

FELLOWSHIP REPORT

SEPTEMBER, 1987

It is gratifying to me to see increasing public awareness of the disease concept of addiction, which N.A. has understood since addicts began recovering in N.A.

I'm planning to go to Australia to participate in a P.I. learning day and some workshops in October. I look forward to this experience.

Keep up the enthusiasm and good work. Please send your input as soon as possible! Thanks and God bless.

Page 24
LOOK AT

To: The Fellowship
From: Leah Goodrich, Chairperson
WSC Select Committee

The Select Committee will again hold an open forum input meeting at the Denver WSC workshop in October. This has been tentatively scheduled for Friday, October 16, 1987, from 6:00 pm-9:00 pm. We will try to focus the discussions on the information presented in the following report. It is very important that members and service committees study this new information and be prepared to give your comments on the proposed concepts. It will be your comments on these proposals that will determine the future direction the Committee will take.

If the proposed concepts are received favorably, this may alter the work schedule for the *Guide to Service in Narcotics Anonymous*. The next committee meeting will be held in November, at which time we will be discussing a possible change in scheduling for the Guide, based on the input we receive. All motions committed by the WSC to the Select Committee will again be reviewed at that meeting and reported in the subsequent Fellowship Report. We will also continue to factor in the input we have received on the current draft. Please continue to send us your comments on the current material.

FROM THE SELECT COMMITTEE ON
SERVICE STRUCTURE

During the past three years, as the Select Committee on Service Structure has been working to prepare a handbook on service in N.A., there have been a great many lessons learned by the committee. The task was much greater than any member imagined it would be. As the committee members began to participate, they found that they were hard pressed to conceptualize the changes in the structure that now seem fairly obvious.

At first glance the task seemed to be to simply rewrite the existing *Temporary Working Guide* and incorporate some of the ideas presented by members in their letters. The learning process that resulted from the lengthy discussions revealed a much more comprehensive task. These past six months have been the most enlightening. They have revealed the need for a comprehensive change in the structure of the world level of service as we currently know it. The report that follows is an attempt to describe the current discussions of the Select Committee on Service Structure. These

discussions are still incomplete at this time and in no way imply any final decisions. This is simply a report on our progress and offers only a single option. Other options will also be examined in the coming months. The Committee invites members to comment on this material by sending written input to the Committee through the World Service Office.

The Service Structure of Narcotics Anonymous

The basic elements of the service structure of the Fellowship are already proven to work and need little change. The group, the area committee and the regional service committee comprise the structure of service in N.A., and the method for decision making for the Fellowship as a whole. This report includes few changes in that existing service pattern.

Where a major change seems to be needed is at the level of service beyond the scope of an individual region. In earlier service materials it was presumed that the next level of service was the world level. While that was a logical assumption then and has been tried, there have evolved some problems with the quick jump from a region to a truly worldwide conference.

The difficulties involved in that jump include differences in language, culture, distance and ability to provide services. While the Fellowship grew primarily in the U.S. and Canada these problems were not fully visible. Now that the Fellowship is growing strong in places so far away as Australia, South America, Europe and Asia the difficulties of language, culture, distance and self-support, must be addressed.

There are several practical matters that highlight these problems. After three years of trying different techniques for translation of literature written in American English into different languages, no simple or single process has been found to be universally practical or satisfactory. Some language materials have been in the translation process for all of these past three years. Some items have been translated and re-translated several times and a completely satisfactory product has not yet been achieved. In addition to the difficulties of translating the material adequately and ensuring the accuracy of the N.A. message, there is the question of cultural differences making some of the material unsuitable even if translated correctly.

Although our disease is universal, language and cultural differences make it hard, if not impossible, for addicts in many places to identify with the settings, terminology, and experience described in much of the American recovery stories. Addiction in the rural areas of the Philippines, Columbia or Jordan is a real problem, but the patterns of living are so culturally different that stories of Americans provide little common ground for identification.

The translation of service materials approved by the World Service Conference, for things such as the *Guide to Phoneline Service* or *Convention Guidelines*, is simply not even being addressed. With such vast differences existing in cultural foundations these materials are not relevant in places like India, most of Africa, and parts of Europe or South America.

