

MNRSC Minutes: December 13, 2020



Location: <https://zoom.us/j/6256427131>

Attendance: RCMs from New Directions, Area of Hope, Twin Cities Area, Northern Lights, Central Minnesota, Vision of Hope, Southwest Minnesota and 43 members

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FST Attendance: Joe B, Chrissy E, Patty K, Finn K, Liliias R, Mike S, Tom T

Recovery Meeting – Just for Today

Newcomer Orientation - RCM & RCMA Support Group

Introductions, Readings, Welcome

Open Forum

• Area Concerns

- B2B LSC attendance low – difficulty gathering correct meeting info – working on outreach to contacts on our pre-pandemic meeting list
- Planning SMARB, Jimmy Palooza, Speaker Jam, Wild Game Feed Events – proceeding with planning as if events will take place in 2021
- Outreach to groups is central to LSC efforts
- Northern Lights – Newcomers are not attending meetings like they were – halfway houses and treatment centers in particular
- TCA - has had a lot of Newcomer/treatment center attendance by **listing meetings at Virtual-NA.org** and offering literature and keytags to newcomers and treatment centers provided by group members
- Voyageurs – Less members attending ASC. Area efforts focusing on gathering correct meeting list info. Members are reaching out to treatment centers and providing speaker-meetings via zoom (video off for clients to abide by HIPAA)
- AOH – Trusted servants also experience fatigue from pandemic, difficulty to fill outreach commitment
- **B2B – Provide a complete Regional meeting list with contact names – Pre-pandemic list w/ contact names for AOH local meetings (B2B has a list for their Area and is using it)**
- **COCW 2022-** Bid requirements provided with October MNRSC minutes and will be attached again with these minutes. There will be a CAR presentation at COCW 2022.
- **COCW 2021 Annual GSR assembly February 13, 2021 via zoom, same ID, #6256427131, pwd COCW.**
 - **Does your Area have event registrations, or merch to feature/sell at the event? Please provide event flyers or any other Area info that would typically be shared on a table- we will include them on-screen, with Region minutes and post on the website**
- **Elections for 2 FST members today:** Regional Delegate Alternate (RDA)/FST – 1 open position for FST members – If one of these is able to fulfill the secretarial role, that would be preferable
 - Current secretary, Patty K, has exceeded the 2 term, 4 year limit per our guidelines for executive committee trusted servants, no FST members wish to fill this role
 - **No members nominated or volunteered or elected today wish to fill Secretary role, guidelines exception should be requested.**
- **Motion 489** to approve 2021 budget guidelines



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- **Motion 497:** 1. Continue UMSO as a legal entity to provide a local resource for literature. All financial accounts would remain separate from the MN Region ; 2. Disband the UMSO as a non-profit entity and discontinue Regional sales of NA literature – at length discussion by members considering this motion. General pro and con is summarized here:
 - CON: Region and fellowship in general has an all-time low level of available human resources at this vital time in history given the pandemic, inability to function as usual with human and in-person contact. Addiction is on the rise and we need to focus our efforts on fulfilling our 5th tradition responsibility to carry the NA message to the addict who still suffers. When the pandemic breaks, we NEED to be prepared to meet the needs of addicts and our groups. Operating the business of literature sales and distribution is beyond our available human resources and technical capabilities. NAWS is a viable and adequate resource for literature sales. Areas at a distance from the physical location of UMSO, are currently and have been utilizing NAWS, out-state Regional Service Offices and outlets such as local bookstores and on-line bookstores to access literature. Addicts that do not have access to credit cards to make on-line purchases, can buy pre-filled cards from retail stores.
 - PRO: Literature is a vital means of carrying our message and fulfilling our 5th tradition responsibility. Operating a service office IS a service, *not a business*. Addicts and groups that have been purchasing literature from the UMSO since the closure of UMSO's physical location are buying literature with cash and need to have immediate access to our literature, they cannot wait to make on-line purchases; literature needs to be readily available to addicts. An Area not currently using the UMSO expressed an interest in changing that practice. Members brought group conscience from meetings that are utilizing the UMSO requesting that Region continue to provide this service.
 - **Result:** 4 out of 6 Area RCMs voted in favor of continuing UMSO's local literature distribution; 38/42 members voting favored continuing local literature sales.

Record Attendance for Elections

Elections RDA/FST and FST member positions (see guidelines attached)

Congratulations to Melissa C, Voyageurs RCM, elected as RDA/FST and Chad P elected to the FST !

Old and New Business

- Record Attendance
- Motion 497: **Option 1- Approved by Majority of members present – contact info@naminnesota.org to secure literature for your group. Call/text Patty K (651) 246-7142 or Chris J (612) 701-9048**
 1. Continue UMSO as a legal entity to provide a local resource for literature. All financial accounts would remain separate from the MN Region
 2. Eliminate regional literature sales. Dissolve UMSO as an entity, or
- Motion 498: To approve MNRSC Minutes from October 2020- **Passed**
- Motion 499: To approved MNRSC 2021 Budget Guidelines – **Passed**



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• MNNAC Report – Joe B

- MNNAC 2021 will be held virtually and the committee is seeking trusted servants with mad Zoom skills to join in service that day
- MNNAC is still seeking to sell merchandise go to MNNAC 28 FB page!
- MNNAC 28 Committee is devastated to have to cancel the in-person convention for the 2nd year in a row – registrations will roll over to MNNAC29
- Please support current MNNAC efforts at MNNAC28 Facebook
- Please attend the VIRTUAL MNNAC28 Convention
- Bids for MNNAC 30 will be accepted at COCW2021

Motions:

Motion 497:

1. YES - Continue UMSO as a legal entity to provide a local resource for literature. All financial accounts would remain separate from the MN Region
2. NO- Eliminate regional literature sales. Dissolve UMSO as an entity, or

Intent: To gather a group conscience on whether it is our responsibility to continue providing a local resource for literature

Financial Impact: None

Maker: FST

Second: Melissa C

Result: **PASSED**

Motion 498: To approve the October 2020 MNRSC Minutes

Intent: To approve the minutes.

