




What's happening in NA World Services that you may want to know...


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We hope you will forward this page by email or copy it for interested members, your ASCs, and your RSCs. We continue to encourage people to obtain e-subs to *The NA Way* and *NAWS News*. This helps us to communicate more effectively and control distribution costs.
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Chapters One and Two, and a working outline for *Living Clean* are out for fellowship review and input until 15 September 2009. You can find the drafts from the link on the project page at http://www.na.org/?ID=Living_Clean_Project and access with the password and user name of WSC2010. You can also submit your input online. In addition you can help contribute to the ongoing writing by sharing your experience with any of the material in the outline as source material for the chapters. You can find this at <http://www.naws.org/lc/>.
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You can help us with the Service System project by sending us your best practices on a local level. What are you doing in your NA community that is helping improve service delivery, build communication and cooperation, and more successfully carry the message to the addict who still suffers?
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Updated tools for the three Issue Discussion Topics for this cycle—*Leadership; Communication; and Our Freedom, Our Responsibility*—are available online at <http://www.na.org/?ID=IDT-IDT>.
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As in the rest of the world, we at NAWS have some financial challenges ahead of us. Costs have increased for developmental literature, translations, fellowship development and workshops, WSC publications, shipping, public relations, and the meeting of the World Service Conference. Nonetheless, we were able to provide over \$617,000 in free or subsidized literature to members around the world on your behalf in the first ten months of this fiscal year.
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Effective 1 July 2009 the cost of translated versions of the first portion of the Basic Text will be \$7.50, and literature from WSO Europe will be priced in Euros.
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A worldwide workshop is scheduled for Boston, Massachusetts, 20–22 November 2009. Plans for workshops in Japan and the Middle East are underway. Please visit <http://www.na.org/?ID=nawsevents-event-reg> for more information.
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WCNA 33 will be 20–23 August 2009 in Barcelona! The last world convention in Europe was in 1995, and the next will be in 2027. This is a unique opportunity to celebrate both our recovery and our diversity. We currently have pre-registrants from 43 countries and are working hard on providing lots of fun and entertainment to go along with the recovery. Come and celebrate with us! Please visit <http://www.na.org/wcna/>
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Individuals who wish to be considered for nomination by the HRP to a world services position need to submit or update their World Pool form by 31 August. The Human Resource Panel also distributed a new form in March that must be completed by 31 October for all candidates submitted to them by regions, zones, and the World Board.

Go to *NAWS News* at <http://www.na.org/?ID=reports-nawsnews-nawsmain>



MOVING FORWARD IN THIS CYCLE; MOVING TOWARD THE NEXT CYCLE

The World Board met 22–25 April 2009 in Chatsworth, CA, and we had an ambitious, productive meeting. Our agenda centered on the conference projects, strategic

planning, WCNA 33, and the current financial picture of NAWS. Additionally, we reviewed the process by which regions, zones, and the World Board forward candidates for consideration for world service positions and began to consider board criteria for nominations.

We spent a full day in a facilitated discussion focused on our Service System project. The Service System Workgroup members and staff participated with us in this planning day which was a follow-up from our January meeting. This session was a brainstorming of ideals and ideas. Our service delivery structure has been functioning for years in a prescribed manner that may not be the best way to meet our collective needs or carry the message. To consider what needs to be accomplished to improve the service system as a whole—who do we need to reach and what vehicles may help provide the services—is a huge undertaking. Together, we laid the directional groundwork and refined the focus for this project. We followed up with the Service System Workgroup for a half day on Saturday discussing issues related to regional seating.

We spent time reviewing the topic outline and Chapters One and Two for the *Living Clean—The Journey Continues* book-length project. We offered constructive feedback to the workgroup's pieces in an effort to get them ready for review and input.


WCNA 33 registration numbers and the Barcelona site challenges completed our agenda. We have nearly 3,000 registered for the world convention in August 2009, and we continue to look at ways to maximize our use of the location of this convention and increase registrations. As we have reported, we hope to see 5,000 members in Barcelona, which for many will be an once-in-a-lifetime recovery event on the Mediterranean.

Finally, we are considering ways to maximize reporting and conserve production costs for *NAWS News*, *The NA Way*, and *Reaching Out*. We have created a front-page synopsis for *NAWS News* and would like to encourage you to distribute this one page to your RSCs and RCMs. Please contact us with your ideas or experience at worldboard@na.org.