This non-relevance therefore raises a question of the propriety of calling such materials "World Service Conference" tools. This matter of relevance can be expanded to question why such materials should be sent to places in the Fellowship for "world approval" when actually they are not

relevant to the entire world Fellowship. And of course if they are not relevant, why translate them?

These significant issues have been made more clear as a result of the participation of more non-Americans in the past two World Service Conferences and efforts to participate in various Conference Committees. As a result of these lessons and growing discussions, new ideas for service beyond the regional level have taken place. On the pages that follow are the results of those discussions. The first task was to establish concepts that can form the basis for more detailed discussions. Following refinement of those conceptual discussions, the specific language that can formulate structural options is presented. In order to foster open debate on these options, several options are presented for those elements when more than one option was widely discussed or developed.

General Concepts

World services should be a term applied to those issues and activities that are generally universal in their application rather than specific to a particular language, culture or geographical area.

Future recovery literature should be developed and approved more along language and cultural lines rather than a universal worldwide basis. Similarly, service materials should be developed and approved more for the setting in which they will be used rather than attempting to evolve a single document on each segment of service.

Both recovery literature and service materials must reflect a consistent application of the Twelve Steps and Twelve Traditions of N.A. and should not be changed, altered or modified. The concepts must remain true to our current understanding regardless of language or cultural differences.

Although nationalism has not been a large issue within N.A. discussions, and it generally conveys negative concepts with respect to a spiritual program, there are some situations where our service structure may benefit by taking into consideration the geo-political structure of nations. Some service materials and structures may work more effectively on a nation by nation basis than on the basis of regions as we now know them. An example of this may be the N.A. community in the United Kingdom. They currently have one region covering the greater London area but other regions will soon evolve. In matters of H&I or P.I. service especially, it would be logical that the Fellowship would benefit from a committee that served the UK as a whole. In some ways this has already been accomplished through the formulation of the UK Assembly which will be an administrative unit responsible to handle concerns affecting all of the UK. The London Region, and others as they form, will continue to function as elements of the World Service Conference. But they will also function as part of the UK Assembly, although the UK Assembly will not have a direct relationship to the World Service Conference.

World services need to be practical, affordable and effective. As the Fellowship grows in the years ahead it will eventually have as many meetings (areas and regions too) outside the U.S. as there are inside the U.S. This may mean as more addicts are elected to world service, many may speak languages other than English. This may also mean that an extraordinary financial burden may be involved for the conduct of a World Service Conference. The movement of trusted servants around the globe to attend the Conference meeting or committee meetings alone will be

staggering. Additionally, the cost for translation of even the basic conceptual materials will remain a long, awkward, and expensive process.

A more practical and effective approach seems to be to encourage a system that permits the evolution of N.A. decision making, take advantage of prior experience, strength and hope, but does not require all of that to take place at one World Conference each year. Developing decision making elements like the UK Assembly or Continental Service Conferences seems the most reasonable and practical solution. However, consistency to our basic spiritual principles must be continually assured.

For this reason, an effective worldwide element must exist within the Fellowship. That element should be large enough to be representative of the whole N.A. Fellowship while at the same time small enough to be practical and efficient. Whichever method we choose to accomplish our Fellowship's goals, the responsibilities of our worldwide service element should be wide reaching in some ways but rather restricted in others. For example, it should be the holder of the ultimate copyright and trademarks of N.A., including the name Narcotics Anonymous. It should be able to grant permission to print and distribute literature within continents or countries, it should conduct the world convention, it should be the caretakers of our spiritual principles. It should not, however, involve itself in the approval of specific programs and/or activities that are relevant only to parts of the Fellowship, it should not impede or delay the structural development unless that development affects the Fellowship as a whole and it should not be involved in the development of service tools intended only for limited use within the Fellowship except to check for consistency with N.A. principles.

World services need to be small enough to be practical, but large enough to avoid the stigma of "an elite" or remote circle of members. There must be a practical relationship between world service and other service elements.

