



**Narcotics
Anonymous.**

**A
Guide to
Phoneline
Service**



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THE TWELVE STEPS OF NARCOTICS ANONYMOUS.

1. We admitted that we were powerless over our addiction, that our lives had become unmanageable.
2. We came to believe that a Power greater than ourselves could restore us to sanity.
3. We made a decision to turn our will and our lives over to the care of God *as we understood Him*.
4. We made a searching and fearless moral inventory of ourselves.
5. We admitted to God, to ourselves, and to another human being the exact nature of our wrongs.
6. We were entirely ready to have God remove all these defects of character.
7. We humbly asked Him to remove our shortcomings.
8. We made a list of all persons we had harmed, and became willing to make amends to them all.
9. We made direct amends to such people wherever possible, except when to do so would injure them or others.
10. We continued to take personal inventory and when we were wrong promptly admitted it.
11. We sought through prayer and meditation to improve our conscious contact with God *as we understood Him*, praying only for knowledge of His will for us and the power to carry that out.
12. Having had a spiritual awakening as a result of these steps, we tried to carry this message to addicts, and to practice these principles in all our affairs.

A GUIDE TO PHONELINE SERVICE

We are dedicated to the proposition that
no addict seeking recovery need die
without having a chance to
find a better way of life.

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GENERAL GUIDELINES

Section One

HOW DO WE BEGIN?

Does Our Area or Region Need a Phonenumber?

It is suggested that prior to establishing a phonenumber, a thorough investigation should be made of the actual need for such a service. There may be surrounding areas, regions, etc., who have successfully established and maintained a phonenumber service and can provide valuable assistance.

A phonenumber is handled by a subcommittee of an area or regional service committee. Abide by the group conscience of your area or region. Separate individual opinions from group conscience. Be sure that all groups in the area rather than just a few members really want to establish such a service. What are your *needs* and what type of service better suits your area or region? Start small, it is easier to expand than to reduce services.

Can Our Area or Region Support a Phonenumber?

The following checklist of questions should be used by your area or regional service committee to take a preparedness inventory before you start a phonenumber in your community:

1. Have we made a reasonable effort to project what the response will be, and taken steps to meet the workload for volunteers?
2. Do we have a contingency plan if our phonenumber or Twelfth Step lists get overloaded?
3. Will our phonenumber committee receive enough support from the fellowship (in both finances and time) to take on a potentially large number of calls in a short period of time? Can we financially handle costs, literature costs, etc.? If not, what can we do so that we can afford to move ahead?
4. Are we working in cooperation with P.I., H&I, and our area or regional service committees to insure communication and responsible handling of calls?
5. Is our ASC or RSC well organized? Does it receive enough group support to create a successful phonenumber? Are we ready for this or should we have other priorities?
6. Have we checked with surrounding areas and/or regions for their experience, strength and hope in beginning a phonenumber?

7. Have we discussed the above with the RSC to determine what is happening in other areas? Are public service announcements being used in surrounding areas? Will that affect the phonenumber?
8. What support will the phonenumber committee need to do their job?
9. Have we talked with the WSC P.I. Committee to make sure we have all that's available to help us?

What Do We Need to Start the Phonenumber Committee?

The first thing to do, of course, is to locate and enlist the support of members who have the desire, ability and qualifications to carry out the responsibilities of a phonenumber committee.

Who are the members of the committee?

It is strongly suggested that members of the phonenumber committee include representatives from each group and/or area, depending on whether it will be an area or regional phonenumber committee. These individuals and other N.A. members may be the only volunteers in the beginning. The list of volunteers will expand as the need increases.

The phonenumber volunteer list should include alternates who can be called upon in the event that a scheduled volunteer cannot complete a shift.

What about a chairperson?

The position of chairperson must be filled immediately. This may be done either by appointment at the regional or area service level or by election at a phonenumber committee meeting. The chairperson will be responsible for paying bills, organizing and scheduling volunteers and coordinating communication with answering services. These duties are most efficiently carried out by an N.A. member with long-term clean time. (Depending on the area or region, the time requirement varies from one to five years.) This member should also have a good working knowledge of the Twelve Steps and Twelve Traditions of N.A. and the personal time necessary to commit to this position. Many hours are required to organize scheduling for volunteers and answering services.

General Information Checklist

The following is a general information checklist for the beginning work of a phonenumber committee:

1. Decide what your responsibilities are as a committee.
2. Determine the type of phonenumber service best suited to your area or region (see pages 6, 7, 8).
3. Determine the cost of a phonenumber based on type of service.

4. Obtain an answering service which meets committee guidelines.
5. Prepare phonenumber guidelines (see page 4). Request sample guidelines from a nearby ASC/RSC.
6. Have volunteers serve on rotating basis.
7. Hold phonenumber workshops on a regular basis.
8. Use the buddy system for training new volunteers.
9. Prepare a log that accounts for all calls received during each shift (see pages 15 and 16).
10. Prepare for the answering service a list of the N.A. volunteers and the alternates for each shift (see page 14).

PHONELINE COMMITTEE GUIDELINES

I. Purpose

Our primary purpose is to carry the message of recovery to the addict who still suffers. The best way to make ourselves available to those who need help is to provide a phonenumber service, where someone can call and talk anonymously with a recovering addict.

The phonenumber committee provides service in accordance with the Twelve Traditions of Narcotics Anonymous.