Financial Impact: None

Maker: Jennifer B

Second: Marvella

Result: **Passed**

Motion 499: To approve MNRSC 2021 Budget Guidelines

Intent: Approve the 2021 MNRSC Budget Guidelines

Financial Impact: None

Maker: Mike S

Second: Jennifer B

Result: **Passed**



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COCW GSR Assembly and Regional Event 2022 Bid Requirements

This Event Will Feature a CAR report presentation and Regional workshops facilitated by FST members. The Area host will be responsible for securing a venue, providing lunch on Saturday and can work with FST members to organize an evening event for fellowship

COCW is a 2-day event to be held at a hotel venue. BUDGET: \$3,700.00 TO INCLUDE:

- MAIN ROOM SATURDAY 9AM-5PM, SUNDAY 8AM – 12PM or Friday 4-12M: 8-10 TABLES, seating for 175 PEOPLE on Saturday
- 2-3 BREAK OUT ROOMS (1-2 for workshops and one as a merch room) SATURDAY 8AM-5PM: seating for 50 PEOPLE
 - 2 8FT TABLES FOR REGISTRATION
 - ONE BREAK OUT ROOM TO HAVE 6- 8FT. TABLES FOR AREA INFO AND MERCHANDISE SALES (may be possible to place merchandise in the large, main room, depending on size)
 - WI-FI CAPABILITY IN ALL ROOMS AND Projection Screens
- FREE LUNCH PROVIDED on Saturday
- FRIDAY NIGHT FELLOWSHIP (BONUS) or Sunday breakfast (BONUS), depending on whether your Area chooses FRI/SAT or SAT/SUN for workshops
- SATURDAY EVENING NA RECOVERY EVENT/ ENTERTAINMENT – this could be an Area-sponsored event

Saturday Programming content will be planned and staffed by FST members to include Regional projects and the WSC 2022 CAR report. Host Area planning team will meet and collaborate on additional workshops & entertainment ideas.



**NA Minnesota Regional Service Conference will
accept and vote on bids
At COCW, February 13, 2021
Vote held at the MNRSC 9am**

<https://zoom.us/j/6256427131> Pwd: COCW

MNRSC Chair Report

December 12th, 2020

Hi Family- Thank you for all the support and love you show to the Fellowship of Narcotics Anonymous. What a gift it has been to watch us all come together during these different, and challenging times. Together, we have achieved a transition like no other in the history of NA. We have turned our living rooms into the “rooms.” We have managed to maintain Groups, Areas, and our Region. We have put on virtual conventions, speaker jams, comedy shows, and dances. Most importantly, we have continued to carry the life saving message of Narcotics Anonymous.

➤ UMSO

- Thanks to the Fellowship, we are continuing the UMSO and able to provide literature services to NA Minnesota.
- Up and coming BOD meetings will be announced.
- Literature and merchandise sales will continue.
- The UMSO BOD along with the Fellowship will look for innovative ideas to build back a stronger more sustainable model for our service office.

➤ MNNAC

- A virtual Convention will be held for MNNAC 28
- The MNNAC BOD is working hard on behalf of the Fellowship to navigate through these different times.
- MNNAC is confident that with the support of the Fellowship, we will be ready to put on an amazing in person Convention for 29.
- MNNAC is in search of members experienced in virtual conventions.

MNRSC Chair Report

December 12th, 2020

- Monthly Conference Meetings
 - The FST continues to meet monthly to conduct business on behalf of the Fellowship.
 - Monthly meetings minutes Posted to MNRSC Google Groups
 - Invite to conference call advertised on Website when available, contact us for dates, if interested, while the website is down
- Regional Service Conference
 - The MNRSC's will continue to meet via Zoom until further notice
 - We have continued to make ourselves available to the Area's and groups we serve
- Website
 - Our digital Project continues to work hard at facing the many challenges that our website faces.
 - We will need Area Web Servants to attend the Web Servant trainings once the website is restored and we encourage members with Tech Experience to join.
- Public Relations
 - We continue to send the monthly Newsletter to keep facilities and professionals up to date on the most recent events and meetings that are available for the addict who has yet to find us. Most of these events are being held virtually.
- Minnesota Regional Insurance
 - Our groups, area's, and events are still covered during the pandemic. NA's policy is current, and you are covered

MNRSC Chair Report

December 12th, 2020

- Bridging the Gap
 - We continue to get request from prisons, and we are meeting these requests to the best of our ability. One of the new FST members has really stepped up in the effort to field these requests.
- Helpline
 - We are here! We continue to man the phones answering questions, connecting addicts, guiding to virtual meetings and being the voice, many just need to hear
- Sponsorship Behind the walls
 - We are facilitating Minnesota's part in connecting inmates with potential sponsors

