared about the relationship (method of election) of the WSO BOD with the conference, compared to that of the BOT, and the higher visibility of the BOT, as this may be the real issue. After discussion concluded, the motion was assigned to the Literature Review committee.

Discussion then continued on the BOT stop action motion. Several members related their understanding of the ability of the board to initiate that type of action at present, while others are unsure if the BOT actually has that ability, as no

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decisions are made by a single body. Some felt that there is no need to invest any more power in the board. One member suggested that the motion was originally drafted in connection to the "RSRs only vote" issue. Minimal support was given to the idea of a specific stop action plan, as most of the members feel that the board already has this "stop action" ability, and has used it, or at least delayed actions until conference time. This motion was left with the Internal Committee.

Next on the agenda was the motion regarding the WSC electing all the members of the WSO Board of Directors. Several of the members expressed their feeling that directors might then be elected without giving the board the ability to utilize members who are best suited, through their professional background, for membership on the board. The trustees were reminded of the evolution of election of trustees, from self-election to pool to direct election at the WSC. Several of the trustees indicated that they feel there is a need for a new election process for BOD members. Support was also expressed for the continuation of election directly into the pool, and then allowing the board to appoint people to vacancies from the pool. A few of the members are definitely in favor of a nominations committee. A request was then made to have a proposal developed about the nomination process. A decision was reached to propose that a joint committee, composed of members of both the BOT and BOD, would have the responsibility to work on these motions.

After the lunch break, the agenda item of **international needs** was postponed until Stu T., WSO BOD Chair, arrived.

The **Executive Director Search Committee** report was given by Donna M. They have a recommendation for a recruitment agency, which they will be submitting to Stu. The search committee will be looking both within and without the fellowship. Applicants will be screened by the recruitment agency, within agreed-upon guidelines. Both addict and non-addict candidates will be considered. A notice will be placed in the next *Newsline* regarding a search for candidates. This will include a description of the general duties and will refer applicants to the recruitment agency. A letter will be sent to the fellowship to update them on this process. A couple of the members feel that there is a need to have a non-addict in this position so that the new executive director can be involved in contacts with the general public.

After a brief discussion regarding the concerns expressed by the fellowship about the letter informing them of the decision not to renew Bob Stone's contract, it was emphasized that the letter is a factual and comprehensive report of the events leading up to that decision.

The **Finance Report** was postponed until Saturday when Stu T. is here.

The general meeting recessed at 3:00 p.m., with the trustee committees meeting the remainder of the afternoon.

Saturday, August 11, 1990

The meeting reconvened at 1:50 p.m. with all of the trustees present, as were the WSO staff who were in attendance on 8/10. In addition, Stu T., WSO BOD Chair, Bill W., WSO BOD Vice Chair, and Ed D., WSC Chair were in attendance.

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Stu T. presented the **WSO BOD report**. In his report he indicated the WSO finances are generally OK. There are new policies being developed for a variety of areas such as finances, translations, and travel. The letters regarding the illegal text have declined, but some key individuals are still distributing the text. Letters received from service committees indicate that there are no service committees in support of this illegal text. They do support the WSO action. Stu hopes that a trustee will attend the upcoming WSO meeting in Chicago with the large regional service centers. The sales agreements with the UKSO and FSO have been finalized and we no longer have a licensing agreement with these offices. The BOT was assured that there are no plans to phase these offices out in favor of the ESO. The CSO will be self-supporting and is basically a distribution center. Stu informed the BOT that the WSC H&I Committee has recommended printing Book One of the Basic Text for institutional use only. A discussion ensued concerning the financial impact this would have on world services. It was suggested to reduce the print standards of the current Soft Cover Basic Text and reduce the price. The BOD will leave it up to the WSC for further discussion.

Ed D. requested postponing the **WSC Report** report until Barbara J. arrives.