II. Committee members

- A. Chairperson
 - 1. Requirements
 - 2. Duties
- B. Phonenumber Volunteers
 - 1. Number of phonenumber volunteers
 - 2. Requirements
 - 3. Duties
 - 4. Shifts
 - 5. Alternates
- C. Twelfth Step Volunteer
 - 1. Number of Twelfth Step Volunteers
 - 2. Requirements
 - 3. Duties
 - 4. Shifts
 - 5. Alternates
- D. Representative to ASC or RSC

III. Meeting Times and Procedures

IV. Voting Procedures

- A. What constitutes voting membership
- B. Qualifications for voting privileges
 - 1. Attendance

Section Two

HOTLINES, HELPLINES AND INFOLINES WHAT'S THE DIFFERENCE?

An N.A. phonenumber can be termed hotline, helpline, or infoline. The difference between these terms is as follows:

A Hotline

A *hotline* is described in Webster's dictionary as "a direct telephone line in constant operational readiness so as to facilitate immediate communication." When a phonenumber is termed a hotline then a recovering addict must be immediately ready to speak with a still-suffering addict. This can be done in an office where a phonenumber is constantly being answered by a recovering addict, or when an answering service can immediately patch a call from a suffering addict to a recovering addict. If a phonenumber is not being answered immediately by a recovering addict then it cannot be called a hotline.

A Helpline

When a phonenumber is termed a *helpline*, it implies that the caller will not be in immediate contact with a N.A. volunteer. Most of the phonelines that N.A. now uses are helplines. An N.A. phonenumber tries to help the caller. Callers can leave their numbers and N.A. volunteers call them back. Callers can get locations and times for meetings from a helpline. In addition, an N.A. volunteer can do Twelfth Step work with the helpline.

An Infoline

An *infoline* can be located at an area or regional service office or an answering service. It also can be an answering machine. An infoline basically is for answering questions about N.A., providing meeting times and locations, and responding to any requests for service such as P.I. or H&I. Infolines must be answered by volunteers who are trained in the same way as hotline or helpline volunteers. However, the volunteers must remember that they are answering an infoline, not a hotline or helpline. When they are working an infoline, their primary purpose is to give information about N.A. to the caller. Volunteers on an infoline may want to have a Twelfth Step volunteer list in order to refer appropriate calls.

Note: Some communities provide multi-reference crisis hotlines which use N.A. as one of their referrals. However, these community hotlines are not N.A. phonelines.

In summary, only those phonelines being answered directly by recovering addicts can accurately be called hotlines. Any other arrangement constitutes a helpline or an infoline.

Phonelines Spread the Word to the Suffering Addict by:

- Giving meeting times and places with brief directions.
- Having one-on-one conversations with recovering addicts via the telephone.
- Setting up in-person Twelfth Step calls with the suffering addict.
- Making referrals without endorsement.

What Type of Phonenumber Best Suits Our Needs?

The following descriptions, with pros and cons, may help you decide what type of phonenumber will best suit your needs.

Type One

A telephone and number handled by an answering service but owned by Narcotics Anonymous. A diverter or patch system is used to forward the call to the volunteer.

Pro - There is immediate contact with an N.A. member.

Pro - Obtaining a phonenumber under the *name* of N.A. ensures that the same phone number can be retained if you must change answering services.

Con - There must be a sufficient number of volunteers willing to give up personal time in order to fill each shift.

Type Two

A telephone and number owned by and installed at an answering service office. The answering service operator takes the caller's name and number. The answering service then calls a volunteer from a list provided by the phonenumber committee. The volunteer then returns the call immediately.

The answering service records each call on a log which includes, if possible, the time, the caller's name, the caller's phone number and the reason for the call. The disposition of the calls should also be indicated with the name and number of the phonenumber volunteer to whom the call was referred (see pages 15 and 16).

Pro - There is someone answering calls twenty-four hours a day.

Con - Initial contact is not with an N.A. member.

Con - The volunteers pay for their calls to the caller.

Con - Some callers will be reluctant to leave their name and number.

Type Three

An answering machine with a taped message generally located at an N.A. member's home. The message may list a short definition of N.A., meeting information, and a request for the caller's name and number. Some messages also list one or two volunteers' phone numbers, and volunteers must check the messages several times daily. Some areas use a longer message--perhaps three minutes--with a more detailed description of N.A., a complete list of meetings, and four or five volunteers' phone numbers. For these, no request is made for the caller to leave a message. Volunteers need not check in, but instead must be ready to receive calls any time at home. Meetings must also be ready for more newcomers walking into their first meeting with no prior notice.

Answering machines can be purchased at a variety of locations. In addition, machines can be rented from the phone company. Some machines can answer two different phone lines and also record incoming calls. Some machines can be operated by remote control, so that the phonenumber volunteer is able to play back recorded messages at a convenient location.

Pro - This is a good starter phonenumber service for smaller areas with few meetings because it requires only one volunteer to handle the machine, and it is inexpensive to operate.

Pro - For the longer tape, volunteers need not alter their schedules to receive calls.

Pro - If the tape contains clear, accurate information, most misplaced calls will be weeded out, and most requests for information will be handled without contact with a volunteer.

Con - The type which asks the volunteer to leave a message requires that a few volunteers work longer hours to respond to calls.

Con - Some callers will be reluctant to leave their name and number.

Con - Some callers will feel slighted by a tape rather than a person answering their call for help.

Type Four

A telephone and number owned by Narcotics Anonymous and physically located where it can be manned by N.A. volunteers twenty-four hours a day.

This phonenumber is suggested for a large city. It is strongly suggested that you have more than one line and more than one extension. This type of phonenumber must be manned on a twenty-four hour basis by N.A. volunteers. Some outlying areas may not have the members to support this type of service. Avoid covering too large an area. Trying to do so overburdens your committee and your volunteers. It also discourages the caller who may have to call long distance.

Pro - Obtaining a phone number under the *name* of N.A. ensures that the same phone number can be retained in case of change of location.