Financing of these service units is through the Seventh Tradition. This should include funds sent along through the service structure from funds collected at N.A. meetings, revenue from Fellowship events and sales of approved literature or other materials.

What these general concepts are intended to express is the manner by which the whole Fellowship becomes responsible for the safe keeping of the Narcotics Anonymous principles. To guarantee and preserve the opportunity for all our future members to find the chance for a new way of life, no matter where, who, or when that might be. For this, we are ALL responsible.

On the basis of these concepts, the following is a first draft of notes upon which the service structure could be developed.

Recovery Literature Approval

The basic spiritual principles that are embodied in the Twelve Steps and Twelve Traditions provide the framework for recovery and unity in Narcotics Anonymous. We believe that these spiritual principles make it possible for an addict, any addict, to arrest the harmful effects of our progressive and incurable disease. Those who have come before us and sustained N.A. when it was young have preserved for us a complete concept for a new life. In order to preserve our own recovery and share that

recovery with others, it is essential that N.A. remain true to the meaning and understanding of these spiritual principles.

In order for us to fully understand these spiritual principles and to share them with others they have been written down and are embodied in the recovery material available at our meetings. So that we adhere to our Twelve Traditions with respect to the use of literature in N.A. we take special effort to abide by several of these spiritual principles that have close relevance to literature. Specifically, the concepts which lead us to turn our lives and our will over to a Power greater than ourselves, strive to maintain N.A. unity and to assure that group conscience has the opportunity to provide guidance for our efforts in literature development and use.

The N.A. experience in recovery has proven that our disease is one that affects people regardless of geography, culture, language or ethnic background. Our N.A. experience has proven that our Twelve Steps and Twelve Traditions when understood and applied, can be successful regardless of all other factors that surround an addict's desire to recover.

Our Twelve Steps and Twelve Traditions, although originally written in the English language, have endured the tests of time and translation into numerous languages. N.A. members have found their vital significance in different cultures in different words and with different expressions, but the spiritual principles, and the bearing they have on our success, have remained essentially the same.

In order to preserve the integrity of these spiritual principles, and therefore their universal application and understanding, a method has been developed to maintain the consistency of these spiritual principles when they are translated or new material is written. The basic elements in this guardian role are the individual members and their participation in N.A. groups who read and use the material. (*The administrative procedure to be used to assure consistency will be specified as this draft is developed.*)

In addition to the members' personal participation for their own recovery, a member also participates so as to strengthen the group's recovery and carry the message to the addict who is still suffering. This participation must always include a watchful eye to important matters presented by assembly or conference, which affect changes in literature and the interpretation of the Twelve Steps and Traditions. While it is not expected that each member spend vast amounts of time studying everything that assembly or conference committees do, when information is available that includes new language that would be used as "recovery literature," attention should be given.

This attention and therefore involvement can then be expressed through the service structure so that our Twelve Steps and Traditions are preserved.

To facilitate this at the assembly, conference and world levels, several practices have been developed that provide for a long and thorough review process. This process has been developed so as to accommodate the translation of the understandings and meanings of the Twelve Steps and Twelve Traditions of N.A., including their description and application, into different languages, different cultures and different living conditions.

Service Literature Approval

This World Guide to Service provides the framework for our evolving Fellowship that includes different languages, cultures and environmental

living conditions. This was done in recognition of the vast differences that exist between members living in different continents whose disease may be the same, but whose language, customs and cultural concepts may be entirely different. The particular elements and organization of the service structure in one culture may be entirely different from other structures. In order to accommodate these differences an element of autonomy has been incorporated into the approval process for service related decisions.

It is anticipated that the primary elements of the service structure will remain as they are described in this Guide. The application of this structure and how it is described in a particular language is best left to those most familiar with the language and culture in which the structure is being developed. Accordingly, groups and area committees, when forming regional service committees, may elect to form an assembly committee to serve certain needs within the structure of N.A. which impacts their own circumstances.

