

Nar-Anon IWSCC 2024



Combined World Service
Committee Presentations

IWSC 2024 Presentation Contents

- Best Practices ad hoc
- Budget and Finance
- Electronic Publications ad hoc
- Literature
- Narateen
- Newsletter
- Policy & Guidelines
- Social Media ad hoc
- Social Media via Instagram
- Transition ad hoc
- Website
- World Service Board (WSB)
- World Service Conference
- World Service Office (WSO)

Best Practices
ad hoc Committee
Presentation

Best Practice ad hoc Committee Report

2024 IWSC

Friday April 19, 2024 8:05-8:30a PDT

Cheryl K



Best Practices ad hoc Presentation Contents

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Motion 87

► Motion 87 in the WSC 2023 Motion Catalog:

- The 2023 World Service Conference directs the Board of Trustees (BoT), to form a representative ad hoc committee of no more than 12 trusted servants comprised equally of Group Service Representatives, Area Service Committee or Regional Service Committee ... ** AMENDED: See Conference Minutes ** PASSED

► Motion 87 from WSC 2023 FINAL - COMBINED Minutes Tuesday, May 2, 2023 pg 5:

- The 2023 World Service Conference directs the Board of Trustees (BOT), to form a representative ad hoc com committee of no more than 12 trusted servants comprised equally of Group Service Representatives, Area Service Committee or Regional Service Committee Officers, National Service Office Officers, and Board of Trustees members to research and interview other 12 Step Fellowships and, identify best service structure practices to fulfill Nar-Anon's Mission Statement.
- The ad hoc committee is responsible to provide a written report quarterly of its activities and findings to the Board of Trustees. The ad hoc committee will present a verbal and written final report of recommendations at the Interim World Service Conference 2024 for discussion, review, and revision. The draft final report and recommendations document will be circulated in the Conference Agenda Report 2025 to the World Service Conference 2025. The ad hoc committee is granted permission to originate motions for inclusion in the Conference Agenda Report 2025 (CAR 2025).

Votes on Motion 87 as amended by simple majority (21 votes)

MOTION 87 AS AMENDED PASSED - 38 in favor



Committee Members

Name	Position	Location	Team
Shanet	WSB	South Africa	NA/ NFG International
Paula	WSB	CA	Secretary - Alanon/Alateen
Linda L	WSB	FL	Alanon/Alateen
Cheryl K	RSC Alt Delegate	Rocky Mountain	Chair - NFG International/ Floating on All
Lois R	GSR	Tennessee	NA
Bebe D	RSC Alt Delegate	E PA	AA
Jim G	GSR	Rocky Mountain	Vice Chair- OA
Linda T	RSC Alt Delegate	N Cal	AA

Methodology

- ▶ Decided to research 5 Fellowships:
 - Alcoholics Anonymous (AA)
 - Al-Anon
 - Narcotics Anonymous (NA)
 - Overeaters Anonymous (OA)
 - NFG International
- ▶ Broke into 5 teams
- ▶ Each team researched the topics by interviewing the other 12 Step Fellowship members
- ▶ Examine their web sites and documentation available online.
 - 2022 Annual Reports
 - WSC 2023 Summary of Decisions
 - 2023CAR, 2023 CAT
 - 2023 Budgets
 - 2022 Audits
 - Other documentation

Methodology

- ▶ Organizational
- ▶ World Service Conference
- ▶ Financial & Business practices
 - Roberts Rules of Order vs Consent/Knowledge Based Decision Making Finance processes
 - Rotation of Service
 - 7th Tradition
- ▶ Literature processes
- ▶ Outreach practices

Five Groups

Alcoholics Anonymous (AA)

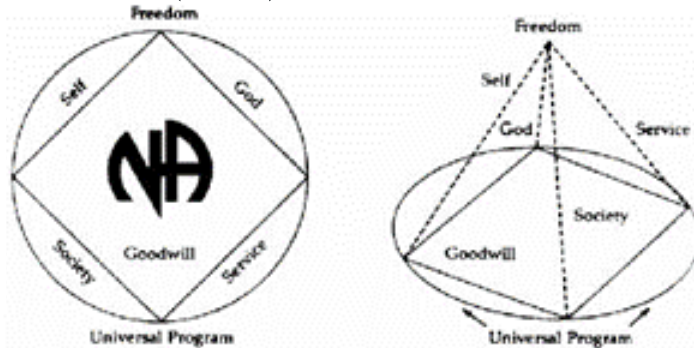
The circle stands for the whole world of A.A., and the triangle stands for A.A.'s Three Legacies of Recovery, Unity, and Service.



Founded	1935
Worldwide meetings	115,326
Countries	180
USA meetings	60,143

Narcotics Anonymous (NA)

The outer circle denotes a universal and total program that has room within it for all manifestations of the recovering person. The square base of the Pyramid denotes Goodwill. The four pyramid sides that rise from the base in a three-dimensional figure represent Self, Society, Service and God. All rise to the point of Freedom.



Founded	1953
Worldwide meetings	76,075
Zones	15
Countries	115
USA meetings	23,486
Iran Meetings	26,075

Al-Anon

The three sides of the triangle symbolize our three Legacies: Recovery through acceptance of the Steps, Unity through acceptance of the Traditions, and Service through acceptance of the Concepts. All three sides are necessary for the triangle to remain a triangle, just as a three-legged stool needs all three legs to stand. The circle within the triangle has been described by some Al-Anon members as a circle of welcome that carries the Al-Anon message of hope to the many families and friends who are living or have lived with the disease of alcoholism.



Al-Anon Founded	1951
Worldwide meetings	24,000
US meetings	13,841
Alateen Founded	1957
Worldwide meetings	1500
Countries	118

Nar-Anon

No definition of symbology



Nar-Anon Founded	1960, 1968 1971, 1987
Worldwide meetings	1268?
US meetings	
Narateen Founded	2000?
Worldwide meetings	8
Countries	21

Overeaters Anonymous



No definition of symbology found

Founded	1960
Worldwide meetings	6,467
Region	11
Countries	75

Business Structure

- ▶ AA & Al-Anon General Service Office (GSO) supports USA and Canada
 - AA GSO and Archives - New York City, NY USA
 - Rent control?
 - Special deal? (Rockefeller owned building)
 - Al-Anon GSO - Virginia Beach, VA USA
 - 1994 - WSC approved purchase of property outside large metropolises
 - 1996 - Purchased land and building & moved
 - 2011 - Paid off 15 yr mortgage
 - Intergroup (group partnerships) exist to provide satellite GSO services.
 - Maintain phone lists and PO Boxes, receive mail and phone calls and forward as appropriate
 - Publish meeting lists,
 - Plan and conduct program-exchange meetings,
 - Stock and distribute conference approved literature (CAL), and publishing newsletters.
 - Intergroups exist outside of the WSC structure but must register with the World Service Office to distribute CAL.
 - Groups that participate elect an Information Service Representative to act as a liaison between the group and the service office
- ▶ International AA and Al-Non GSO's are independent



Business Structure

- ▶ NA World Service — Van Nuys, CA USA
 - Service Offices & Distribution Centers
 - WSO — Chatsworth - Chatsworth, CA USA
 - WSO — Europe - Brussels, Belgium
 - WSO — Iran - Tehran, Iran
 - Distribution Center — Mississauga - Ontario Canada
 - Distribution Center — Bangalore, India

- ▶ Overeaters Anonymous WSO —Albuquerque, NM, USA



Organizational - Common

- ▶ Upside down pyramid service structure
 - Groups/Area/Region/World Service
 - National Service Offices (International)
 - Zones/Zonal
 - Combine Regions into groups based on common Time Zones or Geographical groups
- ▶ Self Support - 7th Tradition Contributions
 - Goal 70% Contributions to 30% Literature sales
- ▶ Term limitations & Rotation of Service
- ▶ Regular Survey of the Fellowship members
 - 1977 - Young People AA
 - 2013 -Al-Anon



World Service Conference - AA

- ▶ General Service Conference (GSC) for USA and Canada is held annually
 - AA has 2 distinct parts of GSC
 - AA World Services
 - AA Grapevine
- ▶ International GSO's hold separate conferences
- ▶ World Service Conference is held every 2 years
- ▶ The U.S./Canada service structure has 93 areas that are part of 1 of 8 regions. Regional Forums meet quarterly in 1 of the 8 regions of the U.S. or Canada that has extended an invitation. A Regional Forum is held in alternate years in each region on a rotating basis.
- ▶ Meeting of the Americas (Zonal meeting) is held in alternate year of WSC
- ▶ AA uses hybridized parliamentary procedures.
 - A.A.'s General Service Board has 21 members:
 - Class A are 7 non-alcoholic trustees who are chosen based on their business or professional backgrounds. They can provide services that Class B trustees, who are recovering alcoholics, cannot, such as providing public information.
 - Class B has 14 alcoholic (10 years sobriety) trustees
- ▶ The International Convention is held every 5 years



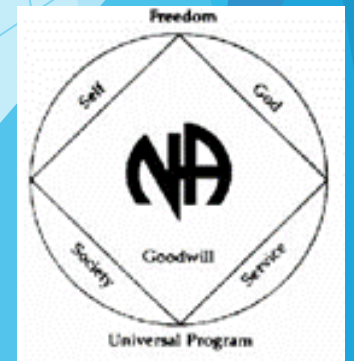
World Service Conference -Al-Anon & Alateen

- ▶ World Service Conference (WSC) for USA and Canada is held annually
- ▶ Al-Anon uses Knowledge Based Decision Making (KBDM)
 - The Area Delegates (66), Board of Trustees (11), Executive Committee (8), and Voting WSO Staff Members (8) have voice and vote. Non-voting WSO Staff members that work at the World Service Office in service roles affecting the members of Al Anon worldwide as well as other Staff and Volunteers have voice
 - Board of Trustees consist of not less than 7 nor more than 21 persons with the following classifications: Trustees at Large (6), Regional Trustees (5), Lifetime Trustees, and a Sustaining Trustee.
 - Members of the Executive Committee (8) have voice & vote on matters affecting Al-Anon as a whole
 - Director of Finance & Operations *Non-member, Non-voting
 - Associate Director—Brand Communications** Non-voting
- ▶ International GSOs hold separate conferences
- ▶ The International Al-Anon General Services Meeting is held every 2 years
- ▶ The International Convention is held every 5 years



World Service Conference - NA

- ▶ NA uses Consensus Based Decision Making at all levels of the service structure.
- ▶ For decision making purposes, conference participants are defined as regional delegates, zonal delegates, and World Board members.
 - Regional and zonal delegates make motions and have voice & vote in business sessions.
 - World Board members can make motions or proposals but do not vote during CAR-related Discussion and Decisions sessions
 - World Board consists of up to 15 members elected by at least 60% at WSC
 - WB are all NA members with ≥ 10 years of clean time
 - WB pool candidate required to have experience level that benefits a specific interest within service structure
 - Executive Director of the World Service Office does not have a vote nor make motions or proposals at the conference
 - Humann Resource panel comprised of 6 members that have completed their WS commitment
- ▶ World Service Conference is held face-to-face every 3 years
 - 2023 WSC changed WSC from every 2 years to every 3 years for 2 cycles, then reevaluate
 - Interim virtual WSC to be held mid cycle to vet and prioritize ideas
 - Straw polls are used to reach consensus prior to WSC
- ▶ Delegate costs paid by WSC
 - 2023 WSC passed to allow Regions the option to pay for equalized expenses.
- ▶ NA is moving to Regional delegates attending the Zonal Forums. Zonal delegates attend WSC
 - Zonal Forums held face-to-face every year
 - Zonal Virtual meetings held monthly to quarterly
- ▶ World Convention is held every 3 years



World Service Conference - OA

- ▶ World Service Business Conference is held face-to-face every year
 - Delegates from intergroups, service boards, regions, and the trustees
 - OA has up to 17 Trustees
 - Delegate cost is paid by Service Body, Self, or Delegate Support Funds through the World Service Office
- ▶ The board & WSC follow a consensus and group conscience process except for elections and budgets.
- ▶ World Service Convention 2016, 2025



Finances

▶ Typical Budgetary Process

- Fellowship develops 5- and 10-year Growth objectives at WSC
- Committees propose budgets based on objectives & estimated income
- Committees reconcile budget with projected income until balanced (not negative)
- Final proposed (audited) budget published in CAR and voted on at WSC
- Budget, cash flow, and income are reconciled at least monthly

▶ Self Support - 7th Tradition Contributions

- Goal 70% Contributions to 30% Literature sales



Finances - AA

- ▶ AA has \$13M Prudent Reserve in investment earnings
- ▶ Publishing gross profit has declined for 4 consecutive years
- ▶ The core of Self Support is that many members of the Fellowship make smaller contributions and not based on the few who make large contributions.
 - Groups contribute 59%; individual members contribute 31%; and 10% from Intergroups, Central Offices, Areas, and Districts.
 - About one third of groups contributed an annual average \$317.01.
 - Average individual contribution was \$121.79
 - 64% of group contributions and 69% of individual contributions were ≤\$100 or less.
 - Only 54 individual contributions were the maximum allowable \$5,000
 - 18,284 individual contributions were ≤\$100

AA & Contributions			
GSO Financial Overview			
Revenue & Expenses	2023 Budget	2022 Unaudited	2021 Actual
7 th Tradition Contributions	\$10,500,000	\$10,548,526	\$10,848,620
Literature Gross Profit	\$7,950,000	\$4,894,113	\$7,841,142
Other Revenue	\$341,320	\$468,052	\$1,279,119
Total Revenue	\$18,791,320	\$15,910,690	\$19,968,881
Operating Expense	\$18,285,479	\$17,669,663	\$17,544,866
Operating Surplus (Deficit)	\$505,841	(\$1,758,973)	\$2,414,015
Prudent Reserve		\$12,950,000	12,850,000

- ▶ GSO's services funding comes primarily (approximately 80%) from group contributions, the Birthday Plan and Anniversary Campaigns, central office/district/area contributions, and excess funds of AA events or conferences. The balance is made up of profits from the sale of AA literature.
- ▶ AA has historically accepted Legacy donations.



Finances - Al-Anon

- ▶ Al-Anon has a \$6.3M in their Prudent Reserve in investment earnings
- ▶ Ran ≈\$200K deficit 2022 & 2023.
 - Contributions & Literature sales did not meet planned budget
 - Al-Anon has been sending out quarterly donation appeals
 - Literature sales have been down for over 4 years
 - Continue to reduce expenses without reducing services.
- ▶ Only 52% of the 13,841 groups contributed.
 - If all the registered groups contributed \$283.33 cost per group that would equal \$3.9M in contributions.
 - If the 52% of groups that contributed; all contributed the \$283.33 cost per group, this would meet the 71% goal.
- ▶ Al-Anon has historically accepted Legacy donations.