WEBSITE UPDATE



We launched the new version of www.na.org in early March. Many visitors have remarked about the improved ease of use and general functionality of the website. It continues to be

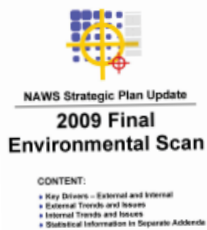
a work-in-progress, as we anticipate making changes to it frequently. Members can subscribe to an RSS (Really Simple Syndication) feed that allows them to be notified of any changes to the website on a daily basis. To subscribe, go to the front page of www.na.org and click on the RSS symbol  on the "What's New" button.

We have also noticed a considerable increase in overall website traffic during the last month. We now receive more than seven million hits a month on the various web servers that comprise www.na.org. We are including some links to some of the most popular areas of the website:

- **World Convention:** <http://www.na.org/wcna>
- **Recovery Literature online:**
<http://www.na.org/IPs>
- **WSC Projects and News:**
<http://www.na.org/conference>
- **Meeting Search:**
<http://www.na.org/index.php?ID=home-content-fm>
- **Locally-developed Resources:**
http://www.na.org/?ID=local_resource_area
- **Subscribe to the daily JFT email service:**
<http://www.jftna.org/jft-subscription.htm>
- **Discussion areas:** <http://disc.na.org>

Speaking of the *Just for Today* daily email list, we are pleased to be able to report that it has been a great success. As of now, well over 17,000 subscribers receive the daily meditations in their email boxes. To join this list, click on the link above.

On a final note, we must report that we are closing the Fellowship Issue Discussion boards as of the end of May. These boards were developed as an experiment, designed to nurture discussions about the various Fellowship Issue Discussion Topics, generated at the biennial World Service Conference. The experiment, however, has not yielded the results we had hoped for originally. Participation on these boards has decreased continuously over the past year or so, and oftentimes the discussions veered completely off topic. After lengthy discussions, we decided that it was time to close down these boards. We encourage you to participate in the many specific discussion boards that we still have online at na.org—these include boards for regional and area service, H&I, PR, conventions, literature distribution, the *Living Clean* project, as well as a discussion board for conference participants. The boards can be accessed at www.na.org/?ID=discussion-area.



STRATEGIC PLANNING— OUR FIRST STEP

We took our first step to plan for the 2010–2012 conference cycle during our April board meeting. Jim DeLizia facilitated this planning day which focused on the 2009 NAWS Environmental Scan. An environmental scan is similar to an inventory; we look at external and internal factors that may influence Narcotics Anonymous. This scan provides a variety of information about drug use, criminal justice, and treatment trends throughout our worldwide fellowship. We took this opportunity to walk a number of identified trends through our planning steps. Many members wonder how we arrive at project plans; this may help illustrate the process. The environmental scan is our first step in the development of project plans.

One example of a trend that has emerged in recent years is the growth of drug courts inside and outside the US. We are acutely aware of the affect drug courts have had in the US and need to consider how we can continue to assist members and service committees with the influx of these potential members. We also need to consider governmental attitudes toward addiction outside the US and examine how international drug courts may function differently from the US.

While looking at the external factor, drug courts, we need to consider internal factors. These include members' attitudes toward court-referred clients, service committees' support of groups with an influx of potential members, finite human and financial resources, and service and communication tools. We will also review approaches that were prioritized for 2008–2010 to determine whether these help with identified trends.

Of course, we always need to consider the principles of our Fifth Tradition and the ideals expressed in our vision statement: that NA be viewed as a viable, credible program of recovery, and that every addict has an opportunity to experience recovery in his or her language and culture. We briefly highlighted one trend above to give an example of the first step of our planning process. With each identified trend that we addressed, we considered how this will affect Narcotics Anonymous—our members, our meetings, our service communities, and our public relations. An analogy may be the dropping of a stone in a pool of water and watching the ripple effect. With each trend, we consider our primary purpose and what effect ripples may have on our fellowship.

Our second planning meeting will happen in June. We will take all identified trends, especially ones that would benefit from a more immediate response to help us maintain the integrity of our message of recovery, and develop the goals and objectives to help us address these trends. This work will result in the project plans for the 2010–2012 conference cycle.