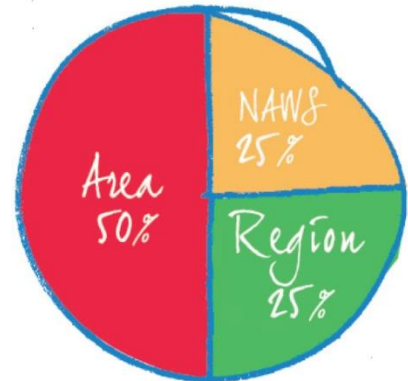
Welcome to a New Year! 2021 will bring us many new and exciting opportunities as a Fellowship. "As long as the ties that bind us together are stronger than those that would tear us apart, all will be well!" Now more than ever, as our literature states, "our common welfare should come first, personal recovery depends on NA Unity." "Our survival is directly related to the group and the Fellowship." "To maintain unity within NA, it is imperative that the group remain stable, or the entire Fellowship perishes and the individual dies." We have shown that we are resilient in our efforts. Groups have remained stable, even if we are little faces on a screen. We are a big force that carry's a message loud and clear that, "An addict, any addict, can stop using, lose the desire to use, and find a new way to live. Thank you for trusting us to serve the Fellowship of NA. We are grateful and will continue to seek guidance as our 3rd tradition directs. "Our direction in service comes from a God of our understanding, whether we serve as individuals, as a group, or as a service board or committee. Whenever we come together, we seek the presence and guidance of this loving Higher Power."

In Fellowship,
Joe Brown |NA Minnesota Regional Chair

MNRSC 2021 BUDGET

December 12, 2020

2021 REVENUE PROJECTION	
Category	Amount
MNNAC	\$0
Area Donations	\$6,000.00
Group Donations	\$1,000.00
Members	\$500.00
Total	\$7,500.00
Average Per Group (100)	\$10.00 = \$1,000
Average Per Area (10)	\$600.00 = \$6,000
Members (20 X \$25.00)	\$500.00



Recommended Fund Flow
from Groups

2021 Projected Expenses:

Expenses	Type	Categories	2021
Expenses	Admin	Admin	1,000
Expenses	Communication	Public Relations - Literature	0
Expenses	Communication	Online / Zoom / Phone	1,000
Expenses	Communication	Annual Assembly – COCW	1,000.00
Expenses	Fund Flow	NAWS Contribution	1,000
Expenses	Projects	PR Conferences/Events	1,000.00
Expenses	Projects	Helpline	1,500.00
Expenses	Projects	Ongoing Projects/Project Pool	1,000
Expenses		Total	7,500

Treasurer Report

December 2020



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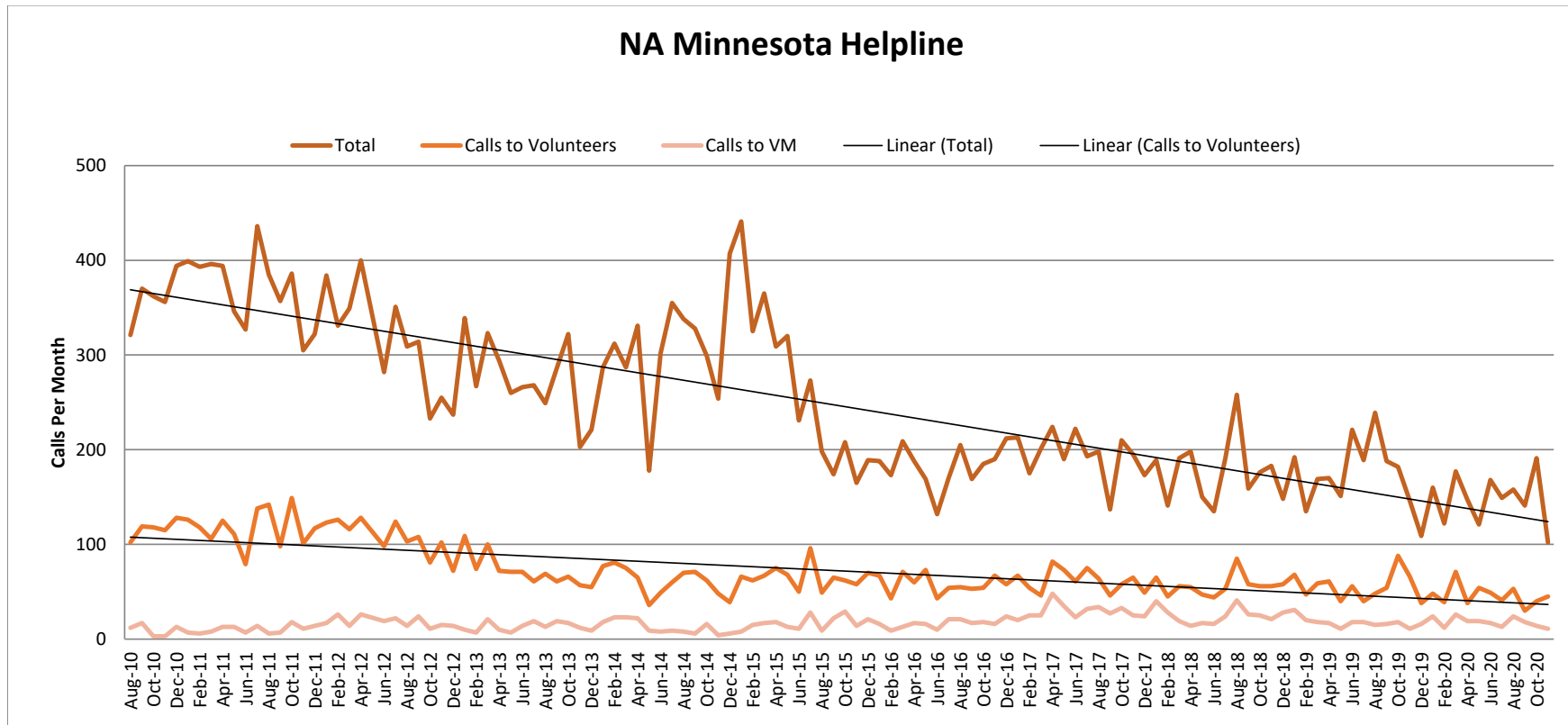
Activity Checking	
Beginning Balance: 10/10/20	\$ 18,662.90
Mail Chimp (3 months)	\$ (185.97)
Zoom.US (3 months)	\$ (48.18)
Phone.com (2 months)	\$ (219.82)
Group Donation: LGBTQ&A NA	\$ 100.00
Reimbursement from UMSO for 2 months storage locker payments	\$ 249.47
*Donation to World	\$ (4,000.00)
Group Donation: NA Freedom from Addiction	\$ 100.00
Area Donation: New Directions	\$ 400.00
Area Donation: SW MN Area of NA	\$ 250.00
Ending Balance 12/12/20	\$ 15,308.40
Pending Business	
Projected ending balance	\$ 15,308.40