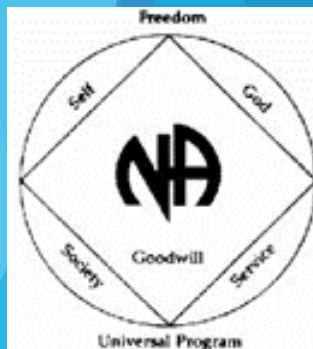
Al-Anon Fiscal Year Period: FYE 2022		
Revenue	2023 Budget	2022 Actual
7 th Tradition Contributions	\$2,801,930	\$3,337,919
Literature Gross Profit	\$7,950,000	\$2,099,841
Magazine & Subscription	\$283,000	\$295,542
Investment Income	\$50,000	(\$89,844)
Funds Transfers	\$225,600	
Other - Currency Adjustment		(\$83,899)
Noncash contributions		\$125,939
Total Revenue	\$5,860,430	\$5,685,503
Operating Expense	\$5,813,175	\$5,113,120
Noncash expenses		\$136,555
Total Expenses	\$5,813,175	\$5,249,675
Operating Surplus (Deficit)	(\$353,114)	(\$176,066)
Prudent Reserve		\$6,314,781



Finances - NA

- ▶ NA has a \$8.5M in Assets with \$1.5M Prudent Reserve in investment earnings
- ▶ NAWS income dropped 85% in 2020
 - NA executed an Emergency Reduced Budget for 2020 & 2021
 - 2020 \$3.9M to fund 75% of services
 - 2021 \$1.8M to fund 70% of limited services given emergency budget & layoffs
 - NAWS laid off new hires, furloughed half remaining staff, & all staff were half-time
 - NA requested and received emergency member contributions
 - 2021: 95% income came from Fellowship contributions
- ▶ Member contributions are steady at 24% and new literature sales and miscellaneous income is 78% of NAWS operating income

NA WS Consolidation of Financial Position	Balance Sheet For the 12 months Ending 30 June 2023	
CURRENT ASSETS		Subtotals
Checking Account & Money Market	\$3,814,179	
Reserve Accounts	\$1,468,910	
Total Accessible Cash for Operations	\$5,283,089	
Cash in Iran*	\$749,983	
Reserve Accounts - EIDL & PPP	\$655,397	
Cash Total		\$8,688,469
Account Receivable	\$69,3259	
Convention and Conference Clearing Accounts	0	
Less Allowance for Doubtful Accounts	(\$110,150)	
Receivable Total		\$539,109
Inventory		\$1,674,239
Prepaid Expenses and Sales Deposits		\$215,379
WCNA Deposits & Prepaid Expenses		\$7,776
Total Current Assets		\$9,168,972
Equipment & Furniture	\$1,1149,143	
Leasehold Improvements	\$1,163,436	
Intellectual & Software Property	\$3,486,584	
Less Accumulated Depreciation & Amortization	(\$5,171,621)	
Total Equipment, Furniture, & Improvements		\$627,481
TOTAL ASSETS		\$9,796,453
CURRENT LIABILITIES		
Accounts Payable	\$294,291	
Paycheck Protection Program	\$505,397	
Deferred Rent	\$66,261	
Accrued Payroll Expenses	\$250,419	
Total Current Liabilities		\$1,136,388
LONG TERM LIABILITIES		
Economic Injury Disaster Loan	\$150,000	
Paycheck Protection Program	0	
Total Long Term Liabilities		\$150,000
DEFERRED INCOME	0	
Conventions		
Total Deferred Income		0
NET ASSETS		
Previous Unrestricted Net Assets	\$5,951,258	
Current Gain/ (Loss) Unrestricted Net Assets	\$2,558,806	
Total Net Assets		\$8,510,084
TOTAL LIABILITIES & NET GAINS		\$9,786,453



Finances - NA



- ▶ NAWS has been sounding the alarm for 20 yrs about relying on literature sales for income
- ▶ Fellowship 7th Tradition contributions would be more stable.
- ▶ Goal is 70% income from member contributions & 30% Literature

Annual WSC & Fellowship Development Expenses & Total Weekly Meetings Worldwide

Fiscal Year	2018	2018 w/o Iran	2019	2019 w/o Iran	2020	2020 w/o Iran	2021	2021 w/o Iran	2022	2022 w/o Iran
Number of weekly meetings worldwide (WW)	70,065	48,091	70,065	48,091	76,065	50,000	76,065	50,000	76,065	50,000
Total \$ contributions per meeting WW	\$1,000,300		\$805,208		\$999,209		\$1,731,015		\$2,224,917	
Annual contributions received per meeting WW	\$14.28	\$20.80	\$11.49	\$16.74	\$13.13	\$19.98	\$22.75	\$34.62	\$29.25	\$44.50
Cost to fund Fellowship services (WSC support & Fellowship development)	\$5,309,403		\$5,108,158		Cost to Fund 70% of all services \$3,858,948		Cost to Fund 70% of limited services given emergency budget & layoffs \$1,827,480		\$2,941,021	
\$ needed annually per meeting to cover Fellowship services	\$75.78	\$110.40	\$72.91	\$106.92	\$50.73	\$77.18	\$24.02	\$36.55	\$38.66	\$58.82
% of expenses currently covered by Fellowship Contributors	19%		16%		26%		95%		76%	

Finances - OA

- ▶ OA has a \$2.76M in Assets with \$1.4M Prudent Reserve in investment earnings
- ▶ Executive Committee of BoT reviews the budget every October. Line-by-line accounting of what has occurred in the past and expectations for the future.
- ▶ OA submits finances to yearly audit
- ▶ Audit results sent out ahead of the annual WSC & on website
- ▶ FY 2023, \$1,876,850 budget was approved
- ▶ OA has two main revenue streams contributions and literature sales.
 - FY 2022
 - Contributions \$970,001 (62%)
 - Literature \$461,456 (29%)
 - Digital and audiobooks \$142,842 (9%)

OVEREATERS ANONYMOUS, INC.			
STATEMENTS OF FINANCIAL POSITION			
December 31, 2022 and 2021			
		2022	2021
ASSETS			
Current Assets	\$		
Cash and cash equivalents		479,718	899,810
Cash - restricted		81,156	72,287
Accounts receivable		2,354	
Inventories		187,200	163,283
Prepaid expenses		40,657	70,499
Total current assets		791,155	1,205,879
Other Assets			
Property and equipment, net		657,959	663,144
Right of use asset		19,561	
Investments		1,342,453	1,271,854
Intangible assets, net		25,115	30,914
Total other assets		1,367,568	1,302,768
Total assets	\$	2,836,243	3,171,791
LIABILITIES AND NET ASSETS			
Current Liabilities	\$		
Accounts payable		30,092	35,396
Accrued expenses		26,648	34,563
Lease Liability		13,670	
Total current liabilities		70,410	60,959
Non-current Liabilities			
Lease Liability		6,255	
Total liabilities		76,665	69,959
Net Assets			
Without donor restrictions		2,678,422	3,029,545
With donor restrictions		81,156	72,287
Total net assets		2,759,578	3,101,833
Total liabilities and net assets	\$	2,836,243	3,171,791



Literature

- ▶ AA, Al-Anon, NA, & OA use same basic process for Conference Approved Literature (CAL)
- ▶ AA, Al-Anon, NA, & OA have replaced text with gender neutral language.
 - 2022 petition to replace gender neutral “people” back with “men and women” in AA Preamble
- ▶ AA, Al-Anon, NA, & OA have tried unsuccessfully to replace “God” with “Higher Power” in Steps and Traditions.



AA Literature

- ▶ AA has 2 publishing houses--AA World Services and The Grapevine.
 - AA Grapevine produces a monthly journal by a staff of professional editors, writers and artists who are members of AA.
 - Literature is available both through the AA World Services and AA Grapevine websites.
- ▶ Literature is published in 3 languages: English, French, & Spanish.
 - Translations of the Big Book, “Twelve and Twelve” and other A.A. literature in 47 languages.
 - The A.A. message is accessible to all alcoholics: products in ASL, U.E.B. (braille), large print, audio and more.
 - Literature available includes books, pamphlets, audio, videos, and eBooks
- ▶ The AA Big Book was originally written at a high school reading level in 1939
 - AA is looking at making the Big Book more accessible while preserving its message by rewriting it for a middle school reading level with current language



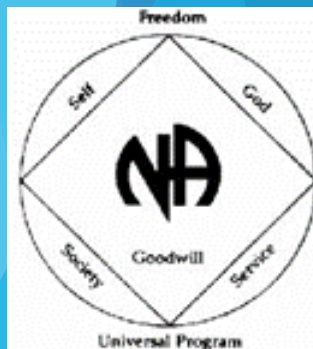
Al-Anon Literature

- ▶ Al-Anon/ Alateen CAL has books, pamphlets, workbooks, free downloadable products, magazines, & group supplies
 - CAL is published in three languages: English, French, and Spanish.
 - Magazines:
 - Al-Anon Facing Alcoholism (online)
 - The Forum (Subscription)
 - Permission to publish CAL is extended only to national Al-Anon General Service bodies in countries outside the United States and Canada.
 - Occasionally permission is extended to Al-Anon Central Service Committees, Centers, or even a single group, with the provision that the right to publish be relinquished when a general service body is formed.
 - All translations of Al-Anon CAL to other languages are to be submitted to the WSO for review and approval before permission to print or reprint is granted.
 - Al-Anon literature in translation should conform to the spirit and meaning of the original English version.



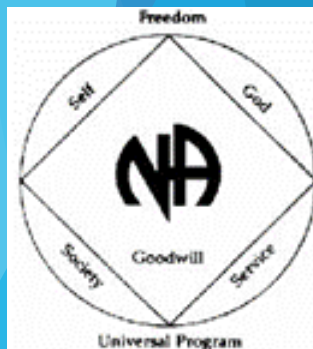
NA Literature

- ▶ NA Conference Approved Literature (CAL)
- ▶ All NA Fellowship-approved recovery literature is protected under the Fellowship Intellectual Property Trust.
 - Recovery Literature— Written by members, NA literature offers identification and a message of hope to the still-suffering addict.
 - NA eLit is available in various formats and languages. ePub books is a combination of all electronic literature sales.
 - Audio of Basic Text: NA is making audio versions of the text available at no cost on an experimental basis.
 - They plan to post audio versions of the text in each language as those versions are finalized toward their vision that “every addict in the world has the chance to experience our message in his or her own language and culture.”
 - Other recovery literature includes all Fellowship-approved Informational Pamphlets (IPs) and booklets.
 - 72 languages are spoken at NA meetings and literature is translated and published in 36 languages.
 - Development costs, professional translations and printing are included in the cost per item during literature production.
 - NA Basic Text in other languages will be allowed to replace 5 stories written by/in the native language (passed 2023 WSC)



NA Literature

- ▶ Recovery Literature Project Plans: NA learned during the last cycle how to complete a book-length piece through publication without meeting face-to-face by leveraging internet technology.
 - One reason they were successful is that the “Spiritual Principle a Day” workgroup had met in person several times during the cycle before.
 - They wouldn’t recommend a completely online approach for a workgroup tasked with producing a long piece of literature
 - Virtual work can be ideal for shorter pieces such as IPs.
 - They intend to do all the work virtually for the two literature projects in the 2023 CAT—accomplishing work through surveys, input forms, webinars, and/or virtual workgroups or focus groups.
- ▶ “Invest in Our Vision”: Project is focused on communicating the connection between pursuit of “A Vision for NA Service” and the concept of self-support.
 - The goal is to raise understanding of and commitment to the need to contribute both time and resources to NA, and NA World Services in particular.



OA Literature

- ▶ The literature committee is active. There are funds for translation.
- ▶ In 2022, OA continued to offer more online literature
- ▶ Literature costs increased to meet the vigorous rising costs of paper and shipping and to standardize the pricing structure of pamphlets, books, and workbooks.
- ▶ OA Literature:
 - Newcomer Information
 - Digital downloads & audio recordings
 - Books & eWorkbooks
 - Pamphlets –Free PDF's available for download in 45 languages (Google Translate)
 - Coins
 - Lifeline Magazine & back issues
- ▶ OA Reports:
 - Free PDF's available for download in 45 languages (Google Translate)

AA Outreach

- ▶ Group, Intergroup, District and Area Committees are organized to coordinate service work throughout the Fellowship. Communication and experience are shared through regular meetings of these groups.
- ▶ AA conducts regular survey of the membership to identify needs
 - 1977 survey over the previous three years the proportion of young members (those under 30) in the U.S. and Canada had jumped 50 percent and now accounted for almost 20 percent of North American membership.
 - Surveys done by AA in Argentina, Colombia, El Salvador, Finland, France, Mexico, New Zealand, the United Kingdom, and West Germany yield similar results.
 - Young People in AA meetings and new literature were developed leading to a growth in the Fellowship



AA Outreach

- ▶ AA uses service committees to focus their outreach efforts on specific areas. Accessibility, Archives, Corrections, Cooperation with the Professional Community (CPC), Literature, Public Information, Treatment, and Remote Communities Committees
 - Make sure there is an A.A. presence in underserved areas – consider starting meetings in communities where none exists.
 - Work directly with existing members in underserved communities to take regular A.A. meetings onto Native American reservations, into inner-city communities, special language enclaves, remote areas, or help set up online meetings and mobile collaborations.
 - Provide regular reports – in accessible formats – of service workshops, district meetings and other service information that will help keep these communities connected to the whole of A.A.



Al-Anon Outreach

- ▶ Member Surveys of the membership to identify needs
 - Al-Anon’s 2018 Membership Survey states “35% of the members came specifically because of someone’s use of drugs.”
 - The survey also showed that 78% of these members eventually came to realize that someone else’s drinking also affected their lives.
- ▶ Large toolbox of Outreach tools
 - Road signs
 - Interview Requests
 - Posters: Billboards, transit systems, movie theaters, and bulletin boards are popular ways to display Al-Anon posters.
 - See “The Best of Public Outreach” for more information.
 - <https://al-anon.org/for-members/public-outreach/>
 - 2-page guideline at <https://al-anon.org/pdf/G10.pdf>



NA Outreach

- ▶ The spiritual principles of the NA steps, traditions, and concepts guide in pursuing their public relations aims and efforts to enhance NA's public image and reputation. These principles apply to their community and service efforts as well as to the personal behavior and attitude of individual NA members.
- ▶ NA's message is "that an addict, any addict, can stop using drugs, lose the desire to use and find a new way to live."
 - Relations with the public enable NA to share this message broadly so that those who might benefit from their program of recovery can find NA.
 - NA performs public relations service to increase the awareness and credibility of the NA program.
 - They share their message openly with the public at large, with prospective members, and with professionals.
 - Maintaining an open, attractive attitude in these efforts helps create and improve relationships with those outside the fellowship.
 - Establishing and maintaining a commitment to these relationships can help NA to further their primary purpose.



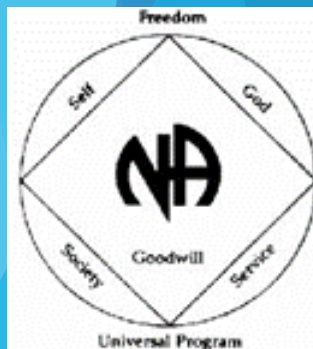
NA Outreach

- ▶ Goals that NA can strive to fulfill in making NA a visible and attractive choice for addicts
 - Clarify what services NA can and cannot provide to the community.
 - Make NA members more aware of their role in NA's public image.
 - Aim for the public to recognize NA as a positive and reliable organization.
 - Develop valuable relationships with professionals and the public
- ▶ NA members bring meetings into hospitals and institutions (H&I)
 - Area's support H&I activities
- ▶ NA supports NA communities in need and incarcerated members by providing free or subsidized NA literature.
 - NAWS spends >\$500K/year to supply literature for free or at reduced prices.
 - Sending literature to those in need continues to be a priority despite the financial challenges of FY 2022.
 - Starting in 2020, free downloadable PDFs of Recovery literature became available on NA website



NA Outreach

- ▶ The Fifth Tradition states, NA's Primary Purpose is to carry the message to the addict who still suffers. This principle reflects that, regardless of age, race, sex, sexual identity, creed, religion or lack of religion, there is a home in NA.
 - Consider the community in which you live and then look around at your meetings and see, really **see, who is there and who is not there**. How can we help that still suffering addict find the commonalties we all share?
 - It may be difficult to see the faces of those who are missing from your local Fellowship, by definition; they are not there!
 - Think about the entire range of members of your community, for example, **seniors, youth, addicts with differing types of disabilities, such as hearing or sight impaired, mothers, people of color, women, professionals, economic status**.
 - If our meetings do not reflect the community around us, it is not that there are no addicts from those backgrounds. It is more likely that we have not yet successfully reached these suffering addicts.
- ▶ Diversity is a foundation block of NA. NA repeatedly states "Diversity is our Strength". It is the responsibility of NA members, as well as members of Public Information, to notice our local membership and to formulate a plan to reach out to those who are missing.
- ▶ Encouraging diversity is enhancing Outreach.



OA Outreach

- ▶ The Outreach committee is active. There is also a “12th step within” committee for inreach.
- ▶ “Unity with Diversity” Policy 1992a (amended 2013, 2021, 2023)
 - THE FELLOWSHIP of Overeaters Anonymous encourages and promotes acceptance and inclusivity. All are welcome to join OA and are not excluded because of race, creed, nationality, religion, gender identity, sexual orientation, or any other attribute. We welcome all who share our compulsion. ...
- ▶ July 11, 2023 letter from OA Board of Trustees and Unity with Diversity Conference Committee:
What Is an Outside Issue: Are We Being Open-Minded in Our Meetings?
 - We all come from different backgrounds and experiences. The OA program is for everyone with a desire to stop eating compulsively. We are meant to be inclusive and welcoming to all.
 - A subcommittee of the Unity with Diversity Conference Committee has been in contact with some **members of specific-focus groups**, including BIPOC, LGBTQIA+, and Health Issues, and has found that, despite all previous statements on inclusivity, there are still members who **don't feel safe or included**.
 - The subcommittee was distressed to hear that **some OA members, when sharing their life realities, were told that their life experiences were considered outside issues and were shut down**.
 - How will we ensure that everyone is included?
 - The Unity with Diversity Committee's primary concern is that all OA members, in all meetings, **feel safe while sharing their experience, strength, and hope and are not told that their share is an outside issue**. Everyone needs to be able to share at meetings about factors in their lives that could cause them to act out with food.
 - The Unity with Diversity Committee is discouraged that efforts to date have not brought about sufficient change.
 - It is an urgent matter that people are not silenced at OA meetings. Action is required from the Board of Trustees and the whole Fellowship to create a safe space for all to share.