CONFERENCE PROJECT UPDATES

LIVING CLEAN

The Living Clean Workgroup met 19–21 February 2009. The group focused on reviewing the drafts of Chapters One and Two and engaged in a discussion that will form the base for Chapter Three. Work is continuing with the drafting of the text.

The best time to affect the development of literature is in the early stages; this has contributed to us trying new and innovative methods of gathering input. The latest innovation is in the form of a discussion board that is **PUBLIC** and is open to all members of the fellowship. We sent out an eblast inviting people to join the discussion board where they can participate in the development of new NA literature. This discussion board is open to any NA member; upon registering, you choose a screen name and also have the option to hide your email address. The link is: <http://naws.org/lc/index.php>. The discussion board is divided up by chapter and the topic outline is posted there for easy reference. Members are sharing their experience in living clean regarding the topics covered on the outline and some other topics, as well. This is a wonderful reservoir of source material that is aiding in the development of the book.

There are over 500 responses to the online survey at the current time. The survey can be found here: http://www.na.org/?ID=Living_Clean_Project. We are grateful to those members who have shared their responses with us, as this has moved us closer to the goals of this recovery literature. For members who want to participate through survey responses, please complete your survey by 15 July 2009. We will be discontinuing the survey mid-July and be offering the discussion boards as a forum for responses.

At the April board meeting, we were able to complete the review and input drafts of the working outline, Chapter One and Chapter Two. That review and input material is included with this mailing and can also be accessed online from the links on the main project page: http://www.na.org/?ID=Living_Clean_Project. We are open to new ideas for these drafts and the outline. We probably did not capture every recovery life situation. Please share your ideas with us.

SERVICE SYSTEM

One of the interesting “firsts” at our April meeting was a joint meeting with the Service System Workgroup. Most of the time, coordination between the board and workgroups of the board takes place through communication relayed by the board member(s) on the workgroup and NAWS staff. This past board meeting was the first time we ever met together with a workgroup and worked side-by-side to forge some of the foundations of a project.

The Service System Workgroup is charged with framing models for more effective service delivery, and the nature of that task is potentially so large and fundamental that we thought it best for us to meet together to discuss some of the basics. We are all in agreement that we can't afford to limit our thinking this early on in terms of what a functional and effective service system might look like. The scale of change this project may end up proposing is potentially as broad sweeping on a local level as the changes in 1998 on a world level that brought about the restructuring of world services.

On Thursday we spent the day together talking about some of the fundamental "givens" of the service system—what needs must an effective service system satisfy, for instance. Friday the workgroup, independent of the board, continued that line of thinking, developing ideas about the functions and characteristics of a healthy service system and what variables it has to consider. This kind of groundwork will help us build a template to use when creating and evaluating potential models for service delivery.

Saturday afternoon, we talked about WSC seating, a separate but related issue that may be affected by the work of the Service System project. Our discussions were primarily focused on the philosophical issues and underlying principles of regional representation at the WSC. We refrained from discussing the details of a new seating process. It would seem that once we are focused on the principles of the issue, a process would be most easily developed. One thing is clear: There are many facets to the issue, with no easy answers, and resolution will take the efforts of all of us. We encourage your input as we move forward in our discussions.

SELF-SUPPORT & IN TIMES OF ILLNESS

Thank you for your participation in the review and input of these materials which ended 30 May. We will be working on incorporating your ideas and finalizing the approval drafts of these three pieces.

NAWS PUBLICATIONS—MOVING FORWARD

March was the month for publications discussions, as both the *Reaching Out* and *NA Way Magazine* Workgroups came together. Both groups work mostly through email to review and discuss content, and this was a first face-to-face meeting for the *Reaching Out* Workgroup.

Reaching Out is a newsletter designed to share NA recovery with individuals in institutions. It is available as a resource for H&I subcommittees and interested members "on the outside." It is sent free of charge to institutionalized individuals who request it, and a multi-copy subscription is available for purchase. In addition, the newsletter is available

on our website: http://www.na.org/?ID=reaching_out-index. The charge for the workgroup was expanded this cycle to include planning ways to more actively engage local H&I subcommittees. The group of five NA members met in Chatsworth 27–28 March.