Actions taken by assemblies and continental conferences which approve recovery literature or service materials affect N.A. as a whole. By the nature of such materials they are in effect declaring what N.A. believes and how N.A. is organized. Accordingly, some mechanism must exist to provide opportunity for assurance to the rest of the Fellowship that approval of such materials by an assembly or continental conference is consistent with the common perceptions of N.A. shared by the rest of the Fellowship. *(The mechanics of that process need to be developed and included in this publication.)*

The worldwide Fellowship has evolved service materials that contain general concepts and principles covering each of the fields of N.A. service. These materials provide the framework for most service activities. Continental conferences, assemblies and regions frequently develop addendum to these publications to provide information that is relevant to the circumstances found in the area served by that conference, assembly or region. The approval of these addendum materials rests with the respective conference, assembly or region.

Service materials for use in an area served by an assembly or a continental conference can be developed and approved by that assembly or conference. Examples of such efforts would be the creation of hospital and institution materials by the N.A. assembly of a nation with a single and integrated penal or judicial system. There are enough differences and unique circumstances in different nations that we have found this approach more realistic than a single detailed publication that is expected to cover all countries.

National Assemblies

Although the regional service committee shall remain as the primary administrative unit for the Fellowship, there are many circumstances where efforts of several regions should be consolidated so as to permit concentrated action for some purposes. The national assembly has been created as a service element for this purpose. The assembly may be created when the N.A. community in a particular area with a common language, governmental agency or cultural background determines that such a service element would provide better serve to the Fellowship.

National assemblies are service forums created by regions to meet specific needs of those regions. The authority and responsibility of the regions and their participation in their respective service conference shall

not be affected by the creation of an assembly. An assembly may exercise responsibility to approve recovery literature and service materials, when such materials are relevant specifically to the area served, consistent with other sections of this publication on approval of literature and service materials.

A service assembly may be formed to accommodate the needs of two or more regions having certain mutual needs. Common bonds for such service conferences are language, geography, political boundaries, and cultural distinctions. In the spirit of our universal principles, the option to create such service assemblies based on these mutual need categories should be exercised in an inclusionary manner rather than an exclusionary one. In order to avoid the violation of our Tenth Tradition such service assemblies should not be created to foster or institutionalize N.A. service according to nationalism, political ideology, racism or other divisive bases.

Service assemblies should be formed for purposes of serving the specific needs of the Fellowship with the common bonds identified. The regional service committees of these same N.A. communities should also be part of a service conference which serves a larger unit of the Fellowship. These service conferences are normally organized along large geographical boundaries such as the North American Continent or Europe. This approach will permit addicts from different languages and customs to learn from one another while they organize and conduct the services that a conference may need to accomplish.

It may be desirable to create specialized service boards or committees with more limited scopes of responsibility and duty. Such limited conferences may also be organized so that their memberships can participate directly in a larger conference setting.

For example, the language and cultural similarities in some geographical areas (frequently along national borders, but not necessarily so) may be large enough to support a service conference to handle such matters as literature development, public information, and hospital and institution work. Frequently such areas are part of a larger land mass geographical feature that facilitates easy communication and travel to adjacent language and cultural areas. Europe is a good example. It may be desirable to have service assemblies that serve the specific languages or cultures separately while having a larger conference serve the whole European Continent for certain needs.

To accommodate this manner of organization, assemblies that serve a portion of a continental service conference may be identified according to national or cultural terms. The use of such terms should be thought of only as an identifying factor rather than as promoting nationalism or differences between members.

Examples of this pattern may be that service assemblies may be created in each of the major language groupings in Europe. These assemblies may meet to accomplish tasks that are common to their language, culture or nation because they may be substantially different from neighboring regions. These assemblies may meet to organize efforts in hospitals and institutions because their national medical delivery system or treatment services are consolidated or substantially different from those in adjoining countries. Similarly, penal systems may operate so differently that a unified approach may be essential. These assemblies may obtain license from the World Service Office to translate, publish and distribute approved literature and use the Narcotics Anonymous name, N.A. logo or other registered trademarks. This may be done to take advantage of single

language units, or unified postal systems, to avoid international shipping difficulties (customs, inspections and delays), or to avoid shipping materials great distances.