MNRSC Accounts	Total
Cash on Hand	
Wells Fargo Checking	\$ 15,308.40
Wells Fargo Savings	\$ 4,167.85
MNRSC PayPal	\$ 1,342.11
Total as of 12/12/2020	\$ 20,818.36

Total Expenses since last report:	\$ (4,453.97)
Total Income since last report:	\$ 1,099.47

- * Donation to NAWS was also noted in last month's report as it was made prior to last month's report but after 10/10/2020

December 2020



Calls to the helpline decreased in the last couple of months. Calls to volunteers have increased and missed calls to volunteers are at their lowest since November 2019. Please encourage members to sign up to answer helpline calls by emailing info@naminnesota.org

Regional Delegate Report

December 2020 (Time Sensitive info shared to MNRSC@googlegroups on Dec. 17)



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- **Upcoming webinar reminder!! December 19, 1-3 pm CST.**

- The focus is on PR service efforts to carry the message virtually to jails, prisons, and parolees. The webinar will be on Zoom <https://NAWS.zoom.us/j/98909745931>
- Live-stream on YouTube at the same time. The live-stream link will be posted on the Local Service Toolbox project page when the webinar begins: <https://www.na.org/?ID=toolbox&ID=toolbox>.

- **“Exciting Deals”** What about supporting NA and snagging NA swag for friends, sponsors, sponsees, newcomers, for raffle items and giveaways for all the events we’re gonna have when the pandemic is over?!! Now is the time to grab ‘em!! WCNA mystery grab bags, including merch from the past three NA world conventions, and gift books are for sale now. You’ll find them in the “Exciting Deals” section of the catalog drop-down menu in the NAWS webstore:
<http://www.na.org/webstore>



\$35



3 for \$50 from 3 WCNAS



\$23.50 for both



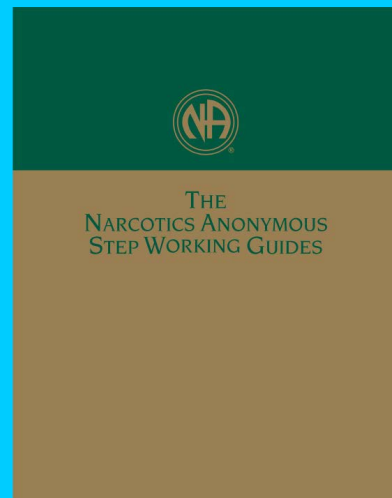
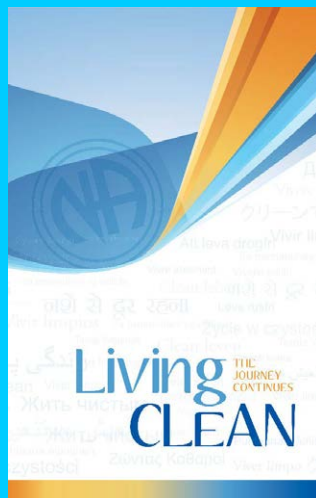
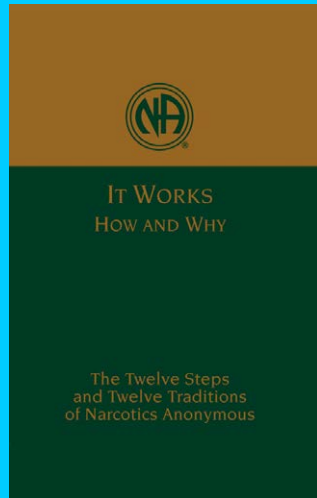
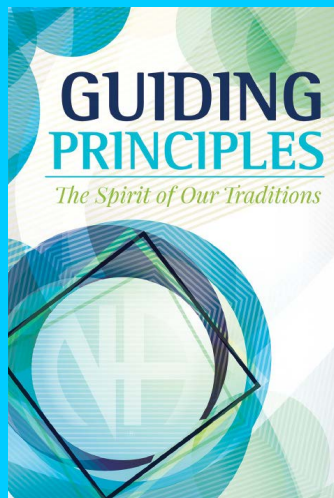
\$15 2021 Calendar

- **Contribute to a new service tool on Virtual Best Practices:**

<https://www.surveymonkey.com/r/virtualNAm meetings>

- See this bulletin of concepts and principles to consider for guidelines in virtual meetings:
[Our Virtual Presence](#)
- February 13, 2021 MN Region Creating Our Common Welfare Event will feature ideas, graphics, formats for on-line groups to share. please share your ideas with us for this event by messaging info@naminnnesota.org!