Russian NFG



- ▶ Russian NFG has reorganized
- ▶ In 2017 they became AWARE that the NFG in Russia was in Crisis
 - The legal entity did not carry out activities in the legal field of the country
 - The financial activities of the fellowship were fully carried out by the Board of Trustees (BoT): it created, oversaw, and managed the budget, but did not provide reports to the fellowship
 - The BoT fully controlled the activities of the Russia Service Committees
- ▶ End of 2017, they ACCEPTED that the NFG in Russia was in Crisis
 - The services of most of the Russia Service Committees was paralyzed
 - BoT determined the rules of the National Service Conference
 - No two-way communication between service structures and groups
 - Groups were unfamiliar with Concept 2 & did not take on any responsibility for the Nar-Anon services
- ▶ Beginning of 2018 they ACTED and started working to repair the NFG in Russia
 - Groups and regions stopped making their contributions as their Seventh Tradition
 - Fellowship expressed the lack of trust to BoT, and BoT resigned in early 2018
 - Groups and the RSC, based on Concept 2, created a Temporary Service Structure to overcome crisis, conduct full inventory of fellowship service structure, and prepared & held National Service Conference 2018
 - Small study groups & workshops were organized to work the Traditions and Concepts of Service in Nar-Anon. Eventually, it became clear that theoretical knowledge was not a guarantee of a healthy fellowship. It was necessary to apply these principles in all our affairs.

Russian NFG

► What has been done

- The current service structure of the Russia Nar-Anon has been created based on the constant inventory of groups and service structures.
- National Service Conferences of 2018, 2019, 2020, 2021, 2022, necessary decisions were made to overcome the crisis and continue to develop the fellowship
- Russia Nar-Anon has become part of the world fellowship: each Russia Service Committee is now associated with the World Committee in its profile; Russian RSCs exchange experience with the regions of the Nar-Anon around the world; at the WSC 2023 the Russia fellowship was represented by six regions out of seventeen.
- Russia Nar-Anon closely cooperates with world service structures as outreach service. Due to national peculiarities, legal aspects, natural factors and mentality the conference approved outreach materials are not suitable to perform outreach in Russia.



Russian NFG



► What is Now

- Annual National Service Conference in virtual format and without equalized expenses
 - Approves bylaws
 - Approves & modifies GLS of NFG in Russia
 - Approves annual budget and financial report
 - Holds elections of BoT (Term limit 4 yrs)
 - Created 12 Russia Service Committee
- BoT between Conference
 - Oversees activities of legal entity on a daily basis
 - Presents quarterly reports on finances and financial activities of legal entity to fellowship
 - Provides the organization of Nar-Anon services in Russia through all Russia Service Committees
 - Provides support & assistance to all Russia Service Committees, but does not govern them
 - Can solve any urgent issues by contacting the Forum of delegates and alternate delegates, if needed between National Service Conference
- Service position of delegate and alternate delegate at the National Service Conference is fulfilled by the RSC Chair and Vice Chair respectively
 - Forum of Delegates & Alternate Delegates created -WhatsApp chat
 - Discusses common welfare topics (CWT)
 - Reviews urgent requests of BoT
 - helps writing motions for National Service Conference &WSC
- Russia Service Fellowship Development Committee serves as link between groups & service structures to assist fellowship development & ensure two-way communication between groups & service structures

Russian NFG

- National Service Conference created Russia Service Traditions and Concepts Committee to be Guardian of Traditions, Concepts of Service, & Guidelines
- All regions, in accordance with decisions of National Service Conference, have their representatives in all Russia Service Committees to ensure two-way communication & full group conscience of the fellowship
 - All RSC are encouraged to participate in creation & amendment of the Bylaws
 - All RSC send their trusted servants to service in Russia Service Fellowship Development Committee
 - Treasurers of all RSC are encouraged to serve in the Russia Service Budget and Finance Committee
- Russia Service Traditions and Concepts Committee nominates candidates to BoT for elections at National Service Conference based interviews & credential documentation
- Russia Service Committees use e-mail for official correspondence
- Reports & presentations of the BoT and Russia Service Committees ensure the awareness and trust of the fellowship. The BoT submits to National Service Conference a consolidated report on activities of BoT & all Russia Service Committees. This consolidated report is part of CAR

► Today

- Service structure of the Russia Nar-Anon is developing & there is a bond of trust in the fellowship
- Nar-Anon family groups in Russia took responsibility for everything that happens in the fellowship.
- Activities of National Service Conference, Russia Service Committees, BoT, RSC, and legal entity are all overseen by groups.
- Annual National Service Conference in virtual format and without equalized expenses ensures equality and possibility of participation of delegates & observers from all regions



Budget & Finance Committee Presentation

Budget & Finance Committee Report

2024 IWSC

April 19, 2024 8:30



Agenda

- ▶ 2023 Results
- ▶ A Look Back
- ▶ 2024 - Budget and Results
- ▶ Move WSO
- ▶ It's Our Responsibility and Our Future
- ▶ 2024 Budget of \$420,000
- ▶ Principles
- ▶ Takeaway



2023 Results



A Look Back



2024 - Budget and Results



Move WSO

The background features abstract, overlapping geometric shapes in various shades of blue, ranging from light sky blue to deep navy blue. These shapes are primarily located on the right side of the page, creating a modern, dynamic feel. The rest of the page is a plain white background.

It's Our Responsibility and Our Future



2024 Budget of \$420,000

- ▶ Note other fellowships have \$ 5.7 million budget
- ▶ Slight increase from 2023 due to inflation (5.18%)
- ▶ Operating Service Level of \$35,000 Monthly
- ▶ Operating Service Level of \$ 1,150 per Day



Principles:

- ▶ Concept 2 - “The final responsibility and authority for Nar-Anon services rests with the Nar-Anon Family Groups”. Direct member contribution to the World Service is most effective.
- ▶ Concept 11 - “Nar-Anon funds are used to further our primary purpose to carry the message and must be managed responsibly.”
- ▶ The World Service Office is run frugally and responsibly.
- ▶ The office is small but effective for personnel, storage, and printing.
- ▶ Transition to Electronic Age - Different priorities will fuel changes to the World Service Office as we currently know it
- ▶ The World Service office staff are Nar-Anon members and have sacrificed greatly since the pandemic including pay level and hours



Takeaway:

- ▶ We have a duty to support that which has been given to us and pass it on.
- ▶ We have a duty to be a part of this change and be a part of the solution.
- ▶ The monthly and daily contributions by regions, groups, members, and international groups were just shared.
- ▶ It doesn't take a lot to fund our fellowship, but it does take all of us contributing.
- ▶ Let's find a solution, not just revisit the problem.
- ▶ We are ALL challenged to find a solution.



Electronic Publications
ad hoc Committee
Presentation

Electronic Publications ad hoc Committee (EPC)

Report to the IWSC 2024

Electronic Publications Presentation Contents

- WSC 2023 Motion 36
- [Directions from WSB for ad hoc committee](#)
- [Members of the EPC](#)
- [Defined electronic formats](#)
- [Ascertain the best way](#)
- [All estimated costs \(and income\)](#)
- [Suggestion of who will be responsible](#)
- [Resellers](#)
- [Next Steps](#)
- [Change is taking place](#)
- [Status on conversions to eBook format](#)
- [Translations for eBooks](#)
- [eBook bundles for pamphlets](#)
- [Questions?](#)

WSC 2023 Motion 36

“In the Guide to World Services, page 26 of the English version, section Production Process for Conference Approved Literature and Materials Add the following text at the end of the section:”

“Ensure new Conference Approved Literature, including translated literature, is made available in electronic format and existing Conference Approved Literature, including translated literature, is progressively reformatted into electronic format.”

Directions from WSB for ad hoc committee

- Define electronic format for Nar-Anon literature.
- Ascertain the best way to facilitate the process of reformatting CAL (Conference Approved Literature) into electronic versions by providing feasible technology options.
- All estimated costs of reformatting to electronic format.
- Suggestion of who will be responsible for the reformatting.

Members of the EPC

Robert P - Committee Chair
Desiree - Netherlands
Ed H - Northern California Delegate
Kim B - Pacific Northwest
Larry B - Central California Website
Marta - Argentina Literature
Mary Helen - WS Budget & Finance
Member - WS ad hoc on Accessibility
Mike L - Carolinas Delegate
Neyla - Colombia Translation
Sunny J - WS Narateen
Tim V - WS Website
Wendy A - WS Literature

The goal was to include diversity
Different region and world services
Different areas of focus
Some worked via email, some in Zoom

Define electronic format

The committee believes Electronic Literature is varied:

- Online websites provide electronic information
- MS Word for reports and forms is electronic literature
- PDF are useful for shareable literature such as Outreach
- ✓ **Our focus is on eBooks, for recovery literature, with Digital Rights Management (DRM) protection**

Ascertain the best way

- ✓ The committee wrote the main report that is shared
- ✓ The committee also wrote separate reports about:
 - ✓ Nar-Anon 36 will be a complex conversion
 - ✓ Newcomers Packet options and solutions
 - ✓ A general guide to formatting eBooks

All estimated costs (and income)

2022 net income (US dollars):

Print	74,143.49	
eBooks	6,616.48	This can grow

Income per sale of a SESH:

Print	4.50	
eBooks	6.30	This is better than print

Suggestion of who will be responsible

Work could be done by:

- WSO - already very busy
- Paid professionals - expensive and hard to ensure results
- Literature Committee - already very busy
- Member volunteers - member volunteers can do the work
- ✅ We are moving forward with member volunteers

Resellers

- Available world wide except Iran and Russia
 - Amazon Kindle, Apple iBooks, Google Play Books
- Available in U.S. only - Barnes and Noble
- Could consider in future - Rakuten Kobo
- Important to stay with vendors that support DRM -
Digital Rights Management

Next steps

- ✓ Submitted written report to WSB in August 2023
- ✓ Met with WSB in September 2023
- ✓ Converted “Newcomers Booklet” approved in January
- ✓ Report released to fellowship in January 2024
- ✓ Initiated conversion of next 3 eBooks in January 2024
 - ✓ The Nar-Anon Twelve Step Program
 - ✓ Nar-Anon 36
 - ✓ Magic of Sponsorship

→ Goal is to continue conversions of recovery literature

Change is taking place

✓ Took months to study and write a report

→ Will take months to fit committee into the service structure

→ Will need months to do document conversions

● Perhaps most of this will be finished before the WSC 2025

Status on conversions to eBook format

✓ Magic of Sponsorship – ✓ In store on 28 February

✓ Newcomers Booklet – ✓ In store on 18 March

✓ The Nar-Anon Twelve Step Program – converted 22 January

✓ Nar-Anon 36 (Steps 1-12) – converted 1 February

✓ The Narateen Twelve Step Workbook – converted 28 February

✓ Men Sharing Their Experience, Strength & Hope – converted 28 February

→ All the pamphlets – this will require discussion, evaluation, and planning

✗ Traditions 1-3 of Nar-Anon 36 – will wait until all 12 Traditions are ready

✗ I Used To Play Crazy Games – being retired

Translations for eBooks

- Spanish language translation committees are interested
 - Initial meeting on February 3, 2024
 - WSB discussed this process in February meeting
 - Would like ebook conversions by world, not regions
- Other translations are possible, if there are volunteers

eBook bundles for pamphlets

Possible action plan sent for review in March, 2024

- Nar-Anon Pamphlets for Recovery
- Narateen Newcomer Booklet
- Folletos de Nar-Anon para la recuperación
- Nar-Anon Pamphlets for Service and Outreach

Questions?

Thank you

WS Literature Committee Presentation

Nar-Anon Literature

The Path to Conference Approved
Literature (CAL)

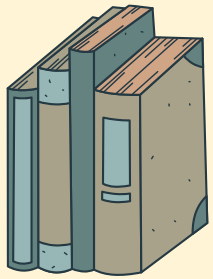
Presented by: World Service
Literature Committee



WS Literature Committee Presentation Contents

- [What do we mean by...](#)
- [Service & Outreach Literature Process](#)
- [Recovery Literature Approval Process](#)
- [“I’m a member’s recovery writing”](#)
- [You can be a part](#)
- [Thank you for listening!](#)

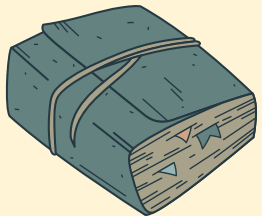
What do we mean by...



