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WORLD SERVICE CONFERENCE 1993 MOTIONS

MOTION 1

That the World Service Conference engage in an inventory process, taking on no new projects during CY 1993-94.

Maker: Interim Committee

INTERIM COMMITTEE

"If not me, who? If not now, when?" This quote came to mind as I wrote this report for the Interim Committee. For some time now, we've had discussions in hallways and over dinner tables about the workload and pace we set for ourselves in world service. The Interim Committee felt that this discussion needed to be brought out to the fellowship for further exploration. I have no clear-cut definition as to whose responsibility it is to address this issue--but *if not us, who? If not now, when?*

Our World Service Conference met for the first time as an event in its own right in 1978. In the fifteen years since, we've been moving and growing so rapidly that we've barely had time to breathe. Each year has brought new issues, new challenges, and new projects. Each new response to each new demand, in and of itself, has made perfect sense--yet, taken all together, there's been no overall sense of focus in the growth of NA's world services. World services have grown to the point where we are overwhelming our world-level trusted servants, leaving numerous volunteers burnt out and disillusioned. We have become so focussed on our own internal bureaucracy in world services that we focus almost none of our attention on the fellowship-at-large anymore. As often as not, what we do today serves the needs of NA world services more than the needs of NA as a whole. Adding insult to injury, our overgrown bureaucracy has substituted a deluge of detail for true communication.

It's time to slow the spinning world service juggernaut long enough to look at what we're doing and why we're doing it in light of our fellowship's primary purpose. We need to take the time to consider the real needs of the NA Fellowship and how effective our services actually are at addressing those needs. After fifteen years of WSC meetings, we need to pause in our service life and inventory our needs and determine the kind of service organization necessary to address those needs so that we can chart a course for our next period of growth. Are we utilizing our resources in the best way possible? Do we evaluate how and what is being done? Are we addressing the needs of our fellowship? What valuable information and resources have we already researched and filed for future reference only to be "lost in the shuffle?" What worked very well and could be shared with others? These questions and many more come to mind.

The idea of taking a pause in the normal routine of world service for a serious, overall inventory was discussed at the WSC workshop last October in Cincinnati, where RSR response to the proposal was positive. Since then, it has been discussed in depth by the Interim Committee, the World Service Board of Trustees, and the leaders of each of the WSC committees. We find ourselves

now at the end of several major tasks being completed. This could be an excellent time to begin the inventory process. The Interim Committee therefore submits the following motion:

1. That the World Service Conference engage in an inventory process, taking on no new projects during CY 1993-94.

Intent: To allow NA's world services to evaluate and inventory its processes that we may find a more productive way of pursuing our primary purpose.

At the January 1993 meeting of the Interim Committee, we began discussing how such an inventory could actually be carried out and what services would have to be administered in the meantime. We came up with five "must do" categories, things we would have to do even while an inventory was under way:

1. Preparation for the WSC annual meeting, including the development forum
2. Written communication with the fellowship (*Conference Report* and *Digest*)
3. Basic committee and board administration, including at least one meeting of each
4. Forums and workshops, including regular, face-to-face interactions with the fellowship about the inventory process from all elements of world service
5. Basic services, including literature sales, group services, the H&I literature stock, translation work, continuing world public relations, and support for work with addicts who have additional needs

To further clarify what a world inventory year would look like, we've scheduled a meeting between the Interim Committee, the WSB Steering Committee, and the chairpersons of the WSC committees for late February so that we can develop a detailed plan to include in the March *Conference Report*.

TRAVEL POLICY

In its report last year, the Interim Committee promised to present a travel plan for inclusion in the 1993 *Conference Agenda Report*. Therefore, we ask for consideration of the following motion. The proposal was written to both simplify and streamline our current procedures:

2. To approve Addendum L, "Interim Committee Travel Guidelines."

Intent: To establish guidelines regarding world service travel and reimbursement to ensure that world service travel is planned and completed in a manner producing the highest quality results and consistent with the philosophy of the Fellowship of NA.

