

## REPORT FROM THE HUMAN RESOURCE PANEL

Greetings from the Human Resource Panel members. First, we want to thank conference participants for the confidence you have shown us by asking us to serve our fellowship. We had our first meeting on 11-12 August, at which time Jim E was selected as panel leader. As outlined in the motions passed at WSC 2000, terms were also decided at our meeting. Jim E and Garth P accepted two-year terms (one conference cycle). Charlotte S and Mike L accepted four-year terms (two conference cycles).

The meeting began with an exercise designed to help us know each other better and work together toward the same goal. With the addition of three new panel members, we also spent a considerable amount of time bringing everyone up to date about the work of the previous panel during the 1999-2000 conference year.

Our review of the latest report on the status of the World Pool indicates that there are currently 415 members in the pool—350 members are active and 65 members are inactive. Some pool members became inactive because they chose not to update their resume or to respond to our inquiries.

We have received a significant amount of input from conference participants in addition to the comments that were included in the WSC evaluation forms. These comments and the written input were discussed at length at our meeting and the results of our discussions are reported below.

Several questions were submitted to the HRP for the interview and reference forms used by the HRP members. Each submission will receive fair and thorough consideration in our future discussions. The forms themselves will undergo close scrutiny and an overhaul between now and December 2001.

The service resume form will be the focus of our November meeting. We are in the continuing process of reviewing the World Pool resume—to make it as useful, friendly, and easy to use as possible—striking a balance between easily identifiable skills and giving members an opportunity to express themselves on philosophy, initiative, and service experience. We received many suggested additions and deletions. Our goal is to provide you with a form that will:

- ◆ Not need to be altered in a substantial way over the next few years;
- ◆ Require less time to complete;
- ◆ Be completely functional within the new database;
- ◆ Provide the information needed by both the HRP and the World Board to provide a list of qualified members to serve on world service projects; and
- ◆ Provide the information conference participants need to elect members to world service positions.

It is our hope that the improved world pool resume will eventually be fully interactive, possibly by the summer of 2001. This means you will be able to fill it out and submit it directly from the NAWS website.

Many of you asked about election procedures. We will be working closely with the World Board Executive Committee to finalize election procedures for approval by conference participants.

Issues of equity between nominations, candidate profile reports and resume packages, and the distribution thereof, certainly received the most input. We had some significant discussion on these issues already, and reached initial consensus on the following points. The Human Resource Panel recognizes the importance to regions of having the ability to make regional nominations, and we have no desire to remove or discount regional nominations. Our hope is to examine the logistics and the philosophy of the issue. We believe that regional nominations should be treated differently than HRP nominations, simply because they do not go through the same process as nominations made by the HRP. But, we want to emphasize that “different” doesn’t have to imply “bad.” For example, to better serve

conference participants, we believe the packages of information for HRP nominations and for regional nominations should always be color-coded differently and be visually different because they are, by definition, different in content. We have no objection to distributing them at the same time. However, we also agreed that it would not be helpful to hold the Candidate Profile Reports for two or three days so they can be distributed at the same time as the resume packages for regional nominations—this would only serve to give conference participants more candidates to review in a shorter amount of time. We came to consensus that the solution to providing conference participants with the Candidate Profile Reports and the resume packages at the same time, lies with setting a deadline for regional nominations that is at least a few weeks prior to the opening of the conference. This type of a change would require a conference action at some point. We know that some participants might resist this kind of timeline. Nevertheless, it is the only way we can think of to distribute both packages at the same time, and still allow people enough time to review them thoroughly. We plan to discuss this more at future meetings, and we hope to engage conference participants in the discussion of this important issue in the future.

Many people also asked about the timeframe for submitting resumes. We already know that our process for selecting nominees for elections in 2002 must begin no later than September 2001. This means that a deadline for people to submit their resume in time to be part of the process must be established as **1 September 2001**. Any resumes submitted after that date will not be considered for possible nomination to elected positions at WSC 2002. Of course, resumes can still be submitted after 1 September 2001 and be eligible for selection to work on world service projects and work groups.

We are continuing to examine and refine our internal guidelines, especially concerning the HRP process for providing the World Board with a list of qualified world pool members who might be qualified to serve on WS projects or initiatives. We intend to continue working closely on this with the World Board Executive Committee.

There were several projects approved in the WSC 2000 budget that may utilize World Pool members: Standards for World Service Communications project; Service Material Evaluation and Development project; and Recovery Literature Development (Option Y). The Human Resource Panel will be providing lists of qualified World Pool members to the World Board for these projects if requested.

We agreed that we may need to meet six times over the next two years: November 2000, February 2001, July 2001, October 2001, and March 2001. At our November meeting, we will be meeting with the World Board Executive Committee for a few hours to discuss items of mutual concern.

We all want to emphasize that your continued interest and involvement is important to each of us, and we encourage your continued direction. Please submit any ideas, suggestions, or input to us as quickly as possible.

In Service,

Your Human Resource Panel