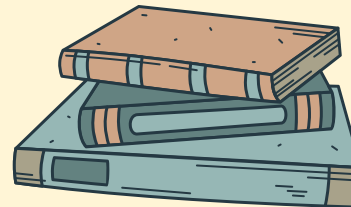
Service Literature



Outreach Literature



Recovery Literature

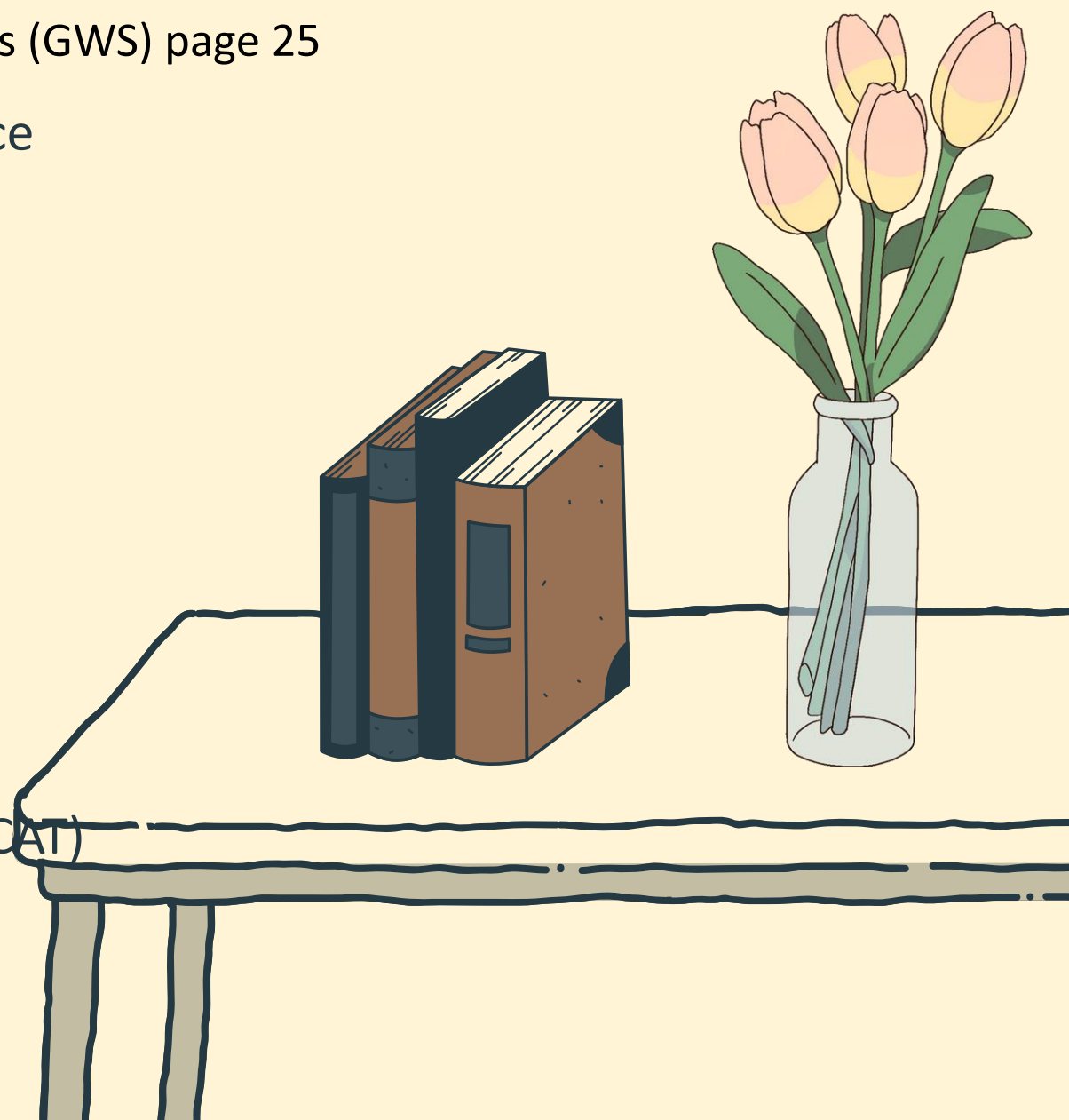


Fellowship Review

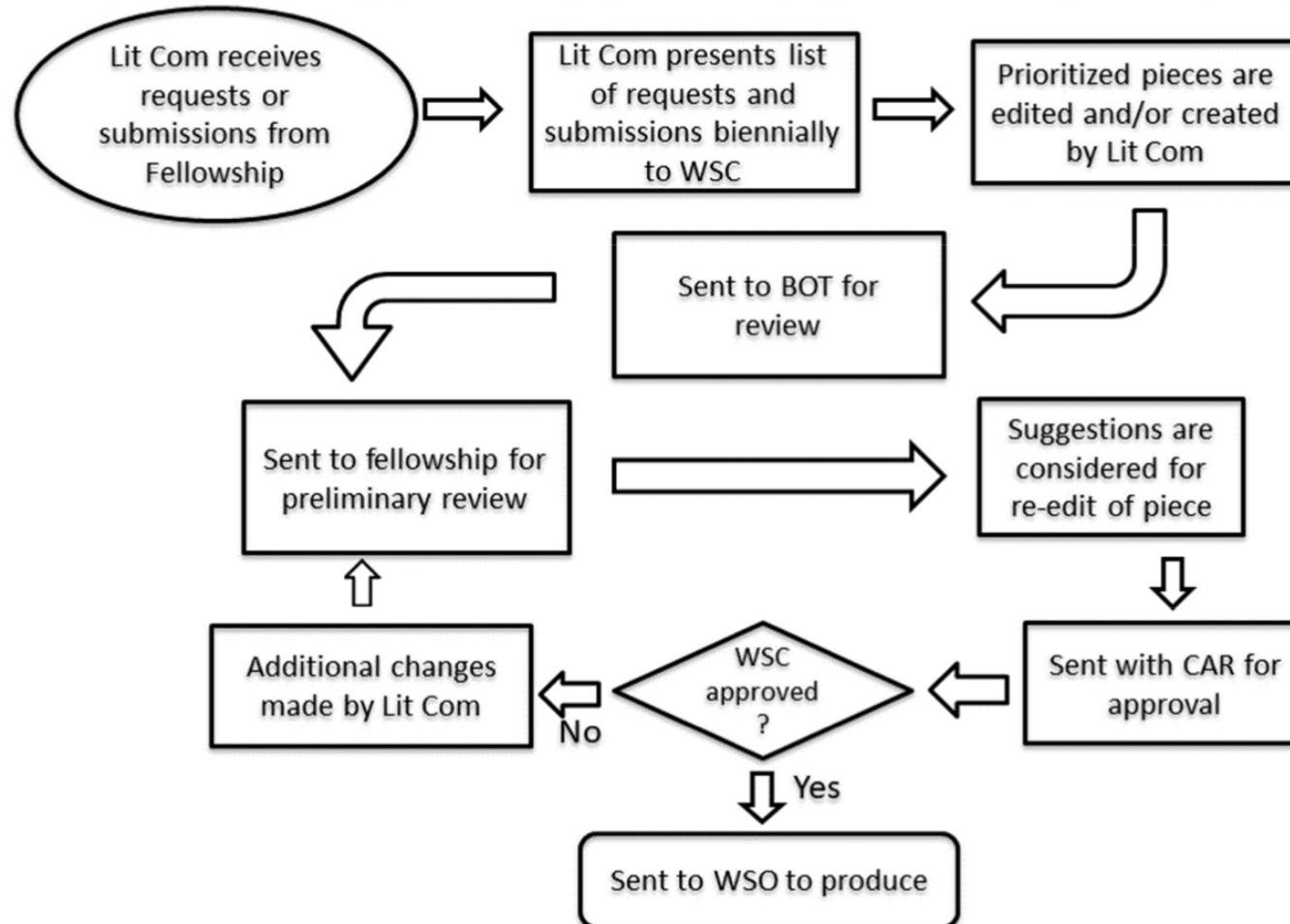
Service & Outreach Literature Process

Refer to Guide to World Services (GWS) page 25

1. Send suggestion or submission to World Service Board (WSB) bot@nar-anon.org
2. Policy and Guidelines Committee Review
3. Back to WSB
4. Literature Committee Editing
5. WSB Review
6. Fellowship Review input, minimum 12 months
7. LitCom reviews this input
8. WSB final review
9. Submitted as the Conference Approval Track (CAT) at the WSC or IWSC



Recovery Literature Approval Process



Refer to Guide to World Services (GWS) pages 23-24

“I’m a member’s recovery writing”

- I get submitted as a Word document to the Literature Committee at Litcom@Nar-anon.org
- I must have a signed copyright release form with me
- I will be sorted by topic, and put with similar writings
- If on the Priority List, I may be given to a regional literature committee to develop



You can be a part of
bringing our fellowship
literature dreams to life!

Email recovery submissions to
litcom@nar-anon.org


Email service & outreach
submissions to bot@nar-anon.org





Thank you for listening!

Don't hesitate to ask any questions!



WS Narateen Committee Presentation

WS Narateen Committee

IWSC Report 2024

WS Narateen Presentation Contents

- [2023 Accomplishments](#)
- [Ad hoc Committees – page one](#)
- [Narateen Creative Challenge](#)
- [Ad hoc Committees – page two](#)
- [WS Board Roundtable](#)
- [Last Year](#)
- [Priorities Going Forward](#)
- [Thank you](#)

2023 Accomplishments:

- 01.** Brought Motions to 2023 WSC: “Nar-Anon/Narateen,” time limits for responses from WSB, and added virtual Narateen format to GLS
- 02.** Held Facilitator’s Round Table
- 03.** Held Instagram Challenge for the teens
- 04.** Conducted survey for Nar-Anon members about Narateen

Ad Hoc Committees page one

Literature Review

- NT Handbook update
- NT PowerPoint update
- GLS update
- Narateen Traditions
- S330 Review and update

Narateen Outreach

- Facilitator Round Table
- Fellowship Survey on Narateen
- Narateen Instagram Challenge
- Creating Outreach Posters and Instagram memes
- Participated in Western Regions Convention

Narateen Creative Challenge

WS Narateen Committee is inviting all Narateen groups to participate in the Narateen Creative Challenge.

Design a meme with Narateen/Nar-Anon Conference Approved literature of your choice for outreach distribution.

*The design requirements are:
500px x 500px, 72 dpi, RGB,*



Ad Hoc Committees page two

Region Guidelines

- Reviewed Rocky Mt Regions Guidelines
- Reviewed updated Ontario Region updated Guidelines

Website

- Updated Narateen webpage
- Now can use Narateen.org domain
- Contributed to Newsletter

WS Board Roundtable

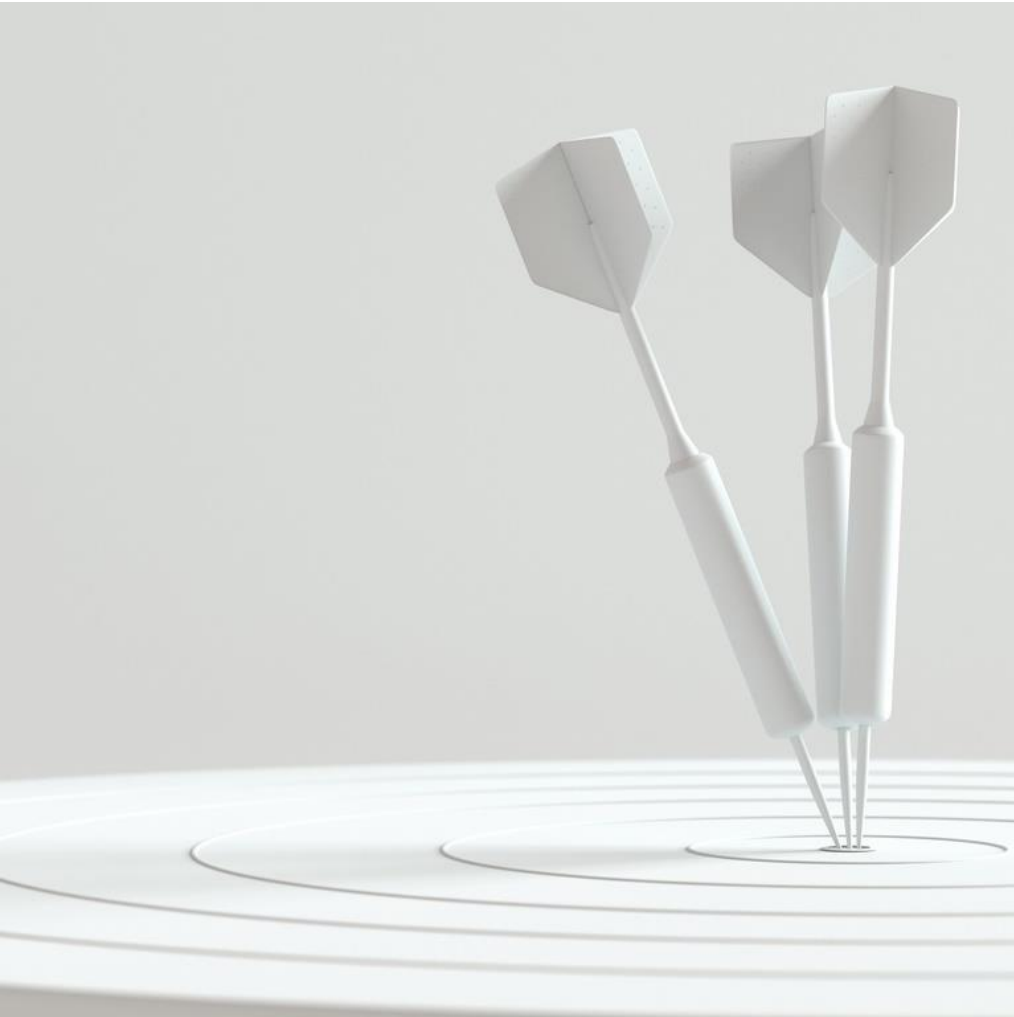
- Progress on Communication
- Work towards Facilitator/Group database
- Presented our Outreach ideas, were given go ahead on some projects, such as Narateen downloadable poster
- Received assistance on technical issues





Priorities Going Forward

- Increasing awareness of Narateen through outreach
- Finding new ways to reach the teens
- A Roundtable for the Teens
- Continuing to assist Regions
- Encouraging the teens to submit new literature
- Cooperate with WSO, WSB, and other WS Committees to increase communication and unity.
- Updating the Narateen section of the GLS in 2025, to match the new Narateen Handbook



Thank you

Thanks to our dedicated volunteers and the inspiration of the teens, we know next year will be even better than the last.

Without the teens, there is no Narateen!

We look forward to working together.

WS Narateen Committee

Narateen@nar-anon.org

Newsletter Committee Presentation



World Service Newsletter Committee

Newsletter Presentation Contents

- [Committee Update](#)
- [Newsletter availability](#)
- [Newsletter as Conference Approved Literature \(CAL\)](#)
- [Nar-Anon Newsletters Through History](#)
- [April 15, 1970](#)
- [December 1983](#)
- [2012 – 2024](#)
- [Literature created from newsletter submissions](#)
- [Sharing Recovery](#)
- [Magic of Sponsorship](#)
- [Just for Today in Nar-Anon Bookmark](#)
- [Newsletter Handbook](#)

Committee Update

- Two to three members meeting quarterly
- Content comes from fellowship and committees (please include a signed copyright release form)
- Newsletter committee members follow newsletter guidelines, edit submissions for fidelity, and ensure content aligns with traditions and concepts.

Newsletter availability

- Digital editions are available for free download on the Nar-Anon website, including versions translated in Spanish, Farsi, Russian, and Polish
- Sign up for free email copy or pay for a paper subscription (\$15 annually) at <https://www.nar-anon.org/serenity-connection>

Newsletter as Conference-Approved Literature (CAL)

- Because the newsletter doesn't go through the full CAL procedure, it is CAL with limitations – which means that it is CAL without going thru the full procedure for conference approval.
- Copyrighted material – cannot be reprinted in whole in regional newsletters
 - Countries outside of North America can use material if they give proper credit in their publication and notify WSO
- Newsletter CAN be used as a topic for meetings
- The newsletter cannot be used as a tool to bypass the CAL approval process, which has been rumored at times.



Nar-Anon Newsletters Through History

Nar-Anon News
Mar-a-news

April 15, 1970

VOLUME 1 NUMBER 1

April 15, 1970

This is the first of a series of Newsletters published by the Los Angeles Inter-Group with the help of material of interest from all members of the groups.

In retrospect, the past year and one half has gone very quickly for me in Inter-Group. I feel our fellowship has increased greatly because of group cooperation, and contributions to our headquarters. These have been sizeable for so few groups. I am sure with your continued cooperation we will grow immensely.

DEADLINE FOR NAR- A NEWS 5th of month

How many of our membership realize that the only way Inter-Group continues to grow is because it is supported only by contributions of the groups.

SPEAKERS LIST

Inter-Group is compiling a speakers list. Those of you who would like to be included on this list please send your name and address, telephone number to Janet. If anyone is sending someone else's name be sure that there is permission to submit the name and that the information is correct.

To all of you out there this NAR-A NEWS is for you. I can only put in it what you give to me, so send in what is happening in your group. Suggestions are welcomed by your service board of Inter-Group so that they can serve you. Please have patience with me until we find an editor. This is my first attempt.

INTERGROUP STRUCTURE

Any Nar-Anon Group can become a member of Inter-Group by informing the Inter-Group Secretary of its desire to participate and by electing a delegate and an alternate to represent their group. The inter-Group works for all groups. Each group is equally represented at Inter-Group meetings.

PURPOSE: The sole purpose of inter-Group is unity of all Nar-Anon Groups in this area, so that each group supports the others in our effort to carry the message. Inter-Group was formed to work with members known as Service Board members in handling Nar-Anon business outside the groups and to assist the groups in handling problems that cannot be worked out in the groups.

COMPOSITION: Shall consist of all Nar-Anon Groups who are interested in Inter-Group activities. The officers of Inter-Group shall consist of Chairman, Secretary, treasurer, Service Committees and Delegates.

DELEGATES

PURPOSE: As individuals compare their experience in group meetings, so delegates share their group problems and experience in Delegate's meetings.

DUTIES: To bring to the attention of Inter-Group the wishes, desires and requests of their home groups. To act as spokesman between the individual groups and the Service Committee.

SERVICE COMMITTEE: Is the guardian of the area service in conformity with the twelve Traditions of Nar-Anon. To handle questions of policy, public

relations and Inter-Group relations and any internal problems that arise.

To all of you in Nar-Anon that aren't quite sure about Inter-Group and the Delegates perhaps this little bit of information will help clarify just what we are. There are many of us coming into Nar-Anon hearing the word, "Inter-Group" mentioned after a few meetings and wonder what it is. I feel very fortunate that I can be a part of Inter-Group and help serve. This is my way of giving back all that has been given to me in Nar-Anon.

Keep in mind the date of Inter-Group meetings, the third Wednesday of each month and meetings are held at 5750 W. Olympic Blvd., Los Angeles, California 8:00 p. m.

NEW GROUP

Rollings Hills Estates, St. Luke's Presbyterian Church 26825 Rollings Hills Road. This is a Friday night meeting at 8:30 p.m.

REACTIVATED

Brentwood Monday Nite 8:30 p.m. Brentwood Presbyterian Church 12000 San Vicente Blvd., at Bundy.

ATTENTION ALL SECRETARIES

Remind your members to send in key items for Nar-A News and also ask them to subscribe for the news. It will be published monthly-- if -- we can find a qualified member to be our editor.

Also have all secretaries sent in their name, address, city and group name to Inter-Group? We need this for mailing purposes.

Let's plan for a workshop for each month like "Steps" or slogans used in our program. This is your News letter and your chance to share in a new experience, giving faith, strength and hope to others.

SEE YOU AT THE NEXT INTER- GROUP MEETING IN LOS ANGELES.

TO OUR CHAIRMAN- We need a short report each month.

I would like to thank all of you for your confidence and especially for selecting me to replace your former Secretary. I will continue to serve you with the best of my ability.

Yours in Nar-Anon

Teddie S., Inter-Group Secretary

HOLIDAY GREETINGS TO OUR DEAR FRIENDS IN NAR-ANON FAMILY GROUPS who worked to help make this a GRATIFYING year.

Our year of 1983 is nearly gone. It seems as though only yesterday we were sending groups and members our CHRISTMAS GREETINGS. With the members support our World Service Office (WSO) has reached many goals. 1984 promises many new challenges, however, we must continue to reach out to the newcomer. Looking back over 1983 the immediate impression is one of continued growth and a never ending challenge.