International needs was the next item on the agenda. There remains a commitment within the board that non-U.S. members will be asked to assist in developing plans for international needs, but there has not yet been an opportunity to do this. The question was raised about whether we need a World Service Conference or a National Service Conference. Ed D. informed the board that the WSC Administrative Committee will be recommending a different format for next WSC, consisting of panel presentations followed by questions and answer periods. This would facilitate the WSC's ability to respond and take action, rather than getting bogged down in parliamentary procedure.

Kim J. presented the **External Committee** report (see minutes). Concern was expressed about possible duplication of effort between the BOT and WSC committees. A need was expressed to involve the whole fellowship in discussion of these issues, as there is a feeling again of "us vs. them" or "U.S. vs. non-U.S." Kim advised the board that the External Committee wants to host a meeting for all of the representatives from countries outside the U.S. to discuss their concerns and recommendations on the day prior to the opening of the WSC. Ed D. asked Kim to have this proposal ready to present to the JAC during the September meeting, when they will be discussing the agenda for WSC '91. All of the trustees again voiced support and commitment to international development needs. Some concern was expressed about finances for international members, as this would require a longer stay. They will need to be informed of this event well in advance. There was also concern about whether this event needs to be part of the conference or separate. The members were reminded of the commitment during WSC '90 to develop a report on international needs and development, but Kim indicated that the External Committee feels a need for a more intimate approach.

At this time there was more discussion of the CDC request. Some of the members see the issue with CDC as a form of affiliation, as there is no difference in announcing the survey or handing it out. The question remains, where do we draw the line? There continues to be a need to discuss affiliation vs. cooperation, looking for how we can cooperate with such agencies without compromising our traditions.

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Kim then explained that due to the combined meeting of the BOT and the BOD in October, there will not be a need for either the WSC P.I. or H&I chairs to attend, as there will be minimal committee meeting time, and their agenda will be focused on the proposed meeting with the international members.

International travel needs were then discussed. Stu indicated that the upcoming trip to Singapore for the professional presentation needs to be expanded due to some translations activity in Tokyo and the Philippines. This will require a minimal increase in expense. He indicated that the WSC will pay for one of the two parties to go. A decision was made that Kim and Garth will attend, with either Mario T. or Tom M. as reserve in the event either Kim or Garth is unable to attend. The expected time period for the entire trip will be from six to eight days, with the Singapore presentation being on November 15. Stu will check with Jamie S-H, WSC BOD member, to see if he is available to do the professional presentation in Athens, Greece on September 23-26. The Brazilians have requested a visit to assist them in developing their unified service structure, with a decision made to send George H., WSO staff, and Becky M., BOT vice chair. A request was made by the Italians during the ESC in Portugal to have someone attend the Italian Service Conference and Convention in November. A decision was made to send the European Service Office staff member, as much of the concern from the Italians is in regards to translations. There will also be a request sent to some of the countries with more developed service structures to send members from their local fellowship to assist the Italians with their questions about service structure.

Discussion of **finances** was undertaken at this time, especially as regards travel. A suggestion was made to obtain background information prior to planning travel, such as past visits, contacts, etc., as well as identifying goals, objectives, and any other issues that need to be addressed during visits. Discussion then turned to the finance memo that was prepared and sent out by Tom R., WSC Treasurer. Stu T. related that the WSO will develop a unified budget approach for the WSO and WSC next year. Ed D. informed the BOT that they need to have their budget developed for the September JAC, as well as a solid production schedule for their projects, to assist in developing a framework for the uniform budget for the WSO and WSC. All were informed by Ed D. that donations to the WSC are down. He expressed a need to determine problems that either regions or conventions may be facing, and find out why they are not backing up the vote for the budget that was made at WSC '90.

In view of the positive response to the trustee meeting in Arlington, the BOT chair suggested that the trustees hold one of their remaining meetings somewhere other than Van Nuys. There was a general feeling that the fellowship needs some "healing," and that what occurred in Arlington contributed to this healing process. There was agreement that the open forum provides for this healing. Discussion ensued about holding the Van Nuys quarterly on the East Coast or maybe to have an additional trustee meeting in October. The general feeling was that the February BOT meeting would be better to hold in another location, with the possibility that the BOD and WSC Admin. would also be involved in the open forum discussions.