- **Offer your feedback on the proposed revisions to the FIPT.** They will be posted for Fellowship review from Dec 1, 2020 through May 31, 2021 at [FIPT Revisions for Review](#).



for purchase
www.na.org/elit



aim your
camera
here

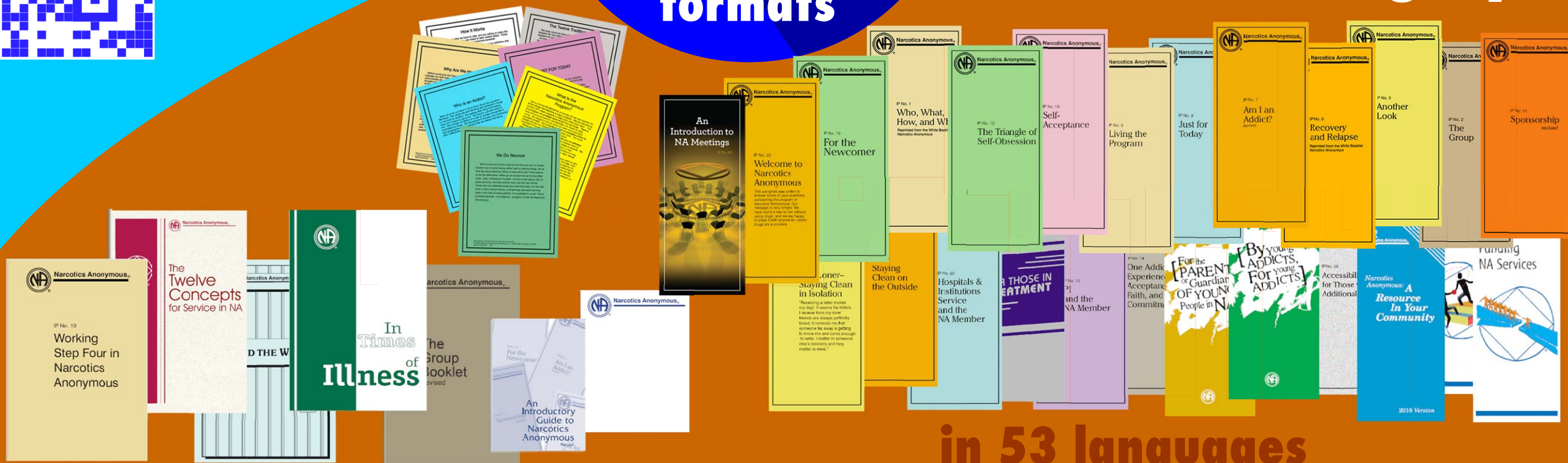
elit
aka
digital
formats



aim your
camera
here



for free
www.na.org/ips



in 53 languages

important dates and announcements

Media page www.na.org/media

Easily repost Instagram memes and access resources for virtual groups, NAWS videos, and resources for service.



Please consider setting up a recurring contribution if you are able:
www.na.org/contribute



what can I do? ways to get involved in the work

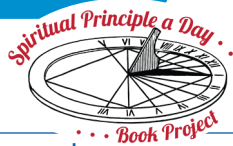
Spiritual Principle a Day Book Project

WRITE—on your own or with other members—on the principles currently in circulation:

REVIEW drafts and give us your feedback. 75 entries are available through the end of January.

Host a **WORKSHOP** to write or gather input with fellow members. See the website for materials.

Visit www.na.org/spad for all the latest.



Upcoming web meetings

Conference Participants: 13 February, 11:00 am PST

H&I: 14 January, 3:00 pm PST

Inmate Step Writing: 12 January, 4:00 pm PST

Phonelines: 2 February, 3:30 pm PST

Public Relations: 28 January, 4:00 pm PST

Zonal FD/PR: 9 January, 10:00 am PST

Virtual meeting of Zones (zones only):

16 January, 11:00 am PST

Visit www.na.org/webinar for more information.

We welcome your ideas and input:
worldboard@na.org

Greetings from your World Board. As we draft this issue of *NAWS News*, 2020 is drawing to a close. As Board members, we are grateful for another year of service to NA and for all of the work that has been done. In the interests of keeping this report short for easy distribution and translation, we are covering just some recent highlights here.

LOCAL SERVICE TOOLBOX / VIRTUAL MEETINGS

As we've reported to you, our primary focus right now is virtual meetings. The Local Service Toolbox Project is collecting information that will help us develop resources for virtual meetings. In the service of that effort, we have a survey posted through the end of the calendar year: www.na.org/toolbox. We are planning focus groups to collect input on some topics. The first will be in December on Fellowshiping with an emphasis on connecting newcomers. The second will be in January on how virtual meetings are connecting with the larger community of NA and the NA service system.

We also have held two open webinars since the last *NAWS News*—one in September on virtual meeting best practices, and one in December on carrying the message virtually through H&I efforts.

FIPT PROJECT

We've also made enough progress on the *Fellowship Intellectual Property Trust* Project that we have posted the review and input draft of proposed changes for a six-month Fellowship review: www.na.org/fipt. The review period is from 1 December 2020 through 31 May 2021.

The point of the revisions is to update the *FIPT* to reflect recent World Service Conference decisions to make zonal delegates full, voting Conference participants. The *FIPT* currently lists only regional delegates as decision-makers. WSC 2020 passed a motion to begin the process to revise the *FIPT* and a motion for the project to do so. The project workgroup will review any input that comes in during the review period.

When the Fellowship determines what changes they would like to see in the *FIPT*, corresponding changes will need to be made to the Operational Rules, but those changes can be made by offering proposals in the *Conference Agenda Report* and they need not be reviewed for six months by the Fellowship. We will report further when the input period is over.

COURT CASE

We have reported about a US court case we have been involved with in multiple forums—email, webinars, *NAWS News*. The judge issued a final decision at the end of September, and we were looking forward to putting the matter behind us. Regrettably, the group of members who initially brought the case have now filed an appeal, so we will have to spend more money and energy that could be going to supporting efforts to carry the message to the addict who still suffers.