WORLD SERVICE OFFICE

UNITY A ROAD FOR GROWTH

When I first came neither Unity or principles had any meaning for me. I only wanted Unity within my own home which was my own little world. In the program my life began to have some meaning. Service was like a magnet and I became aware of Unity with myself and in my group. I learned that the core of NAR-ANON depended upon adherence to the Twelve Traditions. The survival of NAR-ANON is essential. We hear members speak of cooperation, responsibility, trust and security. Every group member is trusted to protect the character of our fellowship. Studying and applying the principles founded in the Traditions leads us on our path of Unity. Our Unity in the future depends on Honesty, hope, faith, courage, willingness, helping others rather than serving our own EGOS AND serving a power greater than ourselves. Living by these principle Unity is maintained and our fellowship is kept free from controversy.

LETTERS FROM MEMBERS

Thank you for the information about Nar-Anon. It was a ray of sunshine in my gloomy world. My husband also read it and together we decided we were doing the right thing. My husband is more mature than I am and knows the best way to handle things is based on the principles you outlined. I was not, but after reading them, became reassured. I will read the literature daily, pray often and practice detaching myself from the problem but not from the person. When I told my daughter I was seeking help through Nar-Anon she became hysterical and said she was not a drug abuser in spite of all the problems she and her husband have had. They have been offered help through church groups, social services, etc but refused them all. I will overcome my anxiety and frustration and if in time I can help myself, perhaps some day I can help someone else.

Anon N Y

I found Nar-Anon in September 1982, by dialing the hot-line number. I can't tell you how much this program and the wonderful people who are a part of it have helped change our lives. Mine and my husband. Having been alone with the problem for four years and still having someone who is an active addict. I thank God for restoring my sanity. The open discussions, the interchange of ideas among the members regarding the addicts, gives us the strength and support we so desperately needed. The support is tremendous, I can't praise this program enough.

G&G NJ

SORRY - We cannot print all members letters in this issue.

December
1983

Hi, just a word of thanks for all the help Nar-Anon has given me. I must say World Service Office has been expedient in sending literature, and must be very well organized to be so prompt in all of the matters that have come up that I needed answers for. Please keep up the good work, and thanks for all of the great things you stand for. Sincerely, An Anonymous Member

We are a new group which started about eight months ago. We would like to let you know how grateful we are to Al-Anon for referring us to Nar-Anon. Several in our group were first Al-Anon and these people are assisting us greatly. When any problem such as policy or traditions are asked they seem to have the right answer. We wish to thank the volunteers at Headquarters office for the prompt and caring service we have received. This program is the most rewarding experience in our lives.

Anon Merry Xmas

The World Service Office depends largely on the sale of literature for support; when this is siphoned off to other segments of the fellowship who publish unapproved literature it deprives the WSO of funds to which it is entitled.

A World Service Literature Committee will be appointed when we attend our first World Conference (soon we hope) Anyone writing new literature should have the approval of such and this should be sent to Nar-Anon Headquarters, Inc. for publishing. Headquarters Incorporated is the Legal Arm of our fellowship. The groups are TRADITIONAL.

How can we help form an "informed group conscience" at every level, Group, District, Assembly and World Service? Group conscience cannot be formed until such time we have a World Service Conference. At the present time all new literature begins with the approval and recommendation of the World Service Office.

All groups should have a group representative (GR) a District (R) and should hold committee meetings which lead to District area meetings. The GR attends District meetings where problems are discussed and information is exchanged and where the GRs elect a District Representative (DR) to represent the District. (A District is a number of groups close enough for convenient attendance at meetings.) A Delegate is elected from among the DRs. The Delegate represents her or his state, at the World Service Conference.

Please keep in mind who you choose for the GR as they will vote for District R. This should be taken seriously with all groups. Are you aiding your committeeman to become conversant with the problems and opinions of the District?

Material will be provided to all groups which will outline the necessary steps to elect a DELEGATE for your state to serve at the first WORLD SERVICE CONFERENCE. With the cooperation from all groups we shall try for 1984. The WSC makes the group conscience available and effective for all NAR-Anon. It is the practical means by which the group conscience can speak.

L A T E F L A S H

Again must ask all groups for contributions as our office has not been able to operate due to the rains in November. This is the second time this has happened.

The Serenity Connection

Nar-Anon Family Groups Newsletter

Volume 28 - Issue 2 - June 2012



BOARD OF TRUSTEES

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NAME THE NEWSLETTER CONTEST

The newsletter committee would like to thank all those who submitted names for the Nar-Anon Newsletter. As you can see the name selected at the 2012 conference is *The Serenity Connection* which was submitted by Alys C. from the *Saturday Morning Serenity Group* of Worcester, Mass. Congratulations Alys!

Letters to the Editor

Send in your thoughts...

VOLUME 37 • ISSUE 3 • SEPTEMBER 2021



THE SERENITY CONNECTION

NEWSLETTER OF THE NAR-ANON FAMILY GROUPS

News from the B.O.T.

The pandemic gave us an opportunity to be visually shown. Nar-Anon is a worldwide fellowship, with virtual meetings, workshops, and conventions. The groups, areas, regions, and NSO's stepped up and found a way to fulfill our mission statement. With some groups going back to in-person meetings, we are facing some new challenges such as the use of hybrid meetings.

Our fellowship is growing with the addition of virtual meetings.

On the other hand, our unity seems to be threat-

ened. In our personal recovery we learn to agree to disagree. As stated in Tradition One: *Our common welfare should come first; personal progress for the greatest number depends on unity.* Instead, the bulletin seems to bring back the "them" against "us", disunity. The BOT hopes our roundtable will bring the Unity back and we will all work together on fulfilling our vision statement. *"we will carry the message of hope to those affected by the addiction of someone near to them."*

ISSUE 1

MARCH 2022 | VOLUME 38

THE SERENITY CONNECTION

NEWSLETTER OF THE NAR-ANON FAMILY GROUPS



FROM THE EXECUTIVE DIRECTOR

Well, another year has passed and WSO remains open. Even though the world has faced challenges, thanks to the continued support from the Nar-Anon fellowship, we are able to carry the message of hope.

The World Service Conference of 2021 was an experience where technology and members' willingness helped the conference to achieve its goals, and showed us how we were able to work together in unity for the good of the whole across all borders!

Volume 39 Issue 2 June 2023

NAR-ANON FAMILY GROUPS NEWSLETTER THE SERENITY CONNECTION



DECEMBER 2023

VOLUME 39 - ISSUE 4

THE SERENITY CONNECTION NEWSLETTER OF NAR-ANON FAMILY GROUPS

UNEXPECTED GIFTS

Unexpected gifts I have been gaining by working a program for my own recovery:

I am intuitively able to know how to handle situations which used to baffle me. My dream helpers keep coming, and they are constantly showing me things and bringing me gifts.

There is more peace in me.

I have the company of people I learn from every single day.

I have a greater ability to accept life on life's terms without being in an argument with it or a protest over some detail.

I am more able to see things as they really are and not how I wish them to be.

I have more trust, and less anguish.

My attachment to any and every emotion seems looser, and more at ease.

When I get derailed, I have an abundance of tools that I use that can help me get back on track, i.e., become more "right sized" in regard to my problems.

I don't look for or long for solutions, I have been learning to accept what's happening and stay in the present.

THE SERENITY CONNECTION

Volume 36 Issue 4 December 2020

Newsletter of the Nar-Anon Family Groups'

Budget & Finance Committee

Appeal!

WSO receives income from the fellowship via five different categories.

	2019	2020	\$ Change	% Change	% of Total Income for 2020
Literature	223,800.95	115,086.32	(108,714.63)	(48.56)	64.1%
Donations	44,248.89	59,093.62	14,844.73	33.55	32.9%
Newsletter	565.00	532.35	(32.65)	(5.76)	0.3%
Royalties	3,166.11	-	(3,166.11)	(100.00)	0.0%
Adoles	3,618.37	4,834.33	1,215.96	33.63	2.7%
Totals	275,399.42	179,597.12	(95,802.30)	(34.79)	100.0%

The chart above shows the current financial position of WSO and the difference between this year's and last year's income. The current loss for the year through the month of September is \$63,008.84. As you can see, we are in a precarious position in 2020 due to the pandemic. Please consider a Seventh Tradition personal or group donation to keep WSO operating. Regions have been asked to consider donating funds already sent to WSO

Control?

I believe I have control over someone who is not me. I can be sure of the things he does and the things he sees. I try to be a parent when I am far too naive. Clocking the times he comes and clocking the times he leaves. But it isn't a relationship if only one has power. Letting the fear creep in by the day, minute, or hour. I try to carry an invisible net to catch him when he falls. But the thing about control is that I never had it at all.

Inside this issue:

Transformations: Taking a Group Conscience	2
"A Virtual Trip Towards Recovery"	3
Powerlessness and Guilt	4
The Sponsorship Page	5
Embling x 2	6
Committee Corner	7
Events	8

Volume 32 Issue 1 March 2016



Nar-Anon Family Groups Newsletter

The Serenity Connection

Countdown to Conference!

Strength in Service
April 29 to 2016
Torrance

Has your group updated its CARC shops?

Dates to remember
March 29, 2016
Agenda for WSO distributed to attendees.
April 28, 2016
Pre-conference tion.

The Serenity Connection

Nar-Anon Family Groups Newsletter Volume 29 Issue 1 Mar 2013

Announcing ... the Nar-Anon 36!

It is with great pleasure that the Nar-Anon World Service Literature Committee announces the first volume of the *Nar-Anon 36* is now available for purchase from the World Service Office at <http://www.nar-anon.org/naranon/store>

In April, 2012, the Nar-Anon World Service Conference voted to approve the Introduction with Step One, Step Two, and Step Three of the *Nar-Anon 36*. It was also decided the need was so great, it would be appropriate to release portions of

this book as they are approved by the World Service Conference.

The World Service Literature Committee continues to work diligently to prepare further sections for fellowship review, followed by WSC approval. Once approved, more sections will be added until all thirty-six are complete. The next version will be available following the WSC 2014.

If your group, area, or region would like to assist in the rewarding task of creating, editing, and/or reviewing the sections as they become available, please contact the World Service Literature Committee via email (LitCom@nar-anon.org).

We thank all of you who are already participating.

World Service Literature Committee





Literature created from newsletter submissions

Sharing Recovery

- Volumes I and II
- Collection of readings pulled from *The Serenity Connection* newsletter

A new edition is coming soon!

We are hoping to have a book with a collection of Nar-Anon newsletters from 1970 to 2015 to also present for publication in the future.





Magic of Sponsorship

Collection of readings pertaining to sponsorship pulled from *The Serenity Connection* newsletter

Just for Today in Nar-Anon Bookmark

JUST FOR TODAY IN NAR-ANON

Just for today, I will accept that it is ok for me to be at peace even if those I love are not.

Just for Today I will reflect on the past and recognize how far I have come in *my* recovery.

Just for today I will pause, take a deep breath, and remember I have a Higher Power who is in control.

Just for today, I will work my steps, do *my* part, and experience my Higher Power's peace, presence, and strength.

Just for today, I will practice gratitude. I will think of all the good things in *my* life.

Just for today I choose peace and serenity.

Just for today, I will not worry or take on other people's responsibilities.

Just for today I will have an attitude of gratitude.



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Conference Approved Literature
N-104 - 22-09-12

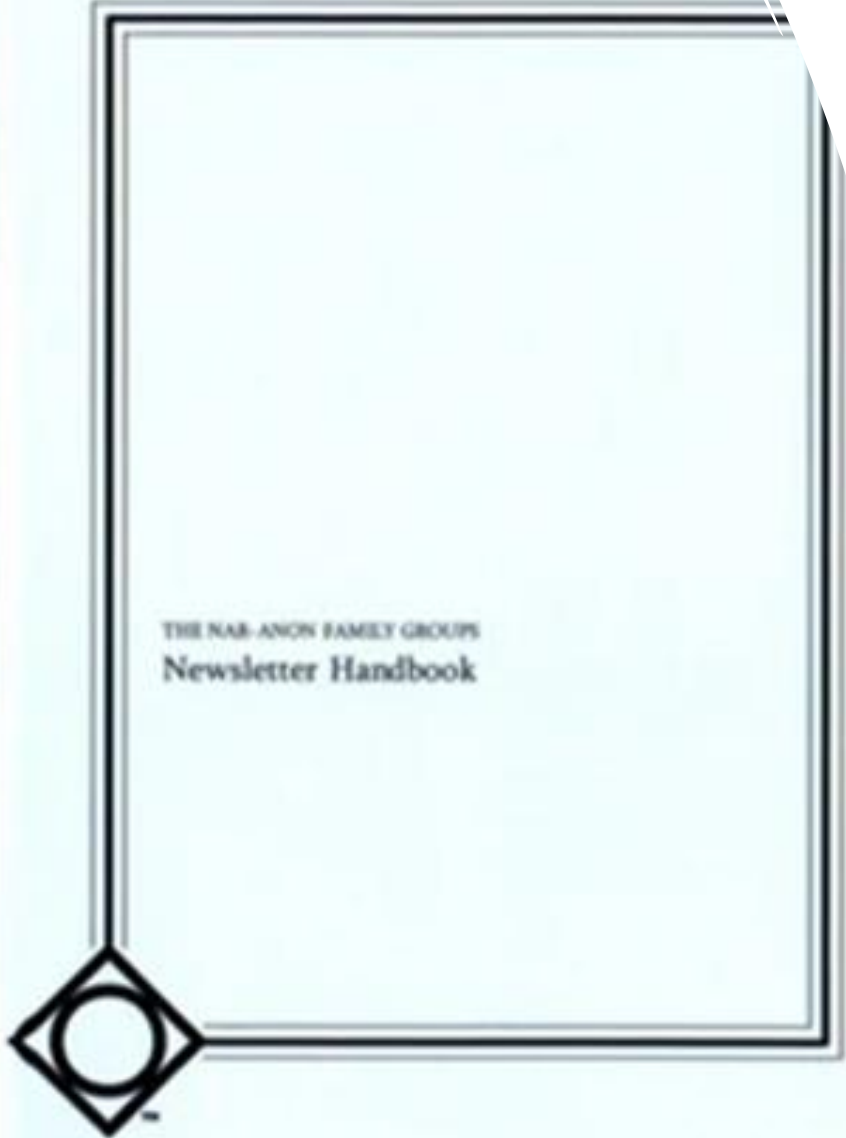
Nar-Anon Family Group Headquarters, Inc.
25110 Creechway Blvd, Suite A
Turin, CA 95688
800 477-4291 • 916 534-4186

nar-anon.org

wso@nar-anon.org

Newsletter Handbook

- Available for \$3 on Nar-Anon Store under Service Literature or free as a PDF on the Nar-Anon website (Service Literature page)

The image shows the cover of a handbook. It features a double-line rectangular border. In the bottom-left corner, there is a diamond-shaped logo containing a circle. The text on the cover is centered and reads:

THE NAR-ANON FAMILY GROUPS
Newsletter Handbook

WS Policy & Guidelines Committee Presentation



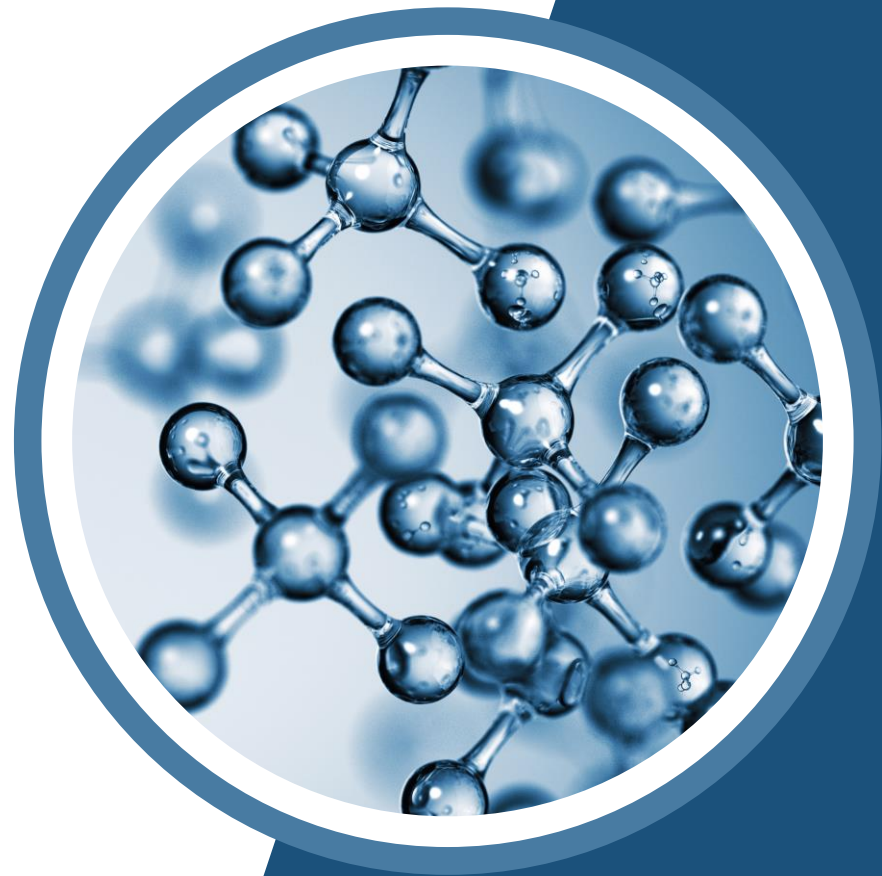
THE POLICY AND GUIDELINES COMMITTEE

P
&G
Committee

Policy & Guidelines Presentation Contents

- [Members & Structure](#)
 - [Members](#)
- [Duties & Responsibilities](#)
 - [Inquiries](#)
 - [Articles for the Serenity Connection](#)
 - [Roundtables](#)
 - [Motion Review](#)
- [Review of New Service and Outreach Literature / Materials](#)
 - [Review](#)
- [The Committee Priorities](#)
 - [The Committee Priorities](#)
- [Project](#)
 - [Past Inquiries and Insights for Our Future](#)
- [If you are motivated to serve](#)
- [Thank you](#)