At 6:00 p.m. the trustees went into a closed session, and the WSO staff were advised that the meeting would reconvene at 8:30 a.m. on Sunday.

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Sunday, August 12, 1990

The meeting opened at 8:15 a.m. with a moment of silence followed by the Serenity Prayer.

All of the trustees were in attendance except Kim J. WSO staff included George H., Hollie A., Julie K., Freddie A., Steve L., and Donna R. Ed D., WSC Chair, was in attendance but Barbara J., WSC Second Vice Chair, was unable to attend.

The first item of business was the **WSC Report**, which was given by Ed D. He requested that the BOT develop a list of expenditures through December for presentation at the JAC. He also requested that the members of the administrative committee be advised of the specific reasons for not renewing Stone's contract, so that they will have more information for their interactions with the fellowship. The members of the administrative committee are concerned about not being included in the decision making regarding this issue. He was informed that the reasons for the non-renewal of Bob Stone's contract were not specific to situations, but rather to management style and direction for the WSO. Ed related that the administrative committee wants to be more involved in the information loop. A suggestion was made to have regular meetings between Jack, Stu, Ed, George, and Anthony to facilitate the sharing of information. Duplicated efforts by the WSC and BOT committees was touched upon, as there is some confusion regarding their roles, plans, and project development. There was some dissatisfaction expressed about the manner in which the financial reports from the WSC are being presented. The main concern during Ed's report was that communication and information sharing needs to be focused on, so that no one is left out of the information loop.

It was announced that frequent flyer miles are not to be used to upgrade your seat. Garth asked that this not be such a concrete decision, as some members of world services must travel for long distances and return to work immediately after arriving at their destination.

The **Internal Committee** report was given by Chuck (see minutes). Darwyn L. and Gordon P., Additional Needs Advisory Panel members, will be asked to come to the October BOT meeting. This committee is continuing to work on operational procedures for the Board of Trustees, using the information in the *Temporary Working Guide to Our Service Structure* as a basis for development and including how the conference committees relate to the board.

The **Literature Committee** report was given by Danette (see minutes). She highlighted some of the dissatisfaction that this committee feels when asked to review work from the WSC committees after a project is in the final stages. The Translations Policy wasn't reviewed, as it is still in the development stages. They did not get to the committed motion on placing the copyright in trust to the BOT. Regarding the indication on translated literature that states "conference-approved literature," they feel it now needs to state "translation of conference-approved literature." There was concern that this may be in conflict with a motion that was adopted at the WSC 1980 regarding translations of literature. This will be investigated before a final recommendation is made. There is some concern regarding the Spanish translation of the Basic Text, as a decision was made several years ago that Castilian Spanish would be used for all the Spanish translations, as it is understandable by all Spanish speaking people. Now a

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commitment has been made that there will be more than one translation. Questions were raised about whether this is necessary, or if these several translations might be politically motivated by the different communities of Spanish-speaking members.

Danette requested that someone else be assigned to the *N.A. Way* Review Panel. There was no final decision on this, so Danette will continue with this position.

Volunteers were requested to work with the Traditions Ad Hoc, with Greg volunteering to attend in September and Chuck in December. Mitchell is back on the Traditions Ad Hoc.

Discussion ensued about the production schedule for the traditions project and whether the Board wants the drafts sent out as they are developed or to wait until the entire book is completed. A decision was made to wait until October and let the board decide how the draft will be sent out. This will be an early agenda item for the October meeting.

The issue of police undercover infiltration to set up drug buys in meetings in the northeast was discussed briefly. A call will be placed to the area chairperson by George H., at the request of the board, to discuss this issue.

A decision was made to hold the February "on the road" meeting on January 31, February 1, 2 and 3, 1991. The regular trustee meeting will be held on Thursday with open forums on Friday, Saturday and Sunday. George H. will have three possible sites for discussion at the next meeting.

M/S/C Chuck/Donna to adjourn the meeting at this time.

Meeting was adjourned with the Serenity Prayer at 11:30 a.m.

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