Continental Service Conferences

In order to obtain the benefit of the experience, strength and hope of others, permitting service assemblies to exist in isolation in other respects would be detrimental. Consequently, such service assemblies as may be created to serve single language groups, nationalities, etc., should be unified through a service conference having service responsibilities that are more general and varied. Again, using Europe as an example, there may be service assemblies for each of the major language groupings, English, German, French, etc., while a single European Service Conference exists to serve the larger needs.

Each conference will select a Board of Trustees to serve the needs of the membership of that conference. Each conference will select Trustees according to the general principles outlined in this publication for Trustees. The exact number and duties of the Trustees shall be determined by each conference. Each conference shall further make provision for the participation of some Trustees on the World Service Board of Trustees.

(The form of world service and what it is called is not certain and will be confusing. In order to avoid conflict the following sections on World Service Conference and World Service Board of Trustees will be expanded through additional work and discussions by the Committee. It may be that a World Service Conference is maintained or it may be possible to reduce the size of the body we currently know as the world body and take advantage of a smaller group, such as a World Service Board of Trustees with members from the Trustees of each continental conference.)

World Service Conference

The World Service Conference serves as the focal point of worldwide efforts of N.A. Most N.A. activities occur at the group, area and regional levels. Limited activities occur at the assembly or continental conference levels. As detailed in earlier sections, assembly and continental conference responsibilities give the assemblies and continental conferences authority to develop and authorize most items of literature, structure and procedure and require only a concurrence from the world services.

The focus of responsibility of the World Service Conference is more limited in scope, but universal in its application. The WSC, for example, is vested with the responsibility of reviewing service and recovery materials developed by continental conferences or assemblies. The nature of such review is not for the language or specific details of such materials, but only to assure that they remain consistent with the common understanding of the spiritual principles of the N.A. Program. The nature of the action of the World Service Conference in this regard shall be to advise the originating assembly or conference that no conflicts were found, or if they were found, that they were identified by the WSC in the report returned with the review material. It is the responsibility of the originating assembly or conference to then review the material and make such changes as they believe are appropriate.

The World Service Conference is composed of representatives of each of the continental conferences and selected members from those parts of the Fellowship that are not part of or served by a continental conference. Each continental conference selects fifteen of its members including its Chairperson, Vice-chairperson and three Trustees to serve on the World Service Conference. The World Service Conference meets during each even numbered year.

World Service Board of Trustees

The World Service Board of Trustees serves as the committee with whom the Fellowship as a whole has vested the responsibility and authority to oversee the international and inter-conference activities and responsibilities of the Fellowship.

The World Service Board of Trustees includes five Trustees from each continental service conference and such additional Trustees as may be selected by the Board. Each continental service conference may elect to have their five world level Trustees serve only these inter-conference and international needs, or may wish to have them perform their world level duties in addition to duties assigned as service to the conference which selected them. The selection of the Trustees and their replacement shall be accomplished according to such procedure and schedule as may be established by each continental service conference. It is requested that each conference provide for rotation in such manner that no Trustee serve less than three years nor more than six years consecutively and that the rotation provide that not more than three Trustees have concurrent terms of office. In order to avoid the additional expense and burden necessitated by multi-language activities, continental conferences are requested to select Trustees that read and communicate in one of the universal languages.

Service Offices

Service offices have proven to be of value to the growth of the Fellowship and our ability to carry the message of recovery to the addict. Service offices can be formed by service committees within the structure of N.A. There may be area, regional, assembly or conference services. Every office is formed by one of these service committees and the office it creates serves only the membership of its sponsoring committee. In order to avoid confusion and conflicts, offices at some levels of service are restricted from performing certain types of activities.

Some offices of assemblies or conferences enter agreements with the World Service Office that permit the office to publish, print, distribute and/or translate literature and other items within the area served by the office. Such agreements are evolved on a fairly limited basis, in order to minimize the administrative costs associated with such offices, while at the same time making provision for cost effective distribution and access to literature. These agreements provide that each office pay a royalty payment to the World Service Office. This royalty is a small portion of the sales price and is intended to provide the funds essential for the operational responsibilities of the World Service Office to the Fellowship as a whole.