Mary Kay Berger, Chairperson

WORLD SERVICES INVENTORY PLAN

The conference approves Motion One, with modifications, and begins a two-year plan to inventory NA's world services

The concept of the world services inventory was first discussed at the WSC "quarterly" workshop last October in Cincinnati. The call was initially for a world services "slowdown" that would reduce the excessive demands made of many world-level trusted servants. The idea soon evolved into a moratorium on new projects that would allow for a comprehensive examination of world service operating systems. The basic proposal-in-principle for such an inventory was presented by the Interim Committee in the January 1993 *Conference Agenda Report*. The motion asked "that the World Service Conference engage in an inventory process, taking on no new projects during CY 1993-94."

That proposal was fleshed out into a detailed work plan in three stages. A rough plan was developed at a February meeting of the chairpersons or vice chairpersons of the WSC standing committees with the World Service Board of Trustees Steering Committee, the WSC Administrative Committee, and the officers of the WSO Board of Directors. That rough plan was unanimously supported by meeting participants. The WSB Steering Committee and the WSC chairperson further developed the plan. Then just prior to the opening of WSC'93 the Interim Committee filled in the details of that rough plan, producing the proposal the World Service Conference used as its starting point for discussions and decisions.

At the 1993 World Service Conference, the motion to conduct a world services inventory was divided into two questions: first, whether to engage in an inventory process; and second, whether or not to take on new projects during the coming conference year. The first part of the motion gained ready approval, but many conference participants had

many questions about the second portion, most of them having to do with the details of the inventory administrative plan.

After taking a straw poll, the conference decided to create a small working group to examine the new-project moratorium idea within the larger context of the complete inventory administrative plan. The working group would examine all WSC input related to the plan and return to the conference floor with a revised proposal. The WSC second vice chairperson, who presided over most of this year's annual meeting, appointed the following people to the working group: Leah H, RSR, Chesapeake-Potomac Region; Rogan A, Chair, WSC-PI; Donna M, Trustee; Rubén M, RSR, Puerto Rico; Lib E, RSR, Australia; Mike C, RSR, Mountaineer Region; Jenny D, RSR, Nebraska; and Michael M, RSR, Northern California. After the second vice chair's appointments were announced, the WSC ratified the group's composition. All motions, amendments, and substitute motions regarding the inventory plan were given to the working group to consider as it revised the proposal.

After reviewing input and going over WSC debate, the working group came back midweek with a report outlining the points it believed the conference wished to alter in the inventory plan. Three straw polls indicated the conference's concurrence with the working group's direction, giving the group the support it needed to finish.

On Friday 30 April the working group returned to the conference floor with its final version of the inventory administrative plan. Key elements of the plan were:

- ❖ Elements of the inventory project schedule would be redistributed over its two years. The first year would be devoted to background research, surveys, and internal inventory taking; the second, to fellowship forums, analysis, and recommendations for change.
- ❖ During the inventory period, only basic services would be maintained by world services, leaving free as much staff time, budget money, and board and

committee agenda room as possible for the inventory.

- ❖ Designation of the *Support Team*, created to meet the project's administrative needs, and the *Composite Group*, responsible for the development of the actual materials to be used in the inventory and the analysis of the results.
- ❖ Use of a consulting firm to provide technical advice throughout the inventory project.

Many WSC participants had questions about the role the WSC Ad Hoc Committee on NA Service's newly completed *Guide to Service in NA* would or should play in a world services inventory. After discussions with the committee, the conference passed a motion specifying "that *A Guide to Service in Narcotics Anonymous* be set aside until the completion of the world services inventory. At that point, the *Guide* will be assessed to determine whether it addresses any of the issues raised in the inventory. If it becomes apparent that additional revisions to the *Guide* are needed, they will be made, after which *A Guide to Service in Narcotics Anonymous* should go out for a one-year input and review period."