To refresh your memory, in early 2020, a group of members calling themselves “the Autonomous Region” petitioned the court to remove NA World Services as Trustee of the *Fellowship Intellectual Property Trust (FIPT)*.

The *FIPT* was set up to ensure that NA’s “intellectual property,” the recovery literature, symbols, and name, would be protected from misuse or corruption. It is a legal document that spells out the collective decisions of the Fellowship in this regard, including World Services’ responsibility and authority to administer the property on behalf of the Fellowship. No service body or group of individuals can own or control NA’s literature and logos; the ownership and control belongs to NA as a whole. As the trustee, *NAWS* is tasked with keeping NA’s property safe.

In an effort to increase access to some of the history and background related to group conscience and NA literature, we recently made two reports from the Board from 2014 and 2015 into bulletins (#34 and #35) and added an introduction to Bulletin #34. You can find those bulletins, the *FIPT* itself, and other related documents posted here www.na.org/fipt.

The original reports that we have reformatted into bulletins were written in response to the illicit publication of NA literature. On a fundamental level, the current court case and the illicit printing of literature arise from the same misguided motivation—the belief that it is okay to disregard the will of the Fellowship. The authority in NA is a loving Higher Power, and that power expresses itself through group conscience. The mechanism for hearing that conscience on a world level is the World Service Conference. The members bringing this case wish to overturn the decisions of the World Service Conference through a court ruling.

It’s contrary to NA principles, and it has cost the Fellowship a lot of money. We’ve spent over \$200,000 on this case so far, and the amount will rise with the appeal being filed. We’re fortunate to have the lawyer who originally helped draft the *FIPT* for this case, but that expertise does not come cheaply. Safeguarding NA’s literature to protect NA’s message is probably the most important thing we do at World Services, and it’s worth devoting resources to that effort, but we can’t help but think of how many Basic Texts that could have been sent to struggling NA communities or incarcerated members for that money.

We hope to have better news to report soon. Thank you to everyone who has helped to spread accurate information and to honor the will of the Fellowship.

INMATE TABLETS

On a happier note, the pandemic may actually increase access to NA literature for some inmates. Many prisons that want to offer inmates recovery options do not have internet throughout the prisons to allow for virtual meetings. In addition, many institutions have changed their regulations so that books cannot be brought into facilities; this may or may not continue past the pandemic. But these challenges have motivated some to explore other options. Speaker CDs have been permitted in a few prisons; other prisons are purchasing inmate tablets that are pre-loaded with reading material and have no internet capability for the tablets. NA World Services has been trying for quite some time to reach out to tablet providers, but their desire to work with NA World Services has not been overwhelmingly supportive.



But now we seem to be making progress at last by working with correctional officials who have the ability to make literature on tablets possible.

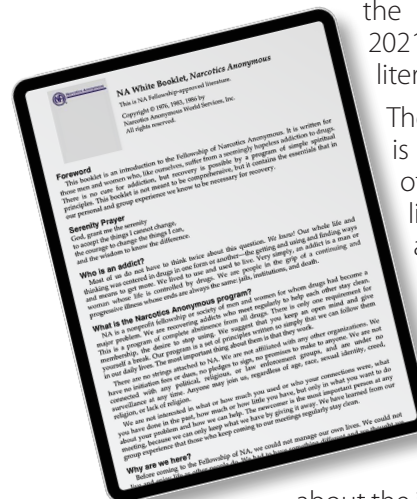
Two jails in Florida were the first to have recovery literature added to tablets. It took a concerted effort of the warden and trusted servants in Florida to make this happen. In short, the warden had to ask the tablet provider to add NA materials to the tablets. NA World Services had to approve the literature choices, and tablets have finally been loaded with recovery literature for the inmates.

Thanks to a criminal justice virtual conference that helped to inform correction officials of avenues to bring recovery to inmates during the pandemic, five more locations are planning to move ahead.

The commissioner for Ohio criminal justice wants all institutions in Ohio to have recovery literature on the tablets. To date, the recovery literature pieces have been chosen, and now the tablet provider and commissioner need to sign off. We believe that may happen before the new year, and

the inmates may welcome in 2021 with reading NA recovery literature.

The South East Area in Arizona is working with correction officials to place recovery literature on inmate tablets as well. New Jersey shared services, a combined effort of the two New Jersey regions, gave a presentation to the state department of corrections, and are engaging in a discussion about the inmate tablets. Connecticut

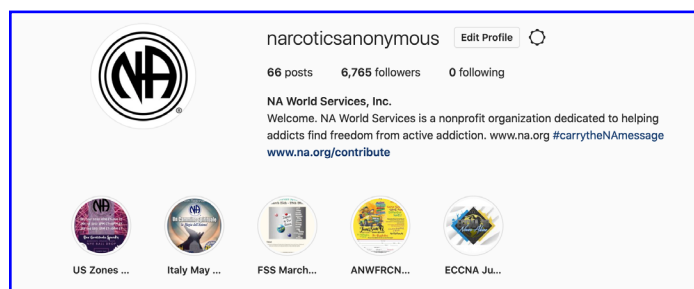


has also begun to move in the direction of inmate tablets loaded with recovery literature, and New York City is entering into the discussion as well. Hopefully, by the end of the first quarter of 2021, several of these locations will have recovery literature on tablets for inmates.