The NA Way Magazine Workgroup meets once per conference cycle to assess the state of the magazine and to consider changes and updates that are recommended to the World Board. During their 12–14 March meeting, three new workgroup members were welcomed.

Reports from both of these workgroups will be reviewed and discussed at the June board meeting.

FISCAL UPDATE

Change in Pricing at WSO-Europe

As we reported in January, WSO Europe has operated at a loss for the past few years. For this fiscal year, this loss is slightly over \$60,000 with two more months to go in our fiscal year. We find ourselves in this position at WSO E primarily because we began a practice, years ago, of setting our literature prices based on the Dollar-Euro exchange rate each month in order to ensure the availability of literature in Europe. For a branch that has expenses in Euros, as well as additional expenses like VAT (value added tax) that are not incurred by NAWS in the US, this practice does not make sense.

When we analyzed prices for the last ten years, the average exchange rate for that time period was approximately 1.14. The problem for most of our European customers is that in looking at this fiscal year alone the average has been about 1.37. This large of a pricing change all at once is difficult for any of us to withstand. We have thought long and hard about the proposed price change and realize that while it is something that we need to move towards, this significant a price change does not seem reasonable or fair to institute all at one time.

We will be standardizing pricing at WSO Europe beginning 1 July 2009 for one year. This pricing is an average increase of about half of the difference from current exchange rates and will remain in effect until 30 June 2010. We want to use this time to have discussions about what we can do to move to pricing that is both fair and reasonable to the member communities of Europe and to NAWS. We hope that by splitting the difference in the pricing change originally planned for 1 July between NAWS and the local communities that this discussion can actually occur. We have not yet had clear discussions between affected members and NAWS about the reason and need for the increase. And this is a discussion that we must have to ensure our collective future.

We at NAWS do everything in our power to ensure that literature is available to all members. In addition to extensive translation and production efforts, we provide free or

subsidized literature to our members around the world. For the first ten months of this fiscal year, that figure already totals over \$617,000. What we want to ensure, in our discussions with affected members over the next year, is that we all participate in guaranteeing that our message is available to anyone, anywhere seeking recovery. Through working together and collectively discussing literature pricing, we will find a solution; for years the issue of literature pricing has not affected Europe in the same way as it has affected the US. This is simply not an issue for US members to ensure that the needed funds are available to fulfill our primary purpose. All NA communities bear that responsibility.

The exception is the Book One versions of the translated Fifth Edition Basic Text. The issue of pricing for this version of the text was discussed at WSC 2008 and reported extensively

since the conference. As a reminder, what we previously reported was:

As we discussed at WSC 2008, the price for translated texts that only contain the first ten chapters of the Basic Text was originally set to ensure the availability of this material rather than being priced like other literature. With the Sixth Edition Basic Text being priced at \$11, it seems past time to adjust the cost of these alternate versions. Effective 1 July 2009, the price of these versions will go from \$5.50 to \$7.50. We will continue to work with the many affected communities that receive either additional discounts or subsidies or free literature.

The revised pricing for WSO Europe for 1 July 2009 through 30 June 2010 is as follows:

Item Description	in USD	May-09	New Pricing 1 July 2009- 30 June 2010	1 July 2009 Price Change
6th EDITION BASIC TEXT	\$11.00	8.28 €	9.50 €	
NA BASIC TEXT	\$9.70	7.31 €	8.50 €	
BOOK ONE VERSION OF BASIC TEXT	\$5.50	4.14 €	6.50 €	\$7.50
JUST FOR TODAY: DLY MEDITATION	\$7.70	5.80 €	6.75 €	
IT WORKS: HOW & WHY	\$7.70	5.80 €	6.75 €	
INTRODUCTORY GUIDE, REVISED	\$1.70	1.28 €	1.50 €	
NA STEP WORKING GUIDES	\$7.30	5.50 €	6.50 €	
NA WHITE BOOKLET	\$0.63	0.47 €	0.55 €	
GROUP BOOKLET/BEHIND WALLS/IN TIMES OF ILLNESS	\$0.81	0.60 €	0.70 €	
NA: A RESOURCE IN YOUR COMMUNITY	\$0.32	0.24 €	0.28 €	
H&I HANDBOOK WITH AUDIO CD	\$8.30	6.25 €	7.25 €	
GUIDE TO LOCAL SERVICES IN NA	\$6.10	4.59 €	5.25 €	
IPS THE GROUP/THE LONER	\$0.26	0.20 €	0.23 €	
IPS	\$0.21	0.16 €	0.18 €	
IPS QUANTITY	\$0.19	0.14 €	0.17 €	
SERVICE PAMPHLETS	\$0.26	0.20 €	0.23 €	
SERVICE PAMPHLETS QUANTITY	\$0.24	0.18 €	0.21 €	
SERVICE PAMPHLETS	\$0.21	0.16 €	0.18 €	
SERVICE PAMPHLETS QUANTITY	\$0.19	0.14 €	0.17 €	
KEYTAGS	\$0.45	0.34 €	0.40 €	
BRONZE MEDALLIONS	\$2.75	2.07 €	2.40 €	
BI-PLATE MEDALLIONS	\$12.13	9.14 €	10.50 €	
TRI-PLATE MEDALLIONS	\$20.00	15.06 €	17.50 €	
TRI-PLATE MEDALLIONS QUANTITY	\$16.00	12.05 €	14.00 €	
LIT RACK: WIRE 16-POCKET	\$22.60	17.02 €	20.00 €	