Con - This type of phonenumber requires a large volunteer staff to cover all shifts.

Type Five

Beeper systems can be utilized through answering services, answering machines, and other ways. An answering service operator or any other individual who answers the phonenumber can reach the volunteer on duty by beeper. Investigate beeper systems available in your area to discover variety in cost and type.

Pro - The volunteer doesn't have to remain at home while on duty.

Pro - The beeper volunteer provides a good back-up for regular shifts.

Con - There is a delay in initial contact with an N.A. member.

Con - Some callers will be reluctant to leave their name and number.

Type Six

A toll-free statewide number in a central location, either in an answering service office or an N.A. service office. It is answered twenty-four hours a day by an answering service operator or an N.A. member. The number may be rented or purchased. Set up an appointment with your local phone company for an accurate estimate of cost.

Answering service operators or N.A. members give callers the phone numbers of on-duty N.A. volunteers according to geographical locations. Volunteers' names and numbers are given **ONLY** with their permission and when provided by the phonenumber committee. It is much less expensive to give the caller information directly than to relay messages and have a volunteer return the call.

Pro - There is no cost to the caller.

Pro - One central number covering a larger area is simpler to communicate to the public.

Pro - This type of phonenumber's cost decreases as its usage increases.

Con - The initial setup cost is more than other types.

Con - This type of phonenumber requires substantial volunteer participation and commitment.

Note: 900 numbers, which are charged to the caller, are pre-recorded, computer-answered lines which are not feasible for use by Narcotics Anonymous.

Note on Costs:

Answering services are very competitive. Investigate a variety of services and make careful comparisons. Find out how they operate and if the service they provide will meet our needs. Ask to see the number of incoming and outgoing calls. Be aware that the cheapest service is not always the best. Have a written contract for service and prepare guidelines for the answering service operator. There may be two monthly bills for answering services: the answering service bill and the phone company bill. It is useful to obtain an estimate for installation at N.A. locations because this is usually another considerable cost.

Other phonenumber expenses to be considered are basic supplies, phonenumber training packets, and P.I. mailings.

Special Note:

There are many community referral agencies that encourage organizations such as N.A. to use their phone number. Use of such a service would directly connect and associate Narcotics Anonymous with the referral agency. In the spirit of unity and in keeping with the Twelve Traditions, N.A. must avoid using this service. In the spirit of cooperation, however, it is acceptable for the agency to use a Narcotics Anonymous phone number for referral purposes.

Section Three

GENERAL INFORMATION: VOLUNTEERS

About Phoneline Volunteers

A phoneline volunteer is an N.A. member who either directly receives calls or has calls referred by an answering service. The first N.A. member the caller will contact is usually a phoneline volunteer. The response and attitude of a volunteer can have a lasting impression on the caller. This is a service position of great responsibility.

Phoneline volunteers may receive calls from N.A. members, potential newcomers, family and friends of addicts, and other people interested in N.A., such as professionals, students and members of the media.

Depending on the type of phoneline, a volunteer's shift may begin with certain calls, such as a call to the volunteer being relieved, a call to the committee chairperson or a call to the answering service.

Experience has shown that the most successful phoneline volunteers possess certain assets necessary for the performance of their responsibilities. These qualifications include:

1. A minimum six months clean time.
2. A knowledge of the Twelve Steps and Twelve Traditions of Narcotics Anonymous.
3. The willingness to serve.
4. The willingness to give of personal time.

If your area or region uses phoneline and Twelfth Step volunteers interchangeably, the clean time requirement should be increased to one year. The ability to provide transportation for newcomers will be an additional requirement for Twelfth Step volunteers. Service committees may find it helpful to conduct phoneline/Twelfth Step workshops periodically.

A Twelfth Step volunteer is an N.A. member whose primary objective is to get the prospective newcomer to an N.A. meeting. A Twelfth Step volunteer is willing to spend personal time to take callers to meetings and talk at length about recovery in N.A.

What Does the Phoneline Volunteer and Twelfth Step Volunteer Need to Know about Answering the Call?

Upon receiving a call, the first thing to be determined is whether or not the caller is an addict seeking help. At this point, the flowchart in Section Five may be helpful in guiding the volunteer through the call.

Calls from N.A. members are usually simple requests for meeting information. These should be answered quickly. Most members readily understand the need to keep the phonerlines open for other calls.

Calls from non-N.A. members, such as students, professionals, or community members, are usually requests for general information about N.A. These also should be handled quickly. The caller can be advised that an informational packet is available. In this case, the volunteer takes the name and address of the caller and refers this information to the person appointed to handle these types of mailings. Non-addicts who are interested also can be referred to open meetings.

Callers requesting speakers, interviews, etc., are given a brief description of N.A. The volunteer also explains that these requests need to be handled by a member involved with the Public Information Committee. The volunteer takes the name and phone number of the caller and passes it along to the appropriate P.I. contact. P.I. members are experienced in handling public relations in keeping with the Twelve Traditions of N.A.

Calls from potential newcomers are, of course, the most important calls received by an N.A. volunteer. The volunteer will give a brief introduction to the N.A. program, explain what the caller can expect at a meeting, and inform the caller that another N.A. member will be contacted to talk to them at length and take them to a meeting.

Note: Once again, if an area or region is using phonenumber and Twelfth Step volunteers interchangeably, the phonenumber volunteer may be the person responsible for talking at length with the caller and arranging for transportation to a meeting.

Additional information needed to refer a Twelfth Step call is listed below. Explain to the caller that all information is confidential but some information is needed in order to help them.

1. The first name, phone number and address of the caller.
2. The sex of the caller (men work with men, women with women).
3. Has the caller ever been to an N.A. meeting?