MEMBERS & STRUCTURE



MEMBERS

The Policy and Guidelines Committee consists of 8 members and one observer. Among these, 4 members are international, including the observer. The remaining members are from the United States. Additionally, one of the members serves as a Spanish-English translator to ensure effective communication. Here are the roles of the committee members:

 Edwin M, Chair Colombia

 Shanet, Vice Chair South Africa

 Kari J, Secretary USA


 Angie, Translator USA

 Maria P Iran

 Lois R - USA

 Marie T USA

 Paula L USA

 Karen L, Observer UK

DUTIES & RESPONSIBILITIES



INQUIRIES

Response in a unified voice

The World Service Policy and Guidelines Committee ensures a unified voice in its official responses. When an inquiry is received, the committee chair or secretary acknowledges it and sets a response deadline. The committee serves as a resource for the fellowship, clarifying policies and guidelines found in our service documents or addressing situations that can be clarified through our 12 Traditions and 12 Concepts.

Committee members have discussions in our monthly meetings on the inquiries to come to a group conscience - the the secretary prepares a draft letter, which will be sent to all members to oversee the draft form and give their inputs. The Chair and/or secretary consolidates their feedback into a single response representing the entire committee.

For any inquiries, feel free to contact the committee via email at **pandgcommittee@nar-anon.org**. It's important to note that inquiries should be related to the committee's purpose. We do not intervene in legal situations; for those cases, other service bodies can provide specific comments.



ARTICLES FOR THE SERENITY CONNECTION

An ongoing dialogue with the fellowship

These articles are grounded in the committee's responses to a variety of inquiries from regions and members. They reflect the committee's ongoing dialogue with the fellowship and underscore the collaborative efforts to address questions and concerns. This exchange not only serves to resolve queries but also provides insights that may resonate with and inform other structures worldwide.



ROUNDTABLES

Committee designs and sends a survey with questions to Nar-Anon members across all regions. This survey is based on the topic that will be discussed during the roundtable. Based on the survey results, responsibilities are allocated among all committee members for providing responses. Additionally, the roundtable is organized on the scheduled date. In our last roundtable, we discussed the service structure, and we had an attendance of 50 members.

We are actively encouraging the use of these surveys and greater participation in the roundtable. Initially, our plan was to hold three roundtables per year when there was no World Service Conference. However, due to the current interim conference, we are reevaluating this schedule.



MOTION REVIEW

Promoting informed decision-making

We have an established procedure in consensus for reviewing draft motions submitted via email by various service bodies for review/feedback to our Policies and Guidelines before WSC. Through this process, we carefully evaluate each motion, considering alignment with Nar-Anon's principles, past unsuccessful attempts in recent conferences, and the motion moratorium.

Our goal is to ensure a transparent review, contributing to informed decision-making. We provide feedback and input to the authors of each motion within a 3-month period stipulated in the conference timeline. In this conference cycle, we have received 23 motions from 10 different service bodies.



REVIEW OF NEW SERVICE AND OUTREACH LITERATURE/MATERIALS



The World Service Policy and Guidelines Committee plays a key role in review of new service and outreach literature/material (according to GWS pg 25)

- ✓ Receives new service and outreach materials developed by the fellowship, World Service Committees, and the World Service Board (WSB).
- ✓ Our review focuses on adherence to the 12 traditions, 12 concepts, policies, and guidelines.
- ✓ Carefully reviews these materials, which include manuals, pamphlets, or service handbooks related to policies and/or guidelines.
- ✓ Report our findings back to the WSB for their final approval..

THE COMMITTEE'S PRIORITIES:



THE COMMITTEE'S PRIORITIES:

- 1.** First and foremost, any official response from the Committee should be with just one voice.
- 2.** The Principles, Traditions, and Concepts of our program will be the foundation of all our work.
- 3.** Carefully consider and select new trusted servants to participate as new members for the P&G Committee.
- 4.** Conduct open and respectful communication among committee members.
- 5.** Maintain an accurate and up-to-date record of all committee actions and decisions.
- 6.** We include as observers those members who wish to serve on our committee but lack the requisite years of service.

PROJECT



PAST INQUIRIES AND INSIGHTS FOR OUR FUTURE

Our committee plans to compile, from our archives, representative inquiries and responses for use as a valuable reference tool for the entire fellowship.



If you are motivated to serve with us or require the committee to address an inquiry, please contact the Policy & Guidelines Committee at:

pandgcommittee@nar-anon.org

THANK YOU

Social Media
ad hoc Committee
Presentation

EXAMPLE OF
GUIDANCE APPLY TO
**SOCIAL
MEDIA**



NAR-ANON ARGENTINA REGION
2024



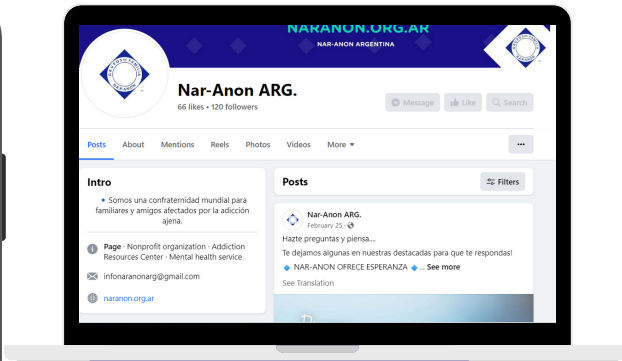
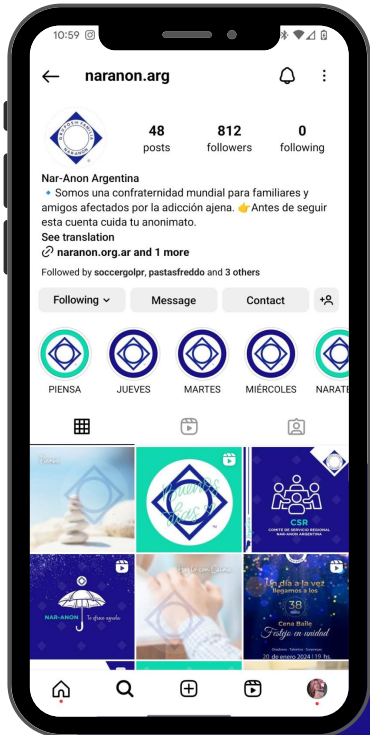
Social Media Presentation Contents

- Choose a platform wisely
- Importance of anonymity!
- Offer strength and hope
- Use Nar-Anon conference approved literature
- Use proper logos
- Be respectful
- We don't follow anyone
- Thank you



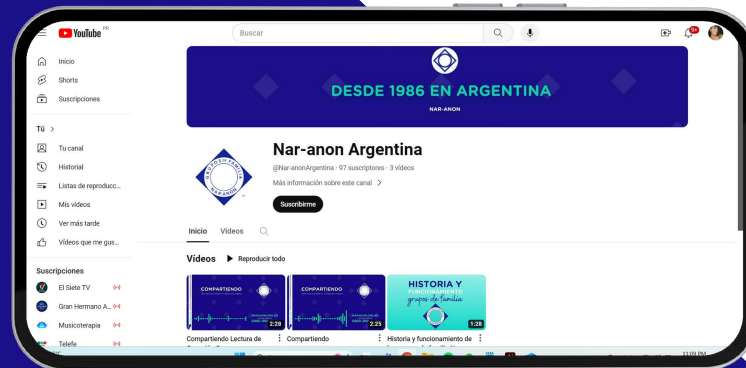


choose a platform wisely.



We choose the platform according to the tools that each one offers for our purpose and the skills of our servers

Other platforms are viral, modern and popular but depend on breaking anonymity

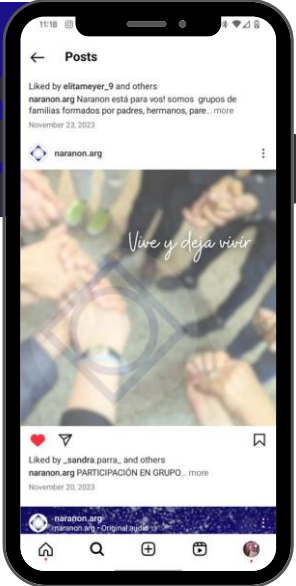


Importance of anonymity!

Reels



Post



stories



We try to use photos, videos and illustrations that, despite being from an image bank, we partially hide faces and if we take photos within the groups we blur personal identification objects that can be seen.

We also closed all coments in every plataform



Offer strength and hope. Newcomers, especially, need to hear Be positive.



Water your own garden
SESH SEP 30



What motto help you today?



Who do you turn to when your day becomes unmanageable?

- My Family
- My Friends
- To a Nar-Anon group
- To a Higher power



Thinking of today
Because I am no longer alone, I am better able to deal with pain and everything that comes with it.

We choose phrases, fragments of our literature along with images that illustrate our purpose.

We often ask multiple choice questions in stories about our problem to find common ground and then offer the answer with Nar-anon tools. This makes many more people to consult and start a group.



Use Nar-Anon conference approved material



We use less than 25% of the literature from our books in all our publications and indicate the source of the fragment used.

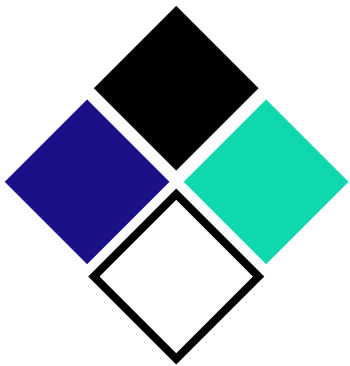
On Platforms such as YouTube we upload audios of shared readings in The Serenity Connection newsletter.



Use proper logos. Follow copyright laws.

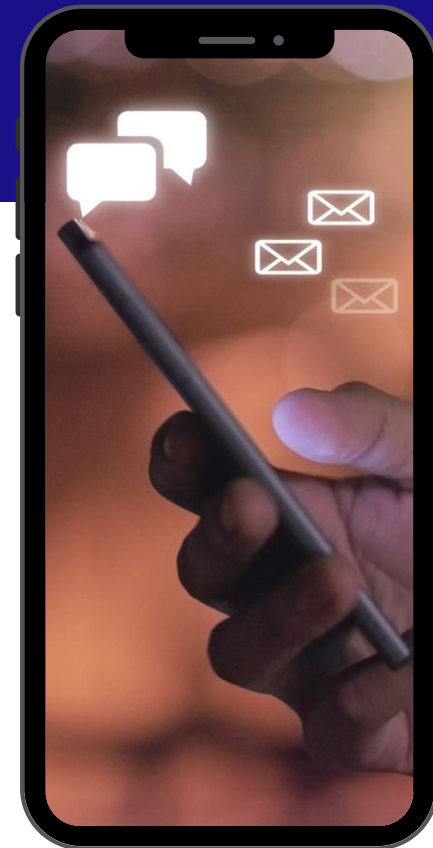
Our Region chose to use the same logo on all platforms.

We also chose a visual identity, with colors, fonts and illustrations.



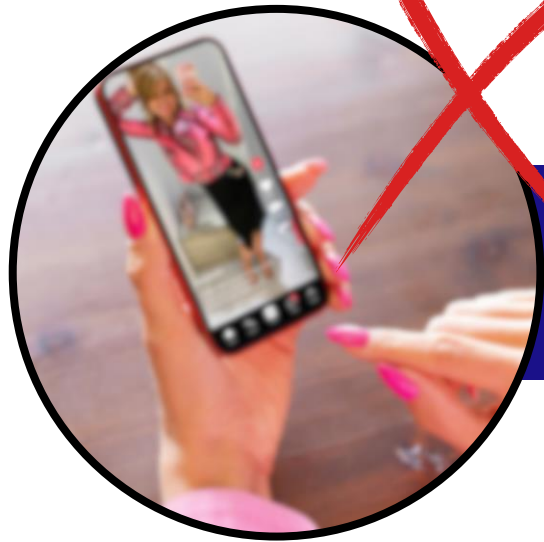
be respectful and show Nar-Anon in a good light.

People write to us daily by private message telling their personal stories, to which our trusted servants respond with valuable information, links, hope and strength to guide the newcomer to a group.





We don't follow anyone



We don't share from others

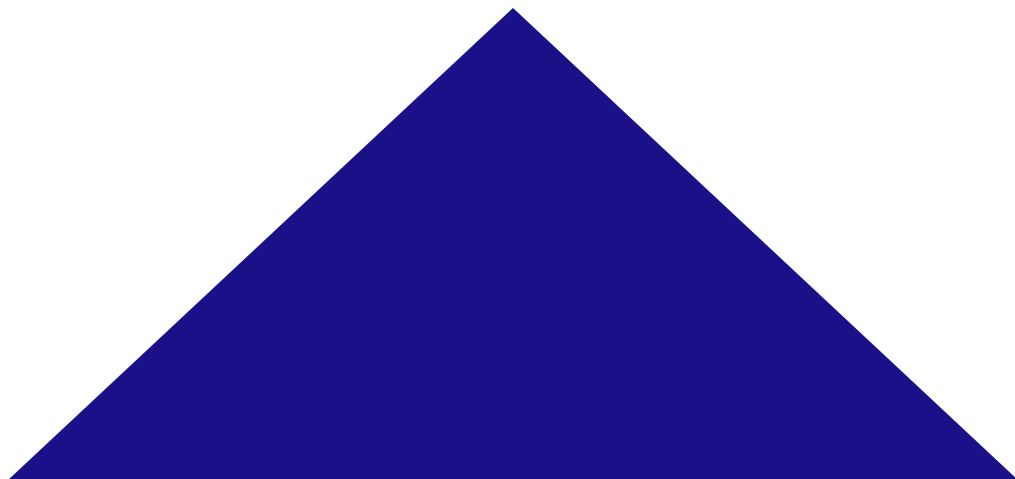
Even when someone mention us





Thank You!

for letting me do service



Social Media via Instagram Presentation

**Social Media
ad hoc Committee
Presentation on Instagram**

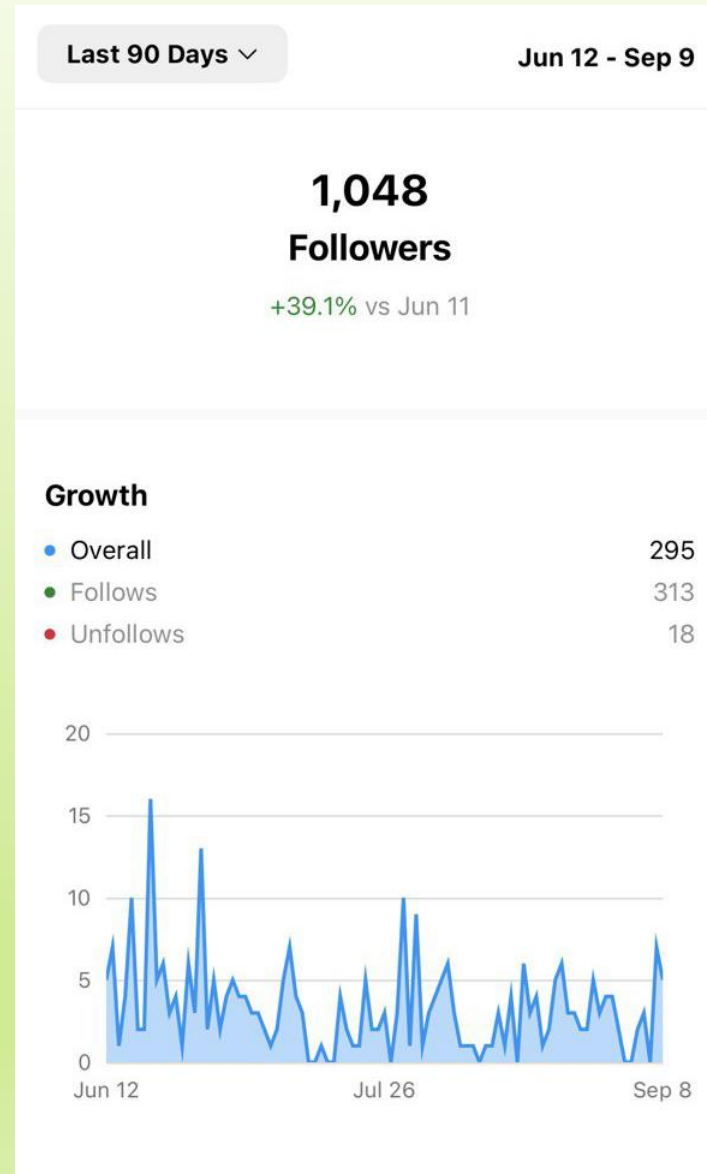
Social Media Presentation Contents

- Follower comparison
- Post comparison
- Story comparison
- Brings traffic to Nar-Anon website

Follower comparison

- March 2023
22 followers.
- September 2023
1,048 followers.
- April 2024
1,378 followers.