RECOVERY LITERATURE

We are grateful to share exciting news with you. March 2008 we saw gross literature sales of over \$1,000,000 for the first time in NAWS history. We are humbled to imagine how many addicts worldwide are reading and sharing our message. This is truly a worldwide fellowship, where we continue to strive for all addicts to experience recovery from the disease of addiction in their own language and culture. Miracles happen and dreams can come true!

We have also provided over \$617,000 in free or subsidized literature so far this fiscal year. This figure continues to increase each year. Our ability to respond to this increasing demand is certainly made easier with literature sales like we experienced in March—yet more support for that basic NA saying “Together We Can.”

In many other areas, we continue to look for ways to control or reduce costs and are happy to report that we are in a slightly better financial position than previously, though certainly not out of the woods yet.

MEMBER CONTRIBUTIONS

In March member contributions were above average as compared to the previous thirteen months, but still fell five thousand dollars below the budgeted amount. Forty percent of the total month’s contributions came from just two regions. On one hand, we are grateful for the March report; as it provided us with a glimmer of hope. On the other hand, we do not know whether the overall decline in contributions is tied to the global economic climate. We realize that many areas have made an effort to limit expenses. Perhaps, in some communities funds are being held “just in case.” This leads us to the question: In case of what? By the very nature of the disease of addiction, we tend to hold onto money rather than letting go and exercising faith. How many of us have had the experience of letting go, surrendering and having faith? This action has been proven to be the path which reaffirms our spiritual principles. Experience seems to demonstrate the principle of ‘we keep what we have by giving it away’ and this includes letting accumulated funds flow. By maintaining our faith, we realize that funds are replenished and services to members and groups continue.

NAWS OPERATIONS

We would like to take this opportunity to be accountable and respond to the ongoing e-mail thread that many members have received and disseminated to others regarding information about the NAWS Executive Director’s salary. This information contained both accurate and inaccurate information, but rather than debating details we want to provide some accurate information and our perspective on this.

The Executive Committee of the World Board serves as the personnel committee of the board; we are charged with annual review and appraisal of the Executive Director. In 2002, after we changed from having a “Co-Executive Director” arrangement to having a single Executive Director, the Executive Committee undertook an exhaustive comparison of our executive compensation compared to other similar organizations. To find our place in the picture, we looked at such things as number of employees, branch offices internationally and annual revenues. We also sought to equalize cost of living factors to account for the location of our office in Los Angeles. For this analysis, we used Guide Star (<http://www2.guidestar.org/>), a leading resource for just this sort of information on non-profits. The result was that we determined that our executive compensation was quite low compared to the market. So much so, in fact, that in order to bring our Executive Director to a level more in line with a fair market compensation, we felt it would be more prudent to implement a series of salary increases over the next few years rather than taking a single dramatic jump.

This was done, of course, in conjunction with an assessment of our Executive Director’s performance. Our ED had, over the past several years, been rigorously pursuing his own personal and professional development, including pursuing a degree, serving as the chairperson of two committees for an international association of non-profit executives, currently serving as an association committee member, and leading NAWS through a process of adopting and implementing strategic planning that was transforming our organization. We found ourselves in a position where in our assessment, our ED’s performance was excellent by virtually any measure, but he was significantly under-compensated. This was a situation we felt needed to be corrected, and we did correct it.