The phonenumber volunteer tells the caller that someone will either call them back or be there as soon as possible to pick them up.

The phonenumber volunteer also makes a note of any other pertinent information offered by the caller. It is suggested that the volunteer obtain as much information from the caller in as short a time as possible. After hanging up, the volunteer should refer to the Twelfth Step list and call a Twelfth Step volunteer of the same sex and in the same geographical area as the caller. The name, number and basic information regarding the caller should be relayed to the Twelfth Step volunteer. Then the phonenumber volunteer waits for the next call.

A phonenumber volunteer will need to use good judgment regarding these calls. NEVER give out the name, address or phone number of any member of the N.A. Fellowship without permission. Refrain from using last names, places of employment, etc.

How to Do a Twelfth Step Call

After the Twelfth Step volunteer receives basic information from the phonenumber volunteer, the Twelfth Step volunteer calls the addict as soon as possible.

Note: The phonenumber volunteer must be told if the Twelfth Step volunteer cannot return the call immediately. The addict seeking help is expecting a return call. The phonenumber volunteer must then call someone else to take the call.

Once an available Twelfth Step volunteer is reached, the volunteer calls the addict. If the addict is willing, the Twelfth Step volunteer offers to meet with him in person and/or take him to a meeting. Again, the addict should be willing, and not forced, to see the Twelfth Step volunteer or go to a meeting.

Once the Twelfth Step volunteer arranges to meet with the addict, it is suggested that the volunteer bring a current meeting list, an N.A. pamphlet, and another recovering addict. The volunteer's sponsor or another member with Twelfth Step experience would be a good choice.

Once an addict has been taken to a meeting, a Twelfth Step volunteer can try to arrange transportation for the addict to other meetings.

If the addict is taken into the Twelfth Step volunteer's home, it is suggested that the volunteer make certain that the addict is not holding anything. This is also a good idea to consider when transporting the addict to meetings. The N.A. program has one must that applies to everyone: no drugs or paraphernalia in our possession. This is for the protection of the fellowship and its groups.

Note: If the addict requires medical attention, see Handling Crisis Calls in Section Four.

If the addict begins recovery in a hospital or treatment center, Twelfth Step volunteers and other N.A. members can call regularly to let the addict know that N.A. cares. When the Twelfth Step volunteer visits, it is a good idea to bring along some N.A. literature to leave for the addict, such as the Basic Text.

Difficult problems may present themselves during Twelfth Step work. Support of other N.A. members in setting up a buddy system can be very helpful. Remember, the goal of Twelfth Step work is to get the addict to a meeting.

Do's and Don'ts for Phonenumber and Twelfth Step Volunteers

Do

- Call the answering service when you go on or off duty.
- Call the phonenumber when you are going to be out and cannot receive calls, or when you are going to be at a different phone number.
- Have the alternate volunteer call after the start of the shift to confirm that you are on duty. (During the shift, the alternate volunteer can be contacted if the primary volunteer's line is busy.)
- Answer the phone, "Narcotics Anonymous, this is (first name) and I am an addict."
- If returning a call, be certain that the person requesting help is on the line before identifying yourself as an addict or mentioning Narcotics Anonymous.
- Find out what the caller needs.
- Make appropriate referrals when necessary (see pages 17 and 18).
- Keep a log of all the calls you answer.
- Use the Twelfth Step list.
- Keep calls brief.
- Refer the information from your shift to the next volunteer.
- Contact the phonenumber chairperson if any problems arise.

Don't

- Don't try to persuade the caller to stop using if the caller doesn't want to.
- Don't spend too much time with people who are not addicts.
- Don't try to handle calls that you are not qualified to handle.
- Don't give out other people's names and/or phone numbers without permission.
- Don't have personal phone calls while on duty.

Note: It is imperative that a volunteer always remember to keep calls as brief as possible. Tying up a line for long periods of time prevents other calls from coming in.

**EXAMPLE OF SHIFT LOG FOR
HOTLINE/HELPLINE CALL**

(Example)

Date *09/10/84*

Day of Week *Monday*

<u>Time called</u>	<u>Who called</u>	<u>How was the caller served</u>
<i>5:55(message from)</i>	<i>Joe B.</i>	<i>called him at 6:00. directed to meeting at Marin General</i>
<i>6:15 to 6:30</i>	<i>Mary Blue (loved one)</i>	<i>Referred to Marin Family Program</i>
<i>8:45 to 8:55</i>	<i>Betty Aloy</i>	<i>Referred to S.F. N.A. hotline</i>
<i>9:00 to 9:05</i>	<i>Ralph J.</i>	<i>Referred to Dean H. (Twelfth Step call)</i>
<i>9:40 to 9:50</i>	<i>male name unknown</i>	<i>Read him meeting locations and times for Wednesday</i>
<i>9:50 to 9:55</i>	<i>John Brown (clergy)</i>	<i>Called in to Jaqui O. 9am Tuesday 9/11/84</i>

Section Four

HOW TO HANDLE SPECIAL CALLS

Handling Crisis Calls

The N. A. phonenumber is strictly for dispensing information about the N.A. fellowship, meetings and recovery. The volunteer must always remember that he is only a recovering addict sharing his experience, strength and hope. Neither the volunteer nor the answering service operator is a professional crisis counselor, doctor or psychologist, etc., and neither has the right to give professional advice. Calls which, in the volunteer's opinion, are beyond the boundaries of Narcotics Anonymous should be quickly and politely diverted to the appropriate services available. Before providing any other referral number, always explain that Narcotics Anonymous does not endorse or recommend any other organizations or institutions and in no way is Narcotics Anonymous affiliated with any emergency services, agencies or programs. We simply provide alternative phone numbers for those callers who need services other than N.A.