2023



2024



Post comparison:

March 2023
6 like

naranonfgh

Georgia Region Convention
Dates: March 17 & 18th, 2023
Name: Acceptance is the answer
Location: Peachtree, GA

Visit
www.nar-anon.org/events
for details

View insights Boost post

Liked by kmierly and 6 others

naranonfgh Visit www.nar-anon.org/events for details. The Nar-Anon Family Groups are a worldwide fellowship for those affected by someone else's... more

March 13

September 2023
44 like

naranonfgh

JUST FOR TODAY

Just for today, I will rely on the slogans that keep me grounded

Just for today, I will have an attitude of gratitude.

Just for today, I will be content and not worry about tomorrow.

Serenity Connection Newsletter - December 2017

View insights Boost post

Liked by narsis1158 and 44 others

naranonfgh The Nar-Anon Family Groups are a worldwide fellowship for those affected by someone else's addiction. As a twelve-step program, we... more

3 days ago

March 2024
85 like

naranonfgh

Through Step One
I am able to understand
I am not responsible
for everything and
everyone around me.

Nar-anon 36, Step One

View insights Boost post

Liked by michelle94904 and 85 others

naranonfgh The Nar-Anon Family Groups are a worldwide fellowship for those affected by someone else's addiction. As a twelve-step program, we... more

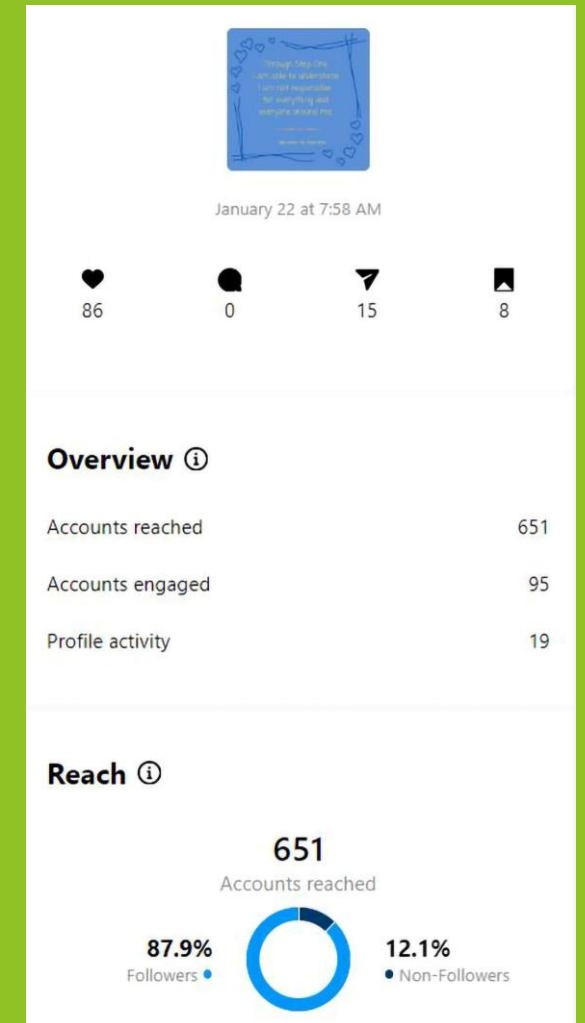
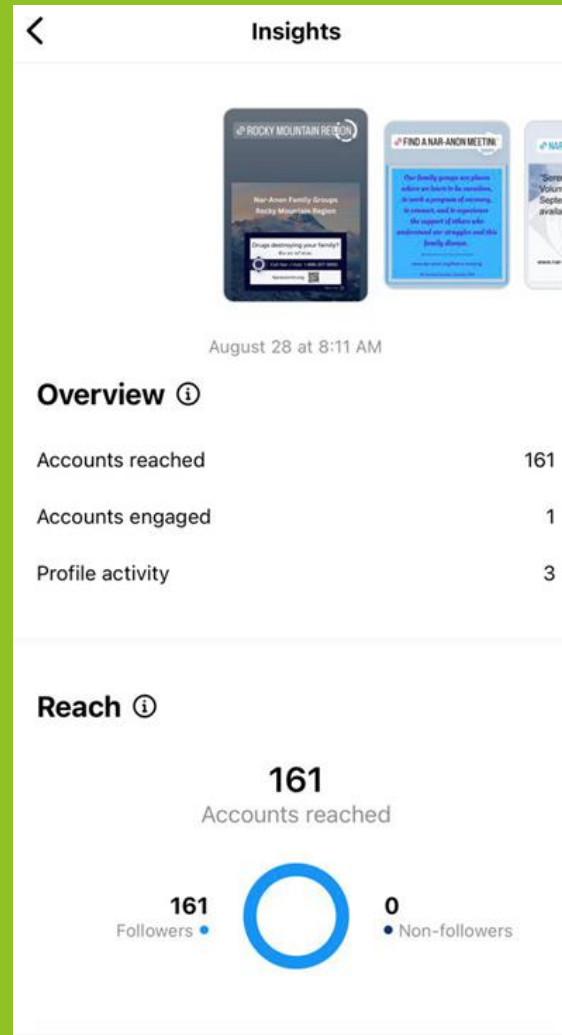
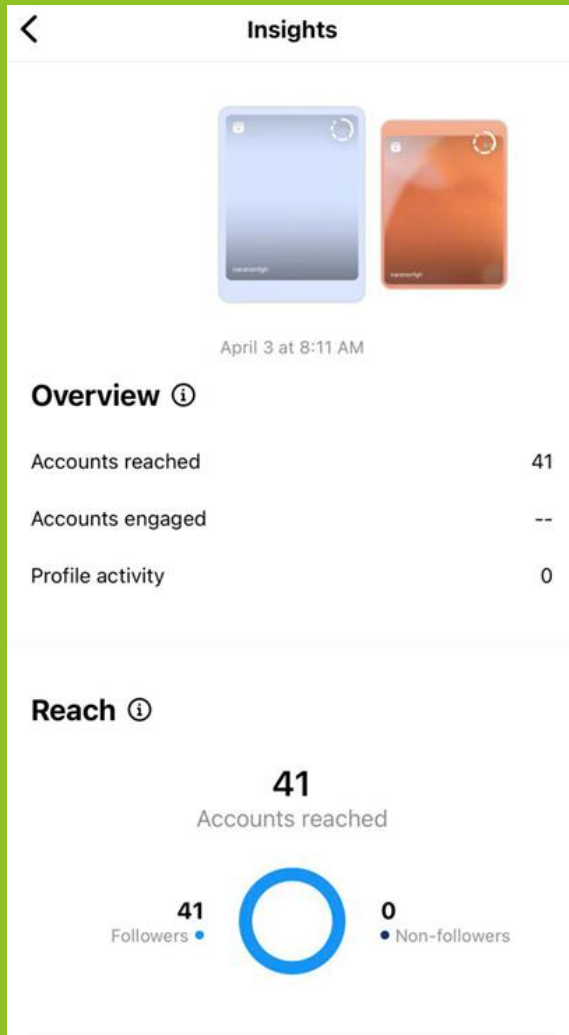
3 days ago

Story comparison:

April 2023
reached 41

August 2023
reached 161

January 2024
reached 651



Brings traffic to Nar-Anon website

2024 YTD - **93**

Instagram	93
▶ Reddit	58
▶ Quora	12
▶ YouTube	10
▶ Vkontakte	9

2023 - **382**

Instagram	382
▶ Reddit	163
▶ YouTube	36
▶ Twitter	28
▶ Quora	13
▶ TikTok	12

2022- **146**

▶ Reddit	405
Instagram	146
▶ YouTube	61
▶ Twitter	52
▶ TikTok	51

Transition
ad hoc Committee
Presentation

TRANSITION

Ad hoc Committee Report



IWSC 2024

Transition Presentation Contents

- [Introduction](#)
- [Summary – parliamentarian](#)
- [Summary – learn from the IWSC](#)
- [Summary – motions](#)
- [World Service Conferences](#)
- [Comparisons](#)
- [WSC 2021 Summary](#)
- [WSC 2023 Summary](#)
- [WSC 2025 Budget Proposals](#)
- [Option 1 – same as 2023](#)
- [Option 1 – pros and cons](#)
- [Option 2 – some reductions](#)
- [Option 2 – pros and cons](#)
- [Option 2-A – short term rental](#)
- [Option 2-B – hotel housing](#)
- [Option 3 – hosted in rental unit](#)
- [Option 3 – pros and cons](#)
- [Option 4 – virtual](#)
- [Option 4 – pros and cons](#)

Introduction:

At the World Service Conference (WSC) 2023, attendees voted to refer *Motion 20* to the newly formed Ad hoc Transition Committee appointed by the World Service Board.

Motion 20:

No mandatory contributions are charged to attend the World Service Conference. Remove any information about payments or equalized expenses for the World Service Conference from the Guide to World Services and the Guide to Local Services.

Assignment of Transition Ad hoc Committee

To research the possibility of a no cost or lower cost conference.

Summary

If the World Service Conference (WSC) of Nar-Anon Family Groups continues to be held subject to parliamentary procedures, the services of a qualified parliamentarian will be required.

The WSC will have a cost. Changing to Consensus Based Decision Making (CBDM) may eliminate the cost of a parliamentarian but add a cost for time, training, and the development of experience among the broader fellowship.

There is no guarantee that the use of a parliamentarian would still not be needed. Our facilitators are not professionals.

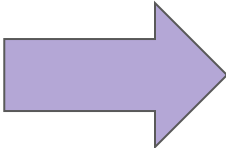
Summary

The Interim World Service Conference (IWSC) 2024 will answer many questions about the possibilities and effectiveness of a strictly virtual conference in 2025.

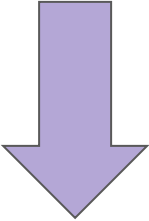
The IWSC 2024 will eliminate certain costs of a parliamentarian, travel, food and wages for secretaries.

Unknown costs of technical production may need to be recognized and accounted for to assure the production team has all the funded support necessary to effectively function from their virtual locations.

Summary

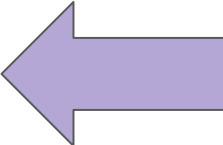


Ultimately, the way to reduce the cost of a WSC is to reduce the duration of the conference.



Motion 26 was passed in WSC 2023 for the Policy and Guidelines Committee to review submitted draft motions. This may help reduce duplicate motions, offer suggestions and interact with the regions looking for clarity before the CAR gets sent out. Regions must contact P&G Committee before set deadline.

Less days, less cost overall



World Service Conferences Comparisons

- **The following information is a comparison of WSC 2021 and WSC 2023 breakdown of production team and expenses.**
- **Based on the information available, the committee was able to contribute four suggested options for the WSC 2025.**
- **These options were largely focused on cost reduction. Where cost could be reduced or whether or not reducing costs may impact the quality of the conference.**

WSC 2021 Summary

- In-person production team at WSO**

Wages with expenses paid:

2 Conference Secretaries

1 Parliamentarian

1 IT Person - WSO Staff

Volunteers with expenses paid:

1 Facilitator

1 Executive Director

1 IT Person

(flew in before to set up - was not present at physical conference)

- Virtual IT Team volunteers**

WSC 2021 (5 Days)	
Parliamentarian	\$2,500.00
Lodging	\$3,264.11
Travel	\$332.76
Food	\$595.76
Supplies	\$2,611.26
Total	\$9,303.89

WSC 2023 Summary

- In-Person Production Team at WSO**

- Wages with expenses paid

- 2 Conference Secretaries

- 1 Parliamentarian

- 2 Staff

- Volunteers with expenses paid

- 1 IT person

- Chair of the Conference

- 1 Facilitator

- Virtual IT team included:**

- 17 IT volunteers

- (for planning, training and conference participation)

WSC 2023 (6 Days)	
Lodge	\$10,493.12
Travel (airfare, uber, gas, parking)	\$1,876.75
Food	\$781.98
Parliamentarian	\$3,000.00
Staff & Secretaries	\$2,499.37
IT (No Zoom cost given)	\$2,215.36
Total	\$20,866.58

WSC 2025 Budget Proposals

- **The proposals here were created by members of the Transition Ad Hoc committee by using the numbers from WSC 2021 and 2023.**
- **In addition to the comments and research of the committee members, the Ad hoc Committee consulted with members from the IT team, a conference secretary, and the facilitator.**
- **Financial information was provided by NFG World Service committee and Budget & Finance Committee.**

OPTION 1: WSC 2025 - Same in-person and remote plan as the WSC 2023

The WSC 2023 was extended from six to seven hours and from five working days to a total of six days. Eight people were in person on-site at the WSO. Six people required food, lodging and travel expenses.

- In-Person Production Team:**

Wages with expenses paid:

- 2 Conference Secretaries
- 1 Parliamentarian
- 2 WSO Staff

Volunteers with expenses paid:

- 1 IT Person
- Chair of the WSC Conference
- 1 Facilitator

- Virtual IT Team volunteers**

**Estimated cost based on 2025 WSC Travel Information provided - 'IWSC 2024 Budget - v4*

***Estimated cost based on 2023 WSC expenses provided - '06.01.22 to 06.30.23 Conference Deposits & Expenses'*

Option 1 - WSC 2025 (5 Days)	
Travel, Lodge, Food per person within USA*	\$ 2200 X 7 people \$15,400
Travel, Lodge, Food per person outside USA	Cost unknown
Parliamentarian*	\$ 2500
Staff & Secretaries**	\$ 2500
Zoom-Technology-Contingency*	\$ 1040
Total	\$ 21,440

Option 1: WSC 2025 at World Service Office (WSO)

Pros

- Production team physically together had spontaneous communication
- Immediate resolution of issues
- Physical gestures of support (thumbs up, head nods, etc.).
- Post-its were used to communicate without interruption to the facilitator speaking.
- Able to send a runner for items that were missed, or needed from places outside of the office.
- Complete equipment setup for the conference established.
- In the same time zone
- Extra eyes for efficient review of minutes at the end of the day and agenda for the following day.

Cons

- The more people on-site the higher the cost.
- Paying members of Nar-Anon to be of service.
- Travel costs limits service opportunities from outside the U.S.

OPTION 2: WSC 2025 at World Service Office - Cost and Procedure Reduction

The objective of Option 2 is to reduce the cost of the conference. This can be achieved by reducing the number of on-site production team members and days. One of the costs is lodging and provided are two options of staying in a hotel or using a short-time home rental.

