

RBZ Overview

As stated in *A Guide to World Services in NA (GWSNA)*, regional service committees, zonal forums, and the World Board have the ability to forward potential candidates to the Human Resource Panel (HRP), for our consideration for nomination at the World Service Conference. The process is known as the “RBZ” (Region, World Board, Zonal Forum) process and the positions for consideration are WSC Cofacilitator, Human Resource Panel member, and World Board member.

HOW TO IDENTIFY MEMBERS FOR CONSIDERATION: There are many ways for RSCs, zonal forums, and the World Board to recognize people who may be potential candidates. Here are a few examples:

- Your service body may identify someone who has been a trusted servant in the past and exhibits leadership abilities
- An individual NA member may suggest another member they believe to be a viable candidate for the HRP to consider
- Someone from the NA community may approach the body and state that they are interested in gaining an “RBZ” recommendation from the body

Options are not limited to this list. It will be important for each service committee to consider how they will decide upon RBZ candidates to forward. We encourage your committee to discuss and develop a process that works best for you. As a part of that, you will want to speak with the candidate before forwarding their name to the HRP. This will save time if the person is not interested.

Here is an RBZ checklist to take into consideration:

- Consider the individual’s abilities and their qualifications for the position, using the resources provided
- Be sure the member is aware of your recommendation
- Note that this is a recommendation, not a nomination

As stated in *GWSNA*, “the World Service Conference has elected to use English as the working language of its plenary and committee meetings, records, and primary reports.” Candidates must be able to communicate in English to be considered for nomination.

We encourage RBZs to use all the following information: your history with the candidate, excerpts from *GWSNA*, the Fourth Concept essay (www.na.org/englit), and the candidate’s responses to the questions offered in this resource, to evaluate the candidate’s qualifications, and to determine if the body supports an RBZ recommendation.

Here is a link to the RBZ candidate submission form. Please note that the form is to be completed by a member of the service body, not the candidate. Here is that link:

https://naws.formstack.com/forms/2026_rbz_form

The following information is extracted from *A Guide to World Services in NA*, available here www.na.org/handbooks

World Board Member:

- Ten years continuous clean time.

In addition to the qualities expressed in Concept Four such as humility, integrity, trustworthiness, and strong commitment to open communication, the following qualifications for nomination and election to the World Board are written to express the variety of skills and experience necessary to the board's optimum operation. A single individual may not have all of the qualifications listed below. These qualifications should not be viewed as a list of absolute requirements, but rather as an expression of the qualities and experience that will help the board to best serve our fellowship:

- History of both completing work independently and working well within a group.
- Familiarity with and commitment to the World Service Conference vision of a global fellowship demonstrated through world service or personal life experience.
- Familiarity with the Narcotics Anonymous service structure.
- Administrative skills.
- Experience with plan development and financial forecasting.
- Organizational and communication skills.
- Ability to donate sufficient time to attend meetings, travel, and to fulfill the additional commitments of board membership.
- A working knowledge of the Twelve Steps, Twelve Traditions, and Twelve Concepts of Narcotics Anonymous.

Human Resource Panel Member:

- Eight years continuous clean time.

Membership requirements: As well as holding no other world service commitments by the time they assume their duties on the Human Resource Panel, all prospective Human Resource Panel members should demonstrate the following:

- Ability to protect confidential information held in the World Pool and revealed during the Human Resource Panel nominations process.
- History of both completing work independently and working well within a group.
- Familiarity with the Narcotics Anonymous service structure.

- Organizational and communication skills.
- Ability to donate sufficient time to attend meetings and to fulfill the additional commitments of Human Resource Panel membership.
- A working knowledge of the Twelve Steps, Traditions, and Concepts.

WSC Cofacilitator:

- Eight years continuous clean time.

The qualifications for the WSC Cofacilitator are:

- A demonstrated ability to preside over business meetings.
 - A working knowledge of WSC policies and procedures.
 - A working knowledge of *Robert's Rules of Order* and general parliamentary procedure.
 - Demonstrated organizational skills.
 - Holding no other world service positions or responsibilities at the time of assuming the Cofacilitator's duties.
 - A working knowledge of the Twelve Steps, Twelve Traditions, and Twelve Concepts of Narcotics Anonymous.
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The following pages provide a tool to help service bodies (RBZs) better understand the RBZ recommendation process. We also offer a list of questions we encourage RBZs to ask candidates as a part of your leadership identification efforts.

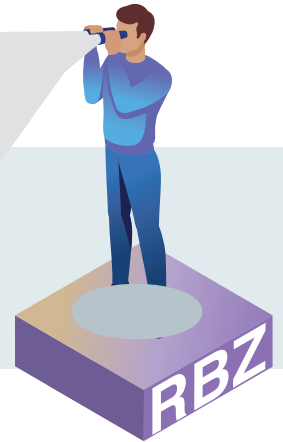
The RBZ Process

Start Here

RBZs consider candidates for recommendation

We encourage RBZs to identify candidates and consider the leadership qualities described in our Fourth Concept to identify potential trusted servants. (click [here](#) for *Twelve Concepts*)

Trust
Humility
Integrity
Honesty
Courage
Open-mindedness
Willingness



RBZs may also respond to requests to be considered for an RBZ recommendation from members of their community.

We suggest using “RBZ Questions” on the last page of this document as a foundation when considering a candidate. The questions are offered in support of your decision-making process, there is no need to send question responses to the HRP.



We encourage RBZs to use all of this information, *A Guide to World Services in NA*, the Fourth Concept, and a candidate's responses to the questions, to evaluate a candidate's qualifications, then consider if the body supports a recommendation.



Submissions Open October 2024–September 2025

RBZs submit candidates to the HRP

Submissions are made via our online form, provided to each Conference participant.



Once they receive the submissions, the HRP contacts the candidate directly to begin collecting information that supports the HRP nomination process.