When the volunteer has established that a caller is too sick to make a meeting, the volunteer can refer the caller to a general emergency telephone number (such as 911) which is set up for all emergency crisis calls. If this is not possible, other emergency telephone numbers may be used without implying endorsement or recommendation of any specific facility by name. These numbers are usually listed by counties or towns.

SUGGESTED LIST OF EMERGENCY NUMBERS

- 1. Drug crisis hotline _____
- 2. Suicide prevention center _____
- 3. Poison control center _____
- 4. Mental health emergencies _____
- 5. Rape crisis center _____
- 6. Abused women/men services _____
- 7. Child abuse lifeline _____
- 8. Runaway hotline _____
- 9. County/State Wide
Emergency Number _____
- 10. Family Oriented
Recovery Program _____

Detox and Rehabs

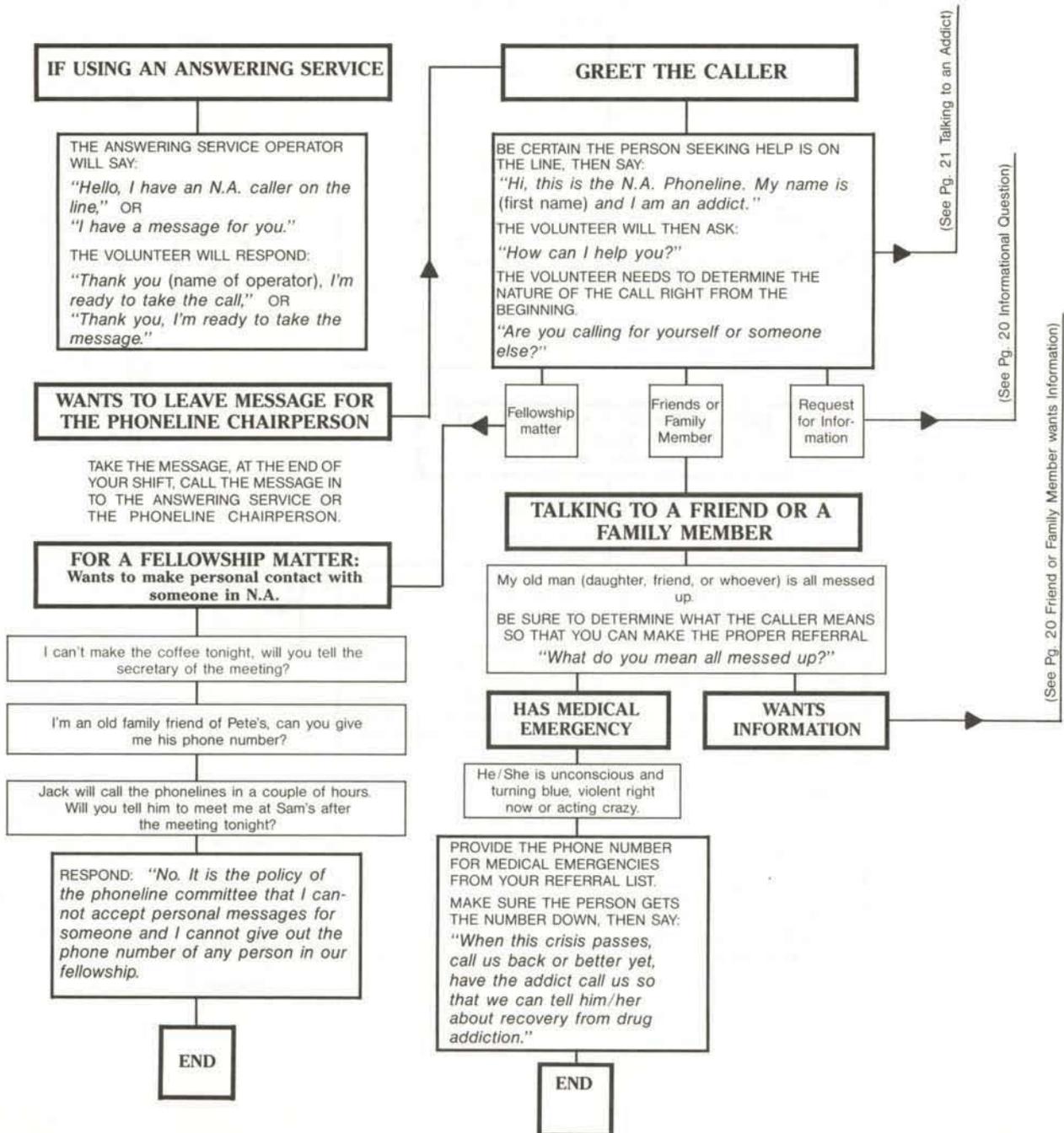
Callers requesting information about detoxification and/or rehabilitation should be told that the volunteer is not a professional, and not qualified to make specific referrals. The phonline committee should find out if their town or county has a drug counseling center or similar agency which provides detox or rehab placement. Include their emergency phone number in the phonline guidelines.