Inmate tablets are a way to carry the message of recovery to inmates. It's something we've been talking about and working toward for a long time, and now it's finally beginning to happen thanks to a cooperative effort among World Services, local trusted servants, and the wardens and/or commissioners of institutions. It's the kind of work we do that is entirely mission-driven. There is no profit in it, and any "normal" business would consider it insane to invest resources in something with no financial return and that will create less revenue. But we are not a normal business. We are a nonprofit corporation with a spiritual mission. This is the kind of work your contributions help support.

SOME OF THE REST OF WHAT WE ARE DOING

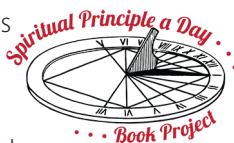
Website updates: We created a new Media Page www.na.org/media to make it easy to repost Instagram memes and access resources for virtual groups, NAWS videos, and resources for service. We have started posting regional and zonal event fliers on our events page www.na.org/events and as Instagram highlights: www.instagram.com/narcoticsanonymous. We are now posting NAWS Update emails on the NAWS News page: www.na.org/nawsnews. And we have made it easy to subscribe to NAWS News just by entering an email address.



Translations: We have published 80 new translated pieces since March—the equivalent of 1 every three days.

SPAD: The fourth batch of entries has been posted for Fellowship review through the end of January. There are 75 entries on ten spiritual principles: anonymity, discernment, empathy, faith, gratitude, honesty, hope, open-mindedness, vigilance, and willingness. We welcome your input on as many or few entries as you like. There are also spiritual principles posted for you to write about. NA literature is written by addicts, for addicts—addicts like you!

WCNA: We are certain that the World Convention will not happen in 2021, and we are investigating moving the date for the World Convention to the following year, 2022.



FINANCIAL STATUS

This has been a challenging year for World Services, and some of the challenges are still with us. Most notably, we are still operating at a deficit, meaning World Services' expenses are still exceeding our income. We have cut costs where we are able. More than half the staff remain furloughed. We have not travelled to Fellowship events or Board meetings in the last nine months, a side effect of the pandemic and also a budgetary necessity. We are not doing paper mailings of our publications or review drafts. We had to make that change because of the pressures of the pandemic, with so many staff furloughed and working from home, and because of budgetary pressures. In some cases, literature shipped overseas has been delayed to schedule shipping to reduce the cost. For instance, a shipment of newly translated Basic Texts took longer than is customary so that we could benefit from most cost effective shipping. In some cases, we are unable to reduce expenses. For instance, we are contractually obligated to the terms of our equipment and building leases. In sum, we are doing what we believe we are able to in terms of reducing expenses.

The other way to make up the shortfall is to increase income. For decades, most of World Services' income has come from literature sales. Because so many groups and service bodies are not meeting in person, literature sales dropped drastically almost overnight in March. In the last couple of months, the situation has been unpredictable, with sales increasing one week and then decreasing the next. It is going to take time for the global health crisis to resolve and for in-person recovery and service meetings to resume on a consistent basis.

In the meantime, our emphasis is on increasing member contributions to World Services and creating more of a culture of giving in our Fellowship.

INVEST IN OUR VISION

Most NA members are not wealthy people. In fact, many of us are just getting by. What we know about the Fellowship of NA, though, is that when we work together, we can move mountains. The simple fact of our recovery is testimony to that. "Many of us . . . sought help through medicine, religion, and psychiatry. None these methods was sufficient for us." (Basic Text, "Why Are We Here") We are alive and recovering because of the power of our collective efforts. Together we can do what others cannot.

We need to take the same approach to funding our services. World Services is not feeling the pinch alone. Service bodies and offices around the world that have depended on profits from events or literature sales to fund their efforts are also hurting for money because of the effects of the pandemic. We can work together to fund service on every level.



Here is a bit of history.

In 1971, the first World Convention and Conference was held. This is an excerpt from the Board of Trustees' letter inviting NA members to attend:

The principal purpose of this Conference, however, is to get together delegates from N.A. groups in all localities (both in the U.S. and in other countries) to establish an N.A. World Central Office and elect a paid, full-time business manager to be in charge of this office. . . .

We feel that such a World Central Office will do a great deal toward solving the communication problems that have arisen in N.A. during its recent period of rapid growth. We want to be sure that the experience, strength, and hope developed over the years in the many areas where N.A. has been effective are made available to new groups everywhere. We want to be sure that requests for N.A. literature and for information about our fellowship are answered promptly and accurately

Miracles Happen reports about the event:

The convention, which started on November 5, 1971, at the La Mirada Country Club, was a success, with just under 200 people attending. Bob B went to the hospital to get Jimmy to speak at the opening banquet and then took him back afterwards. Along with Jimmy speaking of the early history, Jack W spoke of the fellowship's growth in the sixties.

The following day a business meeting was held, during which representatives overwhelmingly approved the idea of establishing a central office and hiring a manager and staff. Concerns about the funds necessary to accomplish this were allayed at the event by individual members' pledges to donate a certain amount every month, though most of those pledges, unfortunately, went unhonored. By the end of the event, a meeting list was drafted that showed thirty-eight meetings in all, with one meeting existing outside of California, in Denver.

And so, we have a long history of recognizing the need for a World Service Office and being challenged to pay for those services. What we need is a change in our culture, and that will only happen when this message is coming not just from World Services, but from our Fellows. The most sustainable income source for World Services is recurring monthly contributions from members: www.na.org/contribute. Many of you reading this issue of *NAWS News* may already

be making a monthly contribution. If you're not already making a contribution, would you consider committing to one? Many of us contribute a dollar for each year we've been clean, each month. If you are already contributing, we thank you very much. Would you be willing to talk to a couple of friends or sponsees about doing the same? We sincerely believe that one addict talking to another is the only way to begin to effect a change in our attitude towards giving. All of NA services need the support of our members to make our message available to any addict seeking recovery.