New World Service Office

The World Service Office has an adequate staff responsible for assisting the World Service Board of Trustees. The Office provides a number of services for the Fellowship as a whole and the general population.

Public Information Services: The Office serves as the public information distribution center for our worldwide Fellowship. Primary public information energies of the Office are directed toward coordinating the public information activities of the Fellowship on a worldwide basis. Specific public information efforts include coordinating N.A. participation in international public information projects and activities.

The Office may organize and/or participate in international forums where N.A. participation may be appropriate.

The Office will have direct responsibility to perform the types of public information duties and responsibilities that are described for continental conference public information committees for those areas not served by a continental conference. These activities will include the full range of public information responses and projects that develop understanding and attraction to N.A. The Office will assist the development of public information efforts in these unserved areas so that they can become self-sustaining.

General Services: The Office will be responsible for providing general services in geographical areas that are not served by a continental service conference. The Office will encourage the development and growth of N.A. in such areas and assist in the structural development of these new N.A. communities so that they can develop service boards and committees and become self-sustaining.

The Office will hold the worldwide copyrights and trademark rights to specific N.A. properties. These properties include the logos and symbols that are adopted by the Fellowship in their original form and such variations as may be adapted throughout the Fellowship. The copyrights to our literature, the use of the name Narcotics Anonymous, or any items developed for use by the Fellowship throughout the world.

The World Service Office further will be responsible for production and distribution of literature in those geographical areas that are not served by a continental service conference.

The Office will have the sole authority to enter into agreements to license or authorize the use of the Narcotics Anonymous name in any language, N.A. logos, symbols and production of literature. Such agreements will be authorized so that continental service offices may fulfill the needs of the N.A. communities they are created to serve. The Office shall be responsible for the protection of N.A. rights to these properties and, in conjunction with continental service offices when appropriate, take such action as may be necessary to preserve the rights of N.A. in the use of these properties.

The World Service Office will be responsible to provide the administrative services that the World Board of Trustees may require. These services include the financial and planning needs for Trustee meetings and participation of World Trustees in events, meetings or activities in which they are called upon to participate.

The Office will facilitate and arrange for an interchange of information between continental conferences and/or their various boards and committees. This responsibility may include international conferences

or meetings, the exchange of service materials and recovery materials generated by separate conferences.

The Office is responsible for ensuring the integrity of the translation of material into any and/or all languages that are not already served through the activities of an existing continental service conference.

The World Service Office will be responsible for the conduct of the world convention of N.A. The world convention will be held on a periodic basis in different locations which may best serve the Fellowship at large.

The Office will be responsible for the administration of the World Service Conference or other international and inter-conference workshops and meetings.

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To: The Fellowship

From: Bill Zimmerman, Chairperson
WSC Additional Needs Ad-Hoc Committee

Greetings from the WSC Additional Needs Ad-Hoc Committee. I cannot believe that this is the second Fellowship Report already. Though we are the new kids on the block, we have been quite excited with our new mission and we are very busy exploring new frontiers never explored before in Narcotics Anonymous.

In New Jersey, we addressed and handled the following items:

- A. Committee membership--The WSC Additional Needs Ad-Hoc Committee has established its membership at a maximum of 15 voting participants with an additional two members: one member of the WSO Board of Directors, one member of the Board of Trustees, for a grand total of eighteen voting participants. At this time, we have three vacant seats.
- B. Committee direction and purpose--Much discussion was held on the question of direction and purpose. It was decided that the committee could best carry out the task outlined by this year's conference in the following ways:
 - 1. Becoming a centralized contact for members, groups and committees who wish information about this subject.
 - 2. Establish a base of information for regional additional needs committees to utilize.
 - 3. Pursue suggestions for regions that have a need to establish additional needs committees.
 - 4. Investigate considerations involved in developing specific material or adapting existing literature for blind, deaf and other addicts with additional needs.
 - 5. Develop suggestions for making N.A. meetings accessible to addicts with additional needs.
- C. How to enhance communications and raise the level of awareness concerning additional needs--It was decided to use all avenues of