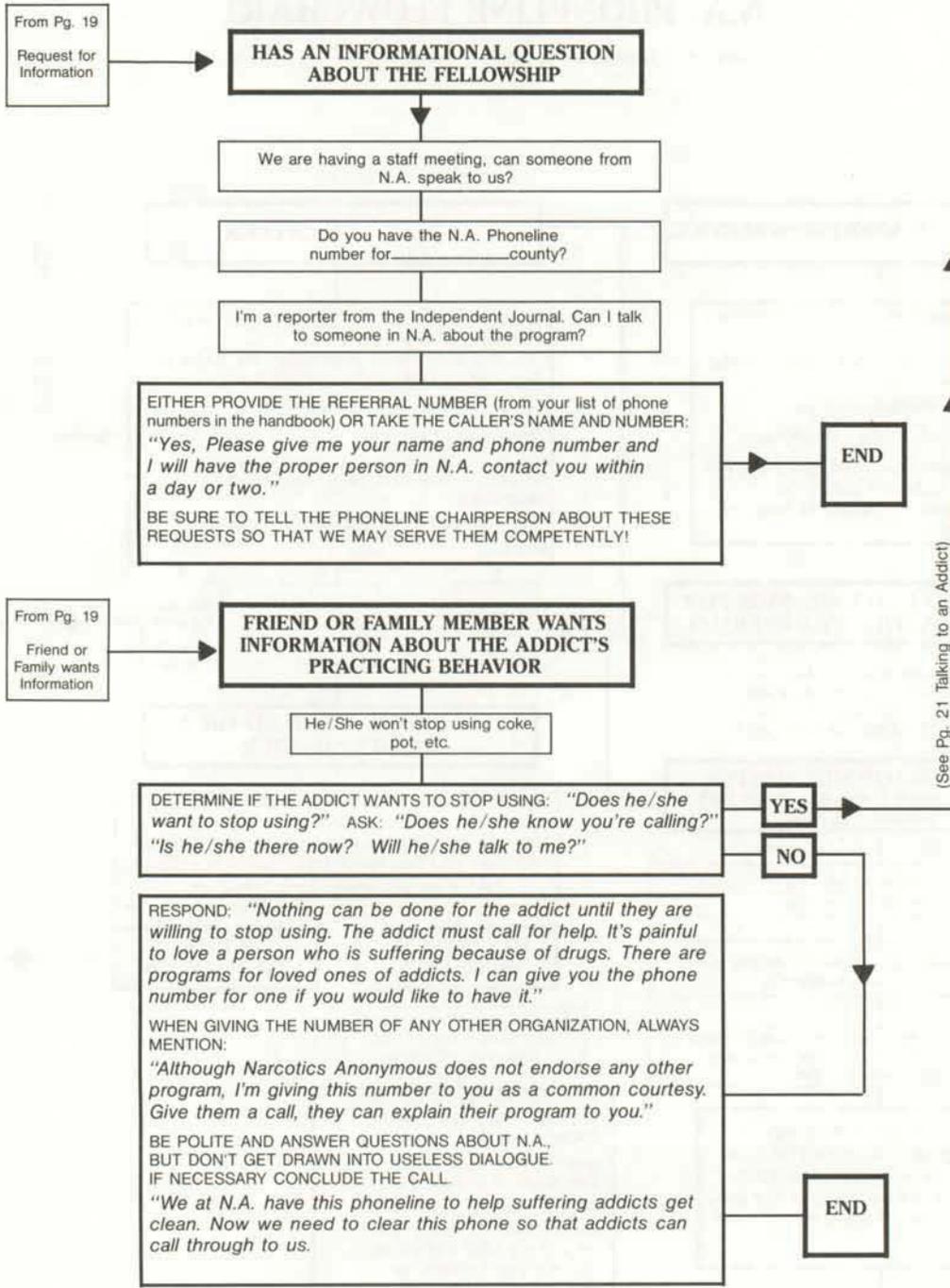
Calls from Friends and Family Members

Although N.A. phonelines are operated for the purpose of allowing addicts the opportunity to discuss their desire to stop using, often calls are received from family members and friends of addicts. When a family member or friend calls N.A. the volunteer must always inquire, "Does the addict want help?" If the answer is no, it is a sad but true fact that there is nothing that N.A. can do for such an addict. The addict must ask for help. This must be explained to the family or friend and they should be advised to make the N.A. phonline number available to the addict. The friend or family member should be treated with kindness and the utmost patience. They may be referred to a family-oriented recovery program. Always explain that Narcotics Anonymous does not endorse or recommend any other organization or institution, and in no way is Narcotics Anonymous affiliated with any emergency service, agencies or programs.