We welcome accountability to the fellowship we serve on matters like this. Unfortunately, in this case, the method chosen by some to raise their concerns was to send out e-mail to large lists of members with accusations and information ranging from straightforward and accurate in some instances to outlandish and potentially destructive in others. It has been gratifying to see that, as always, many of our members of good will who really want to understand simply reached out and asked. Enough did, in fact, that we felt this mention in *NAWS News* might be helpful to others who may have wondered what this was about. We always invite your direct inquires on anything like this to worldboard@na.org.

We never have and still do not discuss the specifics of people’s compensation at the WSO, because we believe that the privacy of our special workers needs to be respected. On the other hand, we believe that we ought to be transparent and open with the fellowship about the general principles we are operating under regarding compensation, and the

general ranges we believe are appropriate for the various levels of responsibility at NAWS. The general principle here is that we do periodically look at the compensation levels of other similar organizations for their staff, and we do attempt to ensure that our staff is fairly compensated for their efforts on our behalf. We cannot always pay staff at the level we'd like to based upon their talent and dedication, but we do evaluate their performance regularly and make reasonable efforts to retain the excellence, experience, and dedication that is so common among our staff through fair and equitable compensation practices.

WSC SEATING UPDATE

The published deadline (1 April 2009) for requesting consideration for WSC seating of a new region has passed. Following is the current list of those regions indicating that they are interested in seeking seating at WSC 2010:

- Malta
- Lithuania
- Denmark

As you may remember, the decision was made at WSC 2008 to place a moratorium on the criteria for seating of regions that result from regional splits until 2012. This moratorium still allows new regions, not resulting from a regional split, who have never been represented in any way at the WSC—those NA communities growing and developing throughout the world—to continue to apply for seating and be considered by the conference. None of the regions requesting seating were created as a result of a regional split.

With that considered, as we did in preparation for WSC 2008, we will engage in a discussion with each of the three regions that have applied, in an effort to determine if now is the best time for them to be considered for WSC seating. Many factors go into that discussion and we will report the outcome along with our recommendations, with the final decisions being made at WSC 2010.

WCNA 33 20–23 August 2009 Barcelona, Spain



We are enthused with almost 3,000 people from 43 countries registered for WCNA 33. Our vision and desire to celebrate recovery with 5,000 registrants on the Mediterranean Sea in Barcelona may become a reality. With all of the

people who have already booked cabins on the week-long cruise leaving Barcelona at the conclusion of the convention, we will be looking into having meetings during the cruise.

In addition to the cruise, we are encouraging and working with areas and regions surrounding Barcelona on events that are either pre- or post-WCNA 33. We are hoping that if it is your plan to see the Costa del Sol or make a quick trip to the south of France (a five-hour drive) you will be able to attend some local NA events while you stay in these world-renowned vacation destinations. As those NA events are planned, you can check our website at www.na.org/wcna. We hope knowing you have other European destinations to incorporate into your vacation will make your trip to Barcelona more enjoyable.

With all the expenses associated with entertainment, the economic downturn, and desire on the part of many for Spain to be the beginning or ending of a longer European vacation, we decided that we would have no paid events. Of course, we will be offering a festival on Saturday night and we will have coffee houses with live music on Thursday and Friday nights outside the convention center on the beach. This is in addition to dances at the AC Barcelona each night. We are simply including these recovery activities in the registration charge. You won't need to incur any further expense for entertainment at WCNA 33.

The Program Development Group has been listening to CDs and will be making suggestions to us for main speakers, and then begin working on workshops and selecting speakers based on the registration lists. Currently, we anticipate that the program will offer fifty recovery meetings and workshops. As you know, workshop speakers are selected from people already planning to attend the convention, while main speakers are funded to attend the convention.

The WCNA 33 Support Committee met with NAWS staff responsible for planning the convention on 9–10 May 2009 in Barcelona. At this meeting they worked on volunteer recruitment, the primary responsibility of the support committee, as well as input on other areas of the convention such as the coffee houses and festival, to give this recovery event the distinctive feel of Barcelona, Spain. If you are planning to attend the convention and have not signed up to volunteer yet, please go online to sign up. This is a great way to meet people from all over our fellowship.