- In-Person Production Team:**

Wages with expenses paid

- 1 WSO staff
- 1 Parliamentarian

Volunteers with expenses paid

- 2 Conference Secretaries
- Chair of the WSC Conference
- 1 Facilitator

No wages with expenses paid

Executive Director

- Virtual team volunteers**

Option 2 - WSC 2025 (5 Days)	
Travel/Lodge/Food per person within USA*	\$ 2200 X 7 people \$15,400
Travel/Lodge/Food per person outside USA	Cost unknown
Parliamentarian*	\$ 2500
Zoom-Technology-Contingency*	\$ 1040
Total	\$ 18,940
<p><i>*Estimated cost based on 2025 WSC Travel Information provided - 'IWSC 2024 Budget - v4'</i></p>	

Option 2: WSC 2025 Location: WSO

Pros

- Less production team lowers cost
- Production team physically together can have spontaneous communication
- Immediate resolution of issues that will arise including technology
- All equipment is located at the WSO
- Proven effective and successful
- Conference-ready
- No cost for conference rooms
- Printer is readily available
- No airfare costs for local members
- Able to send a runner for items that were missed, or need from outside of the office
- Extra eyes for efficient review of minutes at the end of the day and agenda for the following day.
- Same time zone

Cons

- Travel costs limit service opportunities from outside the U.S.

Option 2-A: WSC 2025 at WSO & Short-term Home Rental for Lodging

Pros

- Possible lower cost for accommodations
- Can decompress and have the opportunity to work on business stuff out of the office, may lower the stress rate of rushing

Cons

- Multiple barriers to inclusivity
- Possible sharing of bathrooms
- Liability & cost of extra insurance

Option 2-B: WSO & Hotel

Pros

- Previous hotel for past conferences with pricing that has been negotiated
- Short distance to the WSO
- Private room to decompress after a long work day

Cons

- Limited choices for lower cost accommodations close by

Option 3: Short-Term Home Rental for Lodging & Hosting of WSC 2025

Summary: The objective of Option 3 is to reduce the cost of the conference. This can be achieved by reducing the number of on-site production team members and days. Using one location to combine the World Service Conference and lodging.

- In-Person Production Team:**

Wages with expenses paid

- 1 WSO staff
- 1 Parliamentarian

- Volunteer Production Team:**

- Expenses paid
 - 2 Conference Secretaries
 - Chair of the Conference Committee
 - 1 Facilitator
- No wages with expenses paid
 - Executive director

Virtual Team Volunteers

Option 3: Short-Term Home Rental for Lodging & Hosting of WSC 2025	
Travel/Lodge/Food per person within USA*	\$ 2200 X 7 people \$15,400
Travel, Lodge, Food per person outside USA	Cost unknown
Parliamentarian*	\$ 2500
Zoom-Technology-Contingency*	\$ 1040

Option 3: Short-Term Home Rental for lodging & hosting of WSC 2025

Pros

- Full kitchen
- No commute to WSO
- Can decompress and have the opportunity to work on business stuff out of the office, may lower the stress rate of rushing
- Possibly allows for a more relaxed working environment

Cons

- Multiple barriers to inclusivity
- May have to hire an outside IT or fly/drive a member for setup
- Finding a place with enough bandwidth for internet connection
- Unknown variables to tackle
- Liability & cost of extra insurance
- Cost to transport equipment that is owned and located at WSO
- No down time if living in the work environment
- Possible sharing of bathrooms
- Availability
- Reestablish physical setup

WSC 2025 OPTION 4 - Virtual Summary:

The objective of Option 4 is to reduce the cost even further by having all production team members remotely work from their individual locations. This opens service to members throughout the world, which will keep up with the spirit of equality

Option 4 WSC 2025 (5 Days)	
Staff*	\$ 1200
Parliamentarian*	\$ 2500
Zoom-Technology-Contingency*	\$ 1040
Total	\$ 4710

**Estimated cost based on 2025 WSC Travel Information provided - 'IWSC 2024 Budget - v4'*

Option 4: Complete Virtual WSC 2025

Pros

- Lower cost overall
- Pay (1) staff member to start the conference
- Opens service to members worldwide

Cons

- Secretaries are not able to have spontaneous communication in person or resolve issues as quickly
- Different time zones for production team
- Tech issues may take longer to resolve.
- Unknown challenges and if any additional cost

WS Website Committee Presentation



World Service Website Committee



Website Committee Presentation Contents

- Duties & Responsibilities
- WSWC report for 2023
- We invite new members!



Duties & Responsibilities

- **Ensuring the content on the World Service Website is in keeping with Nar-Anon principles, has up-to-date information**
- **Regional websites vetting**
- **Holding regular Website Roundtables**
- **Cooperating with other WS committees**
- **Work on updating Website Handbook**



WSWC report for 2023

- **Held 12 regular business meetings**
- **Held 4 Website Roundtables**
- **Vetted 6 Regional Websites**
- **Actively served in 2 Ad Hoc committees**



We invite new members!

World Service Board Presentation



World Service Board Report for the IWSCC 2024

WS Board Report – Contents

- [WS Board Report – Tasks 1 and 2](#)
- [WS Board Report – Tasks 3, 4, and 5](#)
- [WS Board Report – Office relocation](#)
- [WS Board Report – Communication](#)
- [WS Board Report - Funding](#)

WS Board Report – Tasks 1 and 2

The April 2023 – April 2025 Conference Cycle started with five directives and/or requests from the WSC 23. I am happy to report that the WSB has executed and completed all five tasks.

1. Four ad-hoc committees: The four ad hoc committees were formed, Transition, Best Practices, Electronic Literature, and Social Media. The four ad-hoc committees have submitted their interim reports to the IWSC 24, their final reports will be sent to the requesting body at the next WSC.

2. The request to look at the terms of board members from two 6-year terms to one 6-year term. The WSB discussed and reviewed the terms of the current board members. Consideration of the input from the newer members of the board, the turnover every two years and number of members applying to the WSB lead to the change in the second term of the member. The board member will have the option for their second term to serve the full six years, four years, or two years.

WS Board Report - Tasks 3, 4, and 5

3. To increase the number of CAL electronic literature available, including translated literature. The Electronic Literature Ad-hoc committee is now a “Formatting” subcommittee of the World Service Literature Committee. The subcommittee has formatted existing CAL literature and added new items to the e-books available, like the Newcomer Booklet, which includes the Blue Book, and all the pamphlets from the Newcomer Package.

4. To add translated CAL to the Nar-Anon webstore. Translated literature is available in the webstore in six different languages as we receive more translated CAL they will be added.

5. To develop a downloadable document for virtual meetings to include only certain items. A downloadable PowerPoint for virtual meetings is available by request on the website. Go to members, virtual literature.

WS Board Report – Office relocation

The WSB stated we would investigate moving the World Service Office to a property which will reduce our rental cost. WSO and a member of the Budget & Finance Committee started the hunt again after the conference. The research sent to the board by the Budget and Finance Committee and WSO included the lack of more lower and comparable rental prices in the area, the loss of all employees if the new location was 25 miles or more from the current location, the \$9000.00 cost of moving, and the current owner's new contract offer without an increase in the rent were all considered in the decision to stay at our current location and to sign a one year contract. The search is still on going.

WS Board Report - Communication

During the first half of this conference cycle the WSB continued serving the worldwide fellowship, having our six regular meetings per year, held roundtables with WS Conference.

Committee, Website Committee and Narateen Committee and held a roundtable with the chair and vice-chair of all the world service committees. We voted to post on the website a monthly financial snapshot, plus processed new outreach and service literature.

WS Board Report - Funding

The reality is the World Service Board and World Service Office can only work with what the fellowship gives in donations, purchase of literature and royalties. WSO staff do everything in their power to cut costs. The staff which are underpaid took off one day a week for 8 months, so the fellowship could save on salaries.

WS Conference Committee Presentation

First Things First:

- Thank you for the opportunity to serve the Nar-Anon Family Groups by planning the first Interim World Service Conference.
- Thank you to everyone who participated!
- We look forward to improving our Conference experience as we organize and plan for the WSC 2025.

IWSC 2024 WSC REPORT



World Service Conference Committee Presentation Contents

- [Behind the scenes](#)
- [Communication](#)
- [We also](#)
- [Hours of planning](#)
- [Principles above personalities](#)
- [Service is rewarding](#)
- [Obstacles, Challenges and the Unknown](#)
- [Prepare for WSC 2025](#)
- [Planning for your service future?](#)
- [We suggest joining the committee](#)
- [Thanks for listening!](#)

IWSC 2024 WSC REPORT



What does the World Service Conference (WSC) Committee do behind the scenes?

- We coordinate all aspects of the WSC and IWSC;

IWSC 2024 WSC REPORT



We keep details and communicate with:

- 75 registered regions and their officers
- 11 World Service Committees, the WSB, and WSO
- 4 WSC 2023 Ad Hoc Committees
- Countless Observers

IWSC 2024 WSC REPORT



We also,

- Plan and support the technical execution of the Conference
- Organize the CWT Poll and Ballot
- Create the Standing Rules of Order
- Establish Equalized Expenses
- Organize and prepare submitted WSC Motions
- Set the Agenda, record the minutes, and prepare the Conference Summary

IWSC 2024 WSC REPORT



Exaggerated for dramatic effect and a little humour:



- 1 million hours planning
(Just kidding the committee as a whole spent at least 52 hours, 3,120 minutes, 187,200 seconds, but who's counting).
- Endless hours organizing our contact list and building the essential two-way communication highway.
- 11 members with 11 personalities - There may be more if we include the split ones. 🤔
- How many times did we go off track? Is there a number greater than infinity?

IWSC 2024 WSC REPORT



All jokes aside, we take our responsibility in planning these Conferences very seriously. It takes a well oiled machine to pull off a conference. We achieve that by:

- Working together and putting principles above our personalities.
- Having regular communication with our Work Groups, The World Service Board, and other World Service committees.
- It is a lot of work, but it is also very rewarding.

IWSC 2024 WSC REPORT



Rewarding in such ways as:

- Creates friendships with Nar-Anon members around the world.
- Strengthens understanding of each service level
- Creates helpful progress and meaningful change for the benefit of the whole fellowship.
- Learn about the struggles and triumphs of regions around the world.
- A commitment to serve is a commitment to ourselves and our recovery!

IWSC 2024 WSC REPORT



Obstacles, Challenges and the Unknown:

- Unknown Email addresses
- No return communication from the Regions
- We wonder, do Nar-Anon members read the our announcements in the Serenity Connection or go to nar-anon.org to gather Conference information?
- Is our communication effective?
- Meeting calendar deadlines
- Unclear directives in the Guide to World Services (GWS)

IWSC 2024 WSC REPORT



Prepare for WSC 2025:

- Keep in contact with the WSC Committee
- Ask us questions, we are here to serve you
- Read our monthly NEWS emails
- Submit CAR motions by October 7th
- CAR distributed on November 26th
- Submit CWT by December 26th
- Fill out Regional or WS Committee Biennial Reports using the new form
- Orientation

IWSC 2024 WSC REPORT



Planning for your service future?

- Every two years, after the WSC, a new WSC Committee forms.
- We are working to aid the next generation of WSC committee members have a successful transition.
- The 2025-2027 WSC Cycle begins May 2025.

IWSC 2024 WSC REPORT



We suggest joining the committee if you:

- Have the time to meet weekly.
- Like working as a team.
- Enjoy event planning.
- Good with numbers (budget planning - not for everyone)
- Have artistic and creative graphic design skills.
- Technically inclined
- Want to be a conference secretary or facilitator



IWSC 2024 WSC REPORT



Thanks for listening!

We would love to answer questions and hear what you think we could improve.

Email us anytime at:

wscconference@nar-anon.org

IWSC 2024 WSC REPORT



World Service Office Tour and Report IWSC 2024



World Service Office Tour and Report IWSC 2024

World Service Office Report Contents

- [WSO – Staff](#)
- [WSO – Technology](#)
- [WSO – Index Cards](#)
- [WSO – Printing the SESH](#)
- [WSO – Literature production](#)
- [WSO – Staff and Volunteers](#)
- [WSO – Executive Director](#)
- [WSO – Video tour](#)

WSO - Staff

I want to share some facts about our staff – the number of years combined = 105 years with Nar-Anon. Maureen – started in 1991 by volunteering and then as a paid part-time shipper, Phyllis – from 1996 paid part-time and me - first as a volunteer (not paid) in 1992 then 2003 as executive director – we worked with the previous executive director, Louise and board of trustees. Ahou started 2014 and brought her computer and IT knowledge/website which we needed.

WSO - Technology

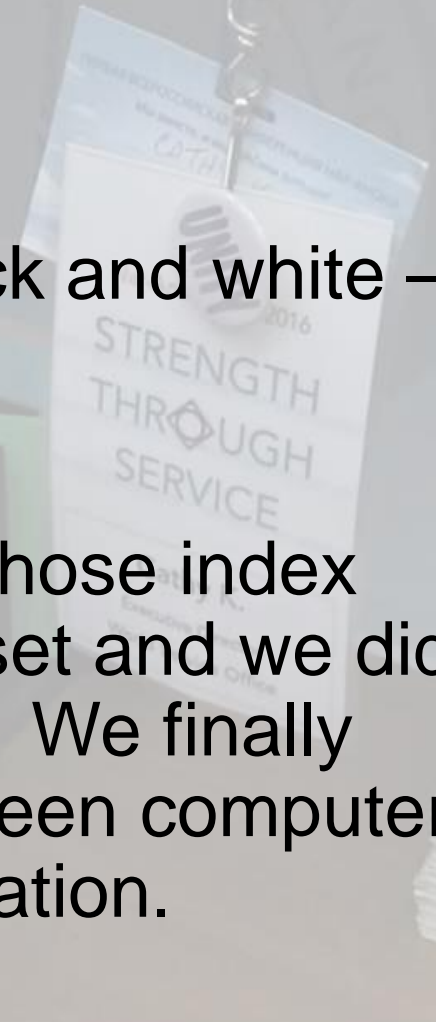
Until June of 2003 – we had no computers or even a copier – for copying we used the fax machine feature for copying – sadly those copies are fading or have disappeared. As you saw in the video – all printed matter (letters, directories, etc.) the IBM Selectric electric typewriter was used.

We received donated pcs' which we appreciated – but had many problems with each not able to communicate with other computers – we had wonderful members with computer knowledge come when needed to help when we experienced problems – even when our computers were wiped-out – picked up a virus from web browsing.

WSO – Index Cards

2004 we were able to lease a Canon copier – black and white – very limited on functions, but greatly needed.

You also saw our version of meeting directories – those index cards were utilized until 2008 and it was only one set and we did have occasions when an index card goes missing. We finally found a program which we had communicate between computers and each computer had access for meeting information.



WSO – Printing the SESH

Today – we are grateful our literature sales are increasing and with that comes our printing of literature needs. After looking at many options on providing Nar-Anon literature – 2008 the first softbound SESH was printed outside California as local companies did not have the capability or it was too costly. The downside was we had to rent storage to house the 7,500 books until they were sold. This involved using my pickup – driving 2 miles to storage and load the needed boxes which weighed over 50 pounds. Then returning to the office (the old location) and hopefully the elevator was working, but if not – it was a job climbing the stairs with those boxes.



WSO – Literature production

There were many discussions that if there would be a copier that we could do in house printing and Konica Minolta provided a solution – 2010. I am grateful that Phyllis accepted the challenge to learn how to and started printing, binding and cutting the SESH book - as well as train staff members to be able to also do the printing, etc. The copier prints the literature you saw in the shipping department in the video. The only literature outsourced due to print restrictions – The Green Guide, Personal Stories, 31 Days in Nar-Anon, the small Blue Booklet, Slogan bookmark, Do's & Don't, Just For Today, are laminated, and table cards.

Not available yet but should be in the coming week the new Just For Day in Nar-Anon laminated bookmark. We are also happy to say our inventory includes multi-lingual literature and continues to expand as more are translated.

WSO – Staff and volunteers

The staff are multi-taskers – and we have had volunteers in past years, but we have seen economic hardships preventing many from volunteering. We do ask those Nar-Anon groups near us to announce in the meeting WSO need for volunteers. So - this a continuing challenge.

Our staff and I on a daily basis continue to remain vigil with our expenses and as you have heard during the conference – Phyllis is on top of all our needs and looks for cost effective ways to expedite.

WSO – Executive Director

As executive director – I report to the WSB, attend WSB meetings and submit reports. When necessary – contracts for the office equipment, lease of building and insurance coverage – are submitted to WSB for review. Our accounting department consists of Phyllis and myself – doing data entry which then is sent to the WSB Treasurer as she reconciles the financials each month and prepares the snapshot financials for website posting.

WSO – Video tour

We print, ship, answer phone calls and emails are just some of what is done in WSO. I hope the tour of WSO is helpful and that for those who have not had the opportunity to visit – they may better understand the day-to-day operations and the challenges we face.

[Link to the Video Presentation https://www.nar-anon.org/office-tour](https://www.nar-anon.org/office-tour)

This concludes the presentations
from the IWSC 2024