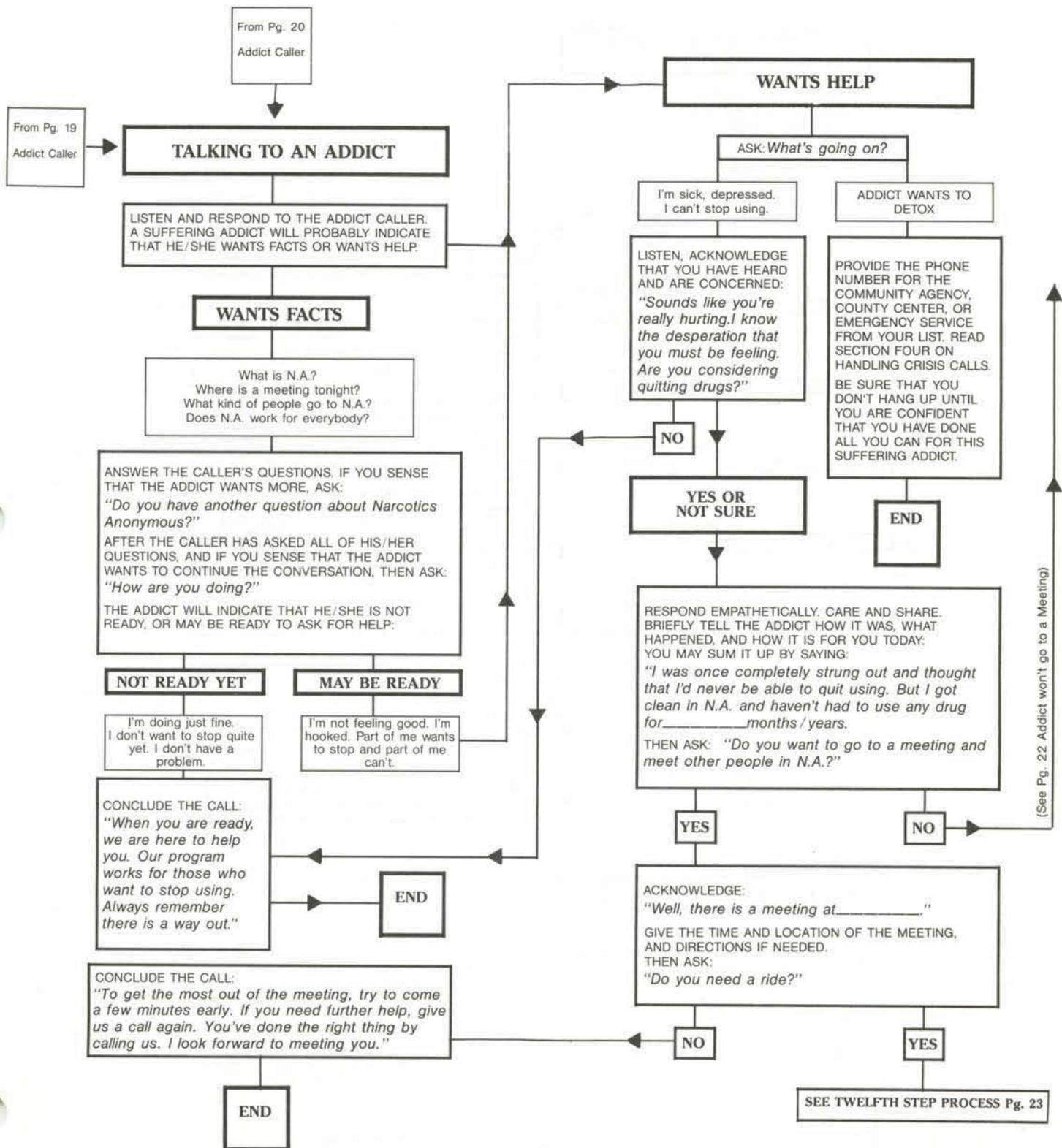
This is the
N.A. PHONELINE FLOWCHART

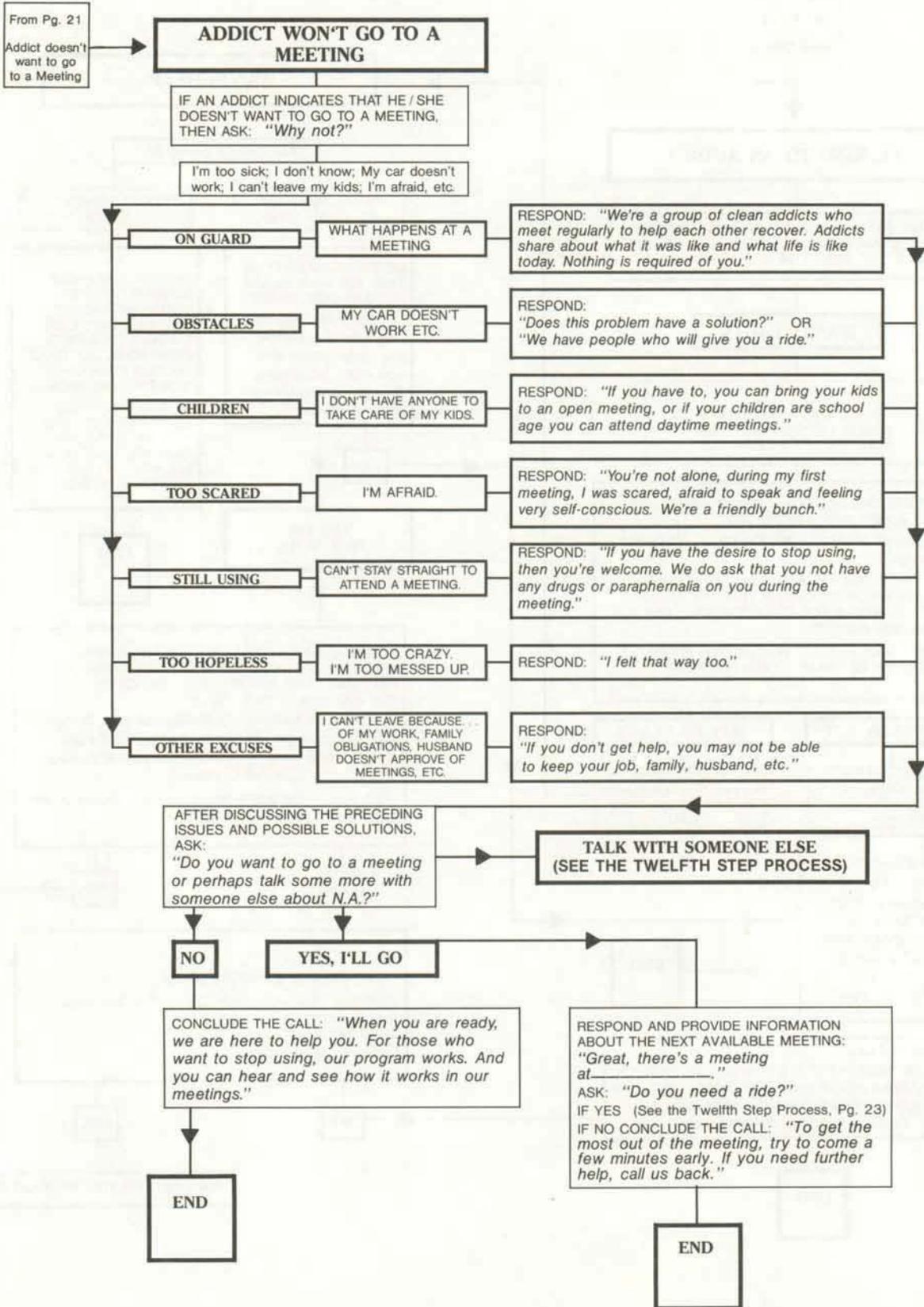
Note: The responses are paraphrased. Use phrases that work for you.