The two RSR members of the Support Team were chosen by the WSC Administrative Committee from among volunteers at the conference. The working group responsible for finalizing the inventory administrative plan recommended that the Support Team also include the WSC treasurer and second vice chairperson. The three RSR members of the Composite Group were also chosen by the Administrative Committee; the other members of the Composite Group were chosen by their respective boards and committees. After the selection of Support Team and Composite Group participants, the WSC voted to ratify their membership.

The inventory plan approved by the conference called for funding only basic services and inventory-related activities. However, some motions passed earlier in the week of WSC'93 required funding for their fulfillment. Additionally, some conference

committees were unclear on what kinds of activities were and were not "basic" services. The conference dealt with these questions by means of two straw polls. In the first, WSC participants specified that 1993 motions creating new projects unrelated to the inventory had been passed in principle only, not as funding mandates. In the second straw poll, the WSC expressed its wish that all world service boards and committees place the inventory at the very top of their priority lists.

With these two points clarified, the conference proceeded to approve a budget for basic services and rank a list of eighteen discretionary priorities. Participants were instructed to specially mark those items they would like to see dropped off the priority list entirely and rank the rest from first to last. The world services inventory project was weighted first in the rankings. Interestingly enough, however, the next highest weighted ranking was not second or third but *sixth* on the discretionary priority list. The World Service Conference had expressed its conscience on spending priorities for CY 1993-94 very, very clearly.

The approved WSC basic services budget came to \$167,951. Adding estimated 1993-94 inventory project expenses of \$86,990 results in a total of \$254,941. (The other fourteen items on the discretionary priority list total \$159,640.) In its pre-conference inventory proposal, the Interim Committee had projected WSC contributions for CY 1993-94 at \$242,281 and had secured a pledge of \$40,000 in additional inventory funding for the year from the World Service Office. It would appear that, practically speaking, the Interim Committee will be in a good position this year to fully fund the inventory project but not much else except basic services. For more on WSC finances, see page 7.

What's next? Fellowship surveys will be going out later this year, asking for your group, area, and region's involvement in assessing the usefulness of NA's world services. For more information, write **Inventory Project, Box 9999, Van Nuys CA 91409 USA.**

INVENTORY AT A GLANCE

Project timeline for CY 1993-94

- May:* Support Team confers with WSO staff, selects consultant(s)
- June:* Composite Group 4-day meeting with consultant to develop fellowship surveys, world service internal evaluation tools
- July:* Fellowship surveys completed, translated, and mailed
- September:* Composite Group meets to prepare for world services meeting in October
- October:* World services board, committee self-assessments
- November-January:* Support Team compiles survey and self-assessment information, forwards it to Composite Group
- February:* Composite Group meets to evaluate information, prepare report for WSC'94
- April:* WSC annual meeting, Atlanta—majority spent on inventory activities, including 2nd-year plan

Inventory budget for CY 1993-94

World services meeting	\$32,780
Composite Group meetings.....	22,050
4 CG members at WSC'94.....	5,120
Survey	8,000
Conference calls	5,400
Other telephone	300
General administration.....	3,500
Consultant(s).....	<u>5,000</u>
Total.....	\$82,150

Support Team members

Vaughan K (RSR, Ontario)
Carol K (RSR, Michigan)
Ron S (WSC treasurer)
Jim E (WSC 2nd vice chair)

Composite Group members

Leah H (RSR, Chesapeake-Potomac)
Paul T (RSR, Spain)
Jeff B (RSR, Indiana)
Jamie S-H (Trustee)
Bob S (Trustee)
Tom R (WSO director)
Rogan A (WSC Outreach Ad Hoc)
John H (WSC Policy Committee)
Jane N (WSC Literature Committee)
Susan B (WSC PI Committee)
Mandy F (WSC H&I Committee)

**CY 1993-94 BUDGET
PRIORITIES**

Basic services

WSC'94 Atlanta, including
Development Forum..... \$64,621
2 Interim Committee meetings 10,490
1 trustee meeting..... 10,240
2 Translation
Committee meetings 18,000
Administrative expenses..... 36,600
Periodicals..... 20,000
H&I literature stockpile..... 3,000
Non-NA events 5,000
Total, basic services \$167,951

Discretionary priority rankings

These projects have been given weighted priority rankings. Note the gap from the first to the second item. Costs for the inventory project are budgeted at \$86,990; estimated costs for the remaining items total \$159,640.