PPP

As many of you know, World Services received money as part of the Paycheck Protection Program rolled out by the US government in response to the economic crisis brought on by the pandemic. The goal of the program was to keep workers off unemployment. The amount of money a business was eligible to receive was based on the amount of wages for which social security taxes were paid in the previous year.

Businesses that use the money to "protect paychecks," that is, to keep workers off unemployment, can apply for a credit to reduce the principle of the loan amount. World Services will be applying for a credit, which we expect to be approximately 50% of the amount we received.

We have heard concern from some members that applying for the credit would not be in line with the principles of the Seventh Tradition. We talked about this at length in our Board meetings, and in the end, we determined that applying for the credit does not undermine any of our spiritual principles. We are committed to declining outside contributions—that is not negotiable, but we do not believe accepting a credit that we qualify for under the PPP program falls into that category. As we said, the program was only available to businesses who had paid social security wages, and the credits are approximately the same or less than the social security and other government employer taxes that were paid in the previous year. In this sense, the credit is equivalent to a tax credit.

Taking advantage of credits and discounts is good business sense, and it happens at every level of NA service. Incorporated NA service bodies and conventions benefit from tax credits that can be up to 40% in some states. In California, where World Services is incorporated, the credit is about 28% of taxable income. The World Convention and many other NA conventions use credits and discounts on meeting spaces when planning these events, and even many NA groups often negotiate meeting spaces at a heavily discounted rate.



Accepting credits and discounts, which are not contributions, is the financially responsible thing to do in these cases; it's part of standard business practice for nonprofit organizations, and we see applying for the PPP credit in that light.

We are also prepared to apply for phase two of the PPP program if one is rolled out and we qualify.

WORK THAT ISN'T GETTING DONE

All of this information about funding shortfalls means that we are not doing everything we would "normally" do. It's just not possible to do as much with over the half the staff furloughed, even with the remaining members working as hard as they can. And along with economic restrictions are the limitations of a global health crisis.

Our hearts are often heavy as we miss connecting to members at learning days, zonal forums, and other events. We are grateful to see your faces on Zoom, but we miss the full connection. World Services funds and helps organize the African Zonal Forum, and there's no telling when we will have the means to do that again.

Our written communication has suffered as well. We haven't published *The NA Way Magazine*, *Reaching Out*, or the *Conference Report*, and we may have to rethink the design and content for the *Annual Report*. We have not been able to respond to all calls and emails as promptly, and we often send out material without time or resources to proof as carefully as we have in the past.

A lot of project work has been delayed. No work is happening on these projects yet this cycle: the Convention and Events Project, revising The Loner IP, framing the Women in Recovery IP, and advancing the DRT conversation and framing the IP.

NA World Services is a repository of information for NA members and service bodies around the world, and our ability to fulfill that role has been limited as well. We have had to stop work archiving paper records and digitizing audio recordings. We are not currently posting area or group events.

These are just some of the most obvious examples of how we have been impacted. We often get asked what isn't getting done, and here is a partial answer to that question. Our passion is providing services to NA members and supporting the areas, regions, and zones that are helping addicts find NA around the world. We wish we could do more.

HRP REPORT

Greetings from the Human Resource Panel. We hope everyone is safe and healthy in these trying times. Even with the current challenges, we have been meeting virtually and working hard on our ideas for improving our nomination

processes. You may recall we reported earlier in the cycle on some changes that we believe will improve things for all of us. As we begin our nominations process, we are pleased to start offering details on those proposed changes and asking for your support as we try them out.

As we approach 2021, we are preparing to open the RBZ (regions, World Board, zones) process of recommending potential candidates for HRP consideration. We have created a two-page worksheet to help service bodies better understand your role as you identify and evaluate potential candidates. The worksheet includes some questions to ask candidates, and again, we hope it assists in your efforts. Service bodies should feel free to use or adapt it as you see fit. And please, let us know if you have any ideas for improving this resource. The worksheet will be a part of an eblast from the HRP in early January, announcing the start of the RBZ process. Keep an eye out for that eblast, and note that the deadline for submitting your RBZ candidates is 30 September 2021.

For the first time, we are asking all members who wish to go through the process for potential nomination at WSC 2022 to acquire an RBZ recommendation. In the past, World Pool membership, clean time, and World Service background were all that was needed for HRP consideration. As we have stated in our reporting over the years, historical data from WSC elections indicate that nominees with an RBZ recommendation have the greatest confidence and support from voting participants. In fact, since the start of the RBZ process in 2006, all but two new World Board members have had at least one RBZ source. Looking at the data, we recognize two things: World Pool candidates (candidates that do not come through the RBZ process) are seldom nominated and rarely elected, and they are often disappointed with the process. It also adds a stream of work for all of us that doesn't seem to benefit anyone. We are confident in our decision to ask all candidates to obtain an RBZ recommendation for this cycle's nomination process. We believe this approach is in the spirit of the leadership identification principles discussed in the Fourth Concept for NA Service.

We will continue to remind everyone about this approach. Your help in getting the word out is appreciated. We want to get a good sense of its value and look forward to a dialogue at WSC 2022. If all goes well, we will be asking that the change be included in *A Guide to World Services in NA* in 2024.

So again, we will be sending an eblast in the next few weeks. As always, we welcome any comments or questions. Feel free to write to us at hrp@na.org.

IN CLOSING / IMPORTANT DATES

31 December is the deadline for input on the Virtual Meetings Survey

9 January 2021 is the deadline to give input on the draft of GWSNA in the Conference participant Dropbox

31 January 2021 is the deadline to give input on the latest batch of SPAD entries