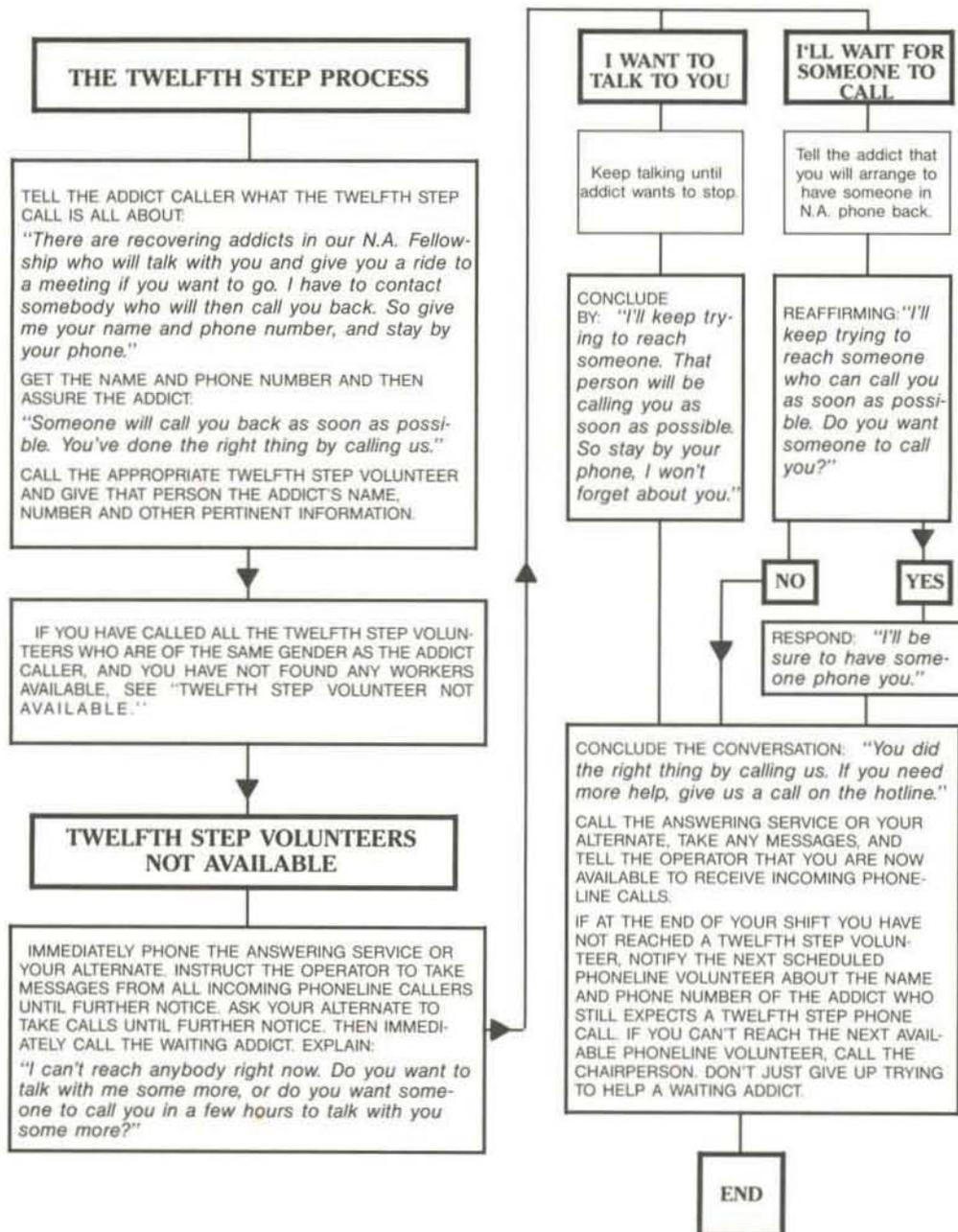




See Pg. 21 Talking to an Addict







THE TWELVE TRADITIONS OF NARCOTICS ANONYMOUS.

1. Our common welfare should come first; personal recovery depends on N.A. unity.
2. 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.
3. The only requirement for membership is a desire to stop using.
4. Each group should be autonomous except in matters affecting other groups or N.A. as a whole.
5. Each group has but one primary purpose—to carry the message to the addict who still suffers.
6. An N.A. group ought never endorse, finance, or lend the N.A. name to any related facility or outside enterprise, lest problems of money, property or prestige divert us from our primary purpose.
7. Every N.A. group ought to be fully self-supporting, declining outside contributions.
8. Narcotics Anonymous should remain forever nonprofessional, but our service centers may employ special workers.
9. N.A., as such, ought never be organized, but we may create service boards or committees directly responsible to those they serve.
10. Narcotics Anonymous has no opinion on outside issues; hence the N.A. name ought never be drawn into public controversy.
11. Our public relations policy is based on attraction rather than promotion; we need always maintain personal anonymity at the level of press, radio, and films.
12. Anonymity is the spiritual foundation of all our Traditions, ever reminding us to place principles before personalities.