Our public relations efforts in Barcelona for this convention have been unique, and we are utilizing the skill and experience of the support committee to assist us. We have been working with a PR firm in Barcelona whose aim is to help us raise awareness of NA. This has been necessary in order to get some assistance from the local government for the convention. The support committee has been assisting in this process, and our hope is to leave Barcelona and Spain with a group of NA members who can continue the PR efforts that have begun.

For additional updates about WCNA 33 as they become available, please go to www.na.org/wcna.

WORLDWIDE WORKSHOP

It is not too early to plan to attend a fall worldwide workshop: 20–22 November 2009 in Boston Massachusetts. This is sure to be a great opportunity to interact with members from in and around Boston, the Northeast, Canada, and beyond. We will have more details on the Boston WWW as we move closer, and once those details are finalized we will post a flyer and online registration on the website.

We hope everyone will help us get the word out on this workshop to ensure a successful event. Remember, registration is free and the program is designed to be of interest to every NA member, not just those involved in structured service in NA. It is a great opportunity for members to share what is going on in their NA community and broaden their perspective by hearing and seeing what is going on elsewhere in NA.

We are also currently planning a workshop in Japan in November and in the fall in the Middle East. We will post details of this as they become available.

NAWS STAFF UPDATES

Two new shippers began employment in our warehouse on 9 February; Hugo Ramirez as a full-time shipper and John Czifra on a part-time basis. Hugo joined the Shipping Department when Arthur Carbajal was promoted from shipper to the customer service position that opened with Peggy Labon's promotion to administrative assistant in the Production Department. On 4 May, John was promoted to full-time shipper, filling the position from Martha Avalos whose last day was the first of May.

Tony Greco, who was working for us as an independent contractor since 12 March 2007 as Convention Operations Coordinator, resigned his position with us in April.

We wish them all well.

FROM THE HUMAN RESOURCE PANEL

Greetings from your HRP. We are fast approaching a few important deadlines and we wanted to remind everyone of them.

In March, we sent all service bodies a packet of detailed information on how to utilize the RBZ process. This process allows the World Board, regions and zones the opportunity to forward potential candidates to the HRP. The packet included the applicable submission form with a new rationale questionnaire. Our hope is that this new questionnaire will offer us additional perspectives that will strengthen our ability to consider those potential candidates. We asked the service bodies to complete this form for each candidate they submit. These forms can also be completed online, here is that link: <http://www.naws.org/hrp/rbz1.htm>. That deadline is 31 October 2009.

Concurrently we contacted all members in the World Pool who have not updated their World Pool Information Form (WPIF) in the last three years. We used electronic communication (email) as our means to contact these members. If we do

not receive updated WPIFs for these members by 31 August, they will be removed from consideration in the upcoming nominations process and will be deemed inactive. This is a requirement outlined in *A Guide to World Services*.

Once again the important upcoming deadlines are:

- **31 August 2009:** deadline for individual members to submit WPIFs, and deadline to update any WPIFs (three years or older) in order to be considered for a WSC 2010 world services nomination from the HRP.
- **31 October 2009:** deadline for region, board, and zone candidate (RBZ) submissions to the HRP (with the new questionnaire form).

We thank you again for the opportunity to serve. Please feel free to forward any thoughts, ideas, or concerns to the HRP, c/o NAWS, or via email at hrp@na.org.



CALENDAR FOR 2008–2010

Worldwide Workshops

20–22 November 2009 Boston, Massachusetts

Dates in Japan and the Middle East still to be determined.

Deadlines

1 August 2009—Regional motion deadline

Motions must be received by this date and must be in CAR-ready form by 28 August. We encourage all delegates to begin a dialogue with the WB ahead of this deadline. We will attempt to help you find ways to get your issue discussed by conference participants.

31 August 2009

Deadline for WPIF submission or update to be considered for WSC 2010 nomination from the HRP

15 September 2009

Living Clean outline, Chapter One, and Chapter Two review and input deadline.

31 October 2009

Deadline for region, zone, and World Board candidate submissions to the HRP with the new submission form

25 April–1 May 2010

World Service Conference 2010

20–23 August 2009—WCNA 33

WCNA 33 in Barcelona Spain, Amor sin fronteras, Love without Borders

22 August 2009—World Unity Day