1. Inventory project..... **1.91**
2. Additional Development
Forum expenditures..... **6.18**
3. Literature "A" list projects..... **6.55**
4. PI survey **6.99**
5. Additional needs workshops.... **7.81**
6. Additional translation-
related expenditures **8.11**
7. Additional Translation
Committee meeting **8.41**
8. International dev't trips..... **8.84**
9. Prudent reserve **9.05**
10. Outreach Committee
members attendance at
WSC "quarterly" workshop..... **9.77**
11. Additional expenditures
for non-NA events **10.21**
12. North American
zonal forum participation **11.14**
13. Trustee, Administrative
Committee liaisons to
WSO board **11.39**
14. Fund participation of all
WSC committee members at
WSC "quarterly" workshop..... **11.59**
15. Various work groups **12.40**

MOTIONS

Inventory

- 1A: Okayed world services inventory in principle
- 1B: Adopted inventory administrative plan presented by WSC'93 working group (64 yes, 9 no, 7 abstain)
- 161: Leave one seat on inventory group open for rotating members
- * WSC ratified composite group, support team membership lists

Planning meeting produces specifics, budget for proposed CY 1993-94 world services inventory

The combined leadership of NA's world services met in Los Angeles over the weekend of February 18-19 to develop the specifics of a plan for inventorying conference, trustee, and WSO goals, resources, and procedures. The inventory, proposed in Motion 1 of the 1993 *Conference Agenda Report*, would be conducted during the coming conference year. A March 3 Interim Committee report on the planning meeting described the plan's components and timetable:

During the first six months of the new conference year, eight multiregional forums would be held in various locations around the world, allowing the fellowship-at-large to take part in the world services inventory. At the same time, an inventory core group drawing members from all branches of world services would meet to develop outlines for boards and committees to use in inventorying

themselves. The core group would also brainstorm ideas on how to evaluate board and committee inventories and how to combine and cross-reference them in an overall evaluation of world services.

Once the forums had been conducted and the evaluation outlines had been developed, a world services meeting would be held where the individual boards and committees could take their own inventories. Some extra funding would be provided to each world service body to help with travel costs for this event. Then, between December 1993 and March 1994, the inventory core group would meet two or three times to review the separate board and committee inventories, evaluate world services as a whole, and prepare reports allowing conference participants to review the core group's findings. At WSC'94, the conference itself would sort out the inventory findings and develop resolutions for change, growth, and reorganization to address the needs identified in the inventory process.

Costs for the eight forums, the world services meeting, the four core group meetings, and the training materials to be developed by the core group are projected at \$111-thousand. Costs for the basic functions necessary to keep world services in operation while the inventory is going on are estimated at about \$172-thousand, bringing the total projected CY 1993-94 budget to nearly \$283-thousand. Projected WSC donations should pay for \$243-thousand of that, with a \$40-thousand pledge from the World Service Office covering the remainder.

"If not us, who?" concludes the Interim Committee in its report. *"If not now, when?"* There is no one outside of us (world services) that can do this, and this is certainly as good a time as any, perhaps better than any other, to do what we must: evaluate what works and what does not. For the sake of our fellowship, for the sake of the still-suffering addicts in and out of our rooms, we must!"

Inventory effect on outreach committee uncertain

In the March *Conference Report*, the WSC Outreach Ad Hoc Committee chair writes, "At this point I cannot answer the question of what will happen with outreach if CAR'93 Motion 1 passes.... My understanding is that the [planning meeting] proposal calls for all NA members involved in world services to participate in the inventory process. It also suggests that all current work on projects be set aside, thus allowing basic services to continue while the inventory process proceeds."