

WORLD SERVICE CONFERENCE OF NARCOTICS ANONYMOUS

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To: The fellowship
From: Ad Hoc Committee on N.A. Service
Date: September 19, 1989
Re: Twelve Concepts for N.A. Service

In the most recent *Fellowship Report*, we reported that substantial changes were being considered by the committee on their original draft of the "Twelve Principles of Service" which was presented to the 1989 World Service Conference. Enclosed you will find the result of those changes: the **Twelve Concepts for N.A. Service**. This document should receive as wide a distribution as possible. Please copy and pass it on to other service committees and interested members.

While most of the ideas contained in the original "Principles" draft remain, more than the title of the document has been revised. The wording of the Concepts has been reworked, with the hope of better expressing our original intent. The order of the Concepts has been revised. The narrative essays accompanying each Concept have undergone substantial revision.

The Ad Hoc Committee on N.A. Service contemplates no further revisions of the enclosed draft material prior to the 1990 meeting of the World Service Conference. The committee does expect that fellowship-wide discussion and study of the Twelve Concepts for N.A. Service will generate significant input to the committee, which we welcome and encourage on an ongoing basis. Deliberations of the 1990 Conference will quite likely result in further revisions of our current drafts.

One area in which the Principles draft and the Concepts draft differ significantly revolves around the role special workers should play in our services and our service structure. Language from the first draft which included special workers in the application of the Twelve Concepts has been deleted. Further explanation is warranted.

The issue of the role special workers should play in our service structure has been passionately debated within the committee. Some hold that the existence of an employee-employer relationship for the special

worker must preclude their participation in any decision-making process. Others hold that the special worker is a key component of the service team and must be included in the decision-making process. Still others hold viewpoints somewhere between these two extremes. The committee has been unable to reach satisfactory resolution of this conflict within its own membership.

Having admitted its inability to reach consensus on the issue, the committee is choosing to ask the fellowship for guidance. As you review the Twelve Concepts for N.A. Service, we ask you to turn an eye to the special worker. What should be the appropriate role for our special workers within our service structure, especially with regards to their impact upon and participation in our decision-making processes? Let us know. We eagerly await your cards and letters.