

collaborative

Invest
in Our
Vision

NA

effective

Conference Agenda Report
26 April-2 May


contribute

**This is the second of five
PowerPoints covering
material in the 2020
Conference Agenda Report**

- **NAWS Strategic Plan
and Motion #1**
- **“Mental Health in
Recovery” IP and
Motion #2**

WSC
2020

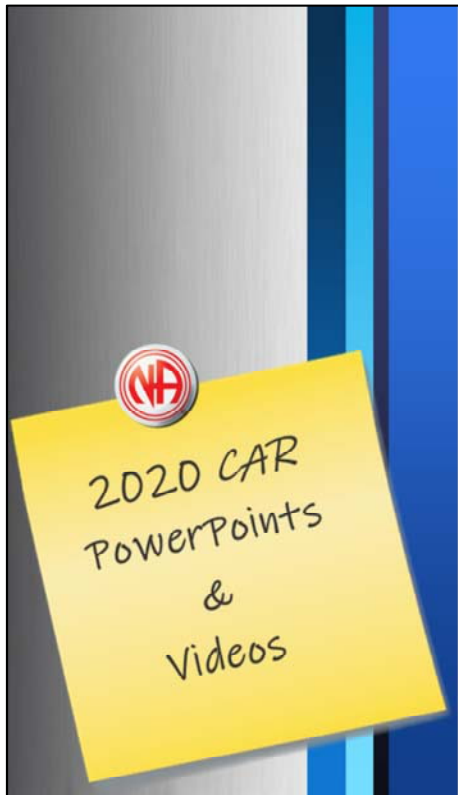
This is the second of five videos covering material in the 2020 *Conference Agenda Report* (or *CAR* for short).



2020 CAR
PowerPoints
&
Videos

1. Introduction to the *CAR*:
Invest in Our Vision, Future of the WSC,
Issue Discussion Topics
2. **NAWS Strategic Plan (Motion 1) and
“Mental Health in Recovery” IP (Motion 2)**
3. Fellowship Intellectual Property Trust
(Motions 3, 4, and 5)
4. CAR Survey
5. Regional Motions (Motions 6-16)

This PowerPoint covers the NAWS Strategic Plan, including Motion #1, and the informational pamphlet, “Mental Health in Recovery”, including Motion #2.



These videos only cover the main points of the *CAR*.

We encourage all members to read the *CAR* itself.

Please visit www.na.org/conference for the complete 2020 *CAR*.

These PowerPoints only cover the main points of the *CAR*. We encourage all members to read the *CAR* itself. Please visit www.na.org/conference for the complete 2020 *CAR* and the other videos.

NAWS

Strategic Plan

Including Motion 1

First, we are going to briefly talk about the strategic plan.

NAWS Strategic Plan



- Outlines the work we want to accomplish
- Addresses areas in which our work grows and changes

Since 2002, the World Board has developed a strategic plan for the upcoming two-year cycle. The plan outlines the work we would like to accomplish in order to move closer to our vision and our long-term goals. Much of our work remains relatively consistent from year to year and is not covered in the plan. The strategic plan primarily addresses areas in which our work grows and changes.

This diagram shows how the components of the strategic plan connect to A Vision for NA Service and to the project plans approved at each WSC.

From Scanning to Projects: The Planning Process

- ✓ Environmental scan: what's affecting NA
- ✓ Objectives: goals we want to accomplish
- ✓ Approaches: how to reach the objectives
- ✓ Prioritize: work for the 2-year cycle
- ✓ Project plans & proposed budget:
presented in Conference Approval Track
(CAT) material

building
consensus
commitment
worldwide

Often more projects
than can be completed

The strategic planning process starts with an environmental scan. We look at factors inside and outside of NA that may affect our Fellowship, and then we use this information to determine the *objectives* of the plan. The objectives are the goals we want to accomplish in the near future. The next step is to develop *approaches*, which describe the work we can do to reach our objectives. After that, we prioritize what we believe we can accomplish in the next two-year cycle.

The project plans and the proposed budget that stem from these priorities are distributed in January in the Conference Approval Track (CAT) material. Historically, the strategic plan has contained more objectives and approaches than we know we can achieve in a cycle, and often there are more projects proposed than we expect to complete. This allows flexibility to utilize resources where and when they are available while remaining accountable to the Fellowship.

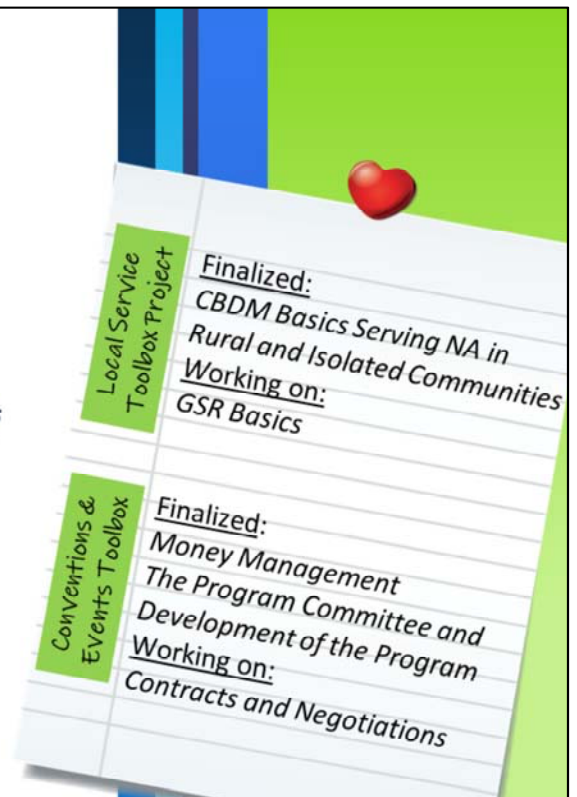
Example: Service Tools

Environmental scan = Need for simple service tools, so Strategic Plan includes:

OBJECTIVE 4: Continue to develop easy-to-use, relevant training and tools.

OBJECTIVE 5: Increase the responsiveness of the tool development process.

Approaches: Continue developing items for Local Service Toolbox and Conventions and Events Toolbox



To give an example of the process, one thing that comes up regularly when we do an environmental scan is the need for simple, easy-to-understand service tools to use at a local level. Two *objectives* in the 2018-2020 Strategic Plan are intended to meet those needs:

OBJECTIVE 4: Continue to develop easy-to-use, relevant training and tools.

OBJECTIVE 5: Increase the responsiveness of the tool development process.

Two of the *approaches* for these objectives were to continue developing items for the Local Service Toolbox and the Conventions and Events Toolbox.

We held web meetings throughout this cycle for both of these projects. The Local Service toolbox project finalized drafts of *CBDM Basics* and *Serving NA in Rural and Isolated Communities*, and is currently working on *GSR Basics*. The Conventions and Events Toolbox Project finalized drafts of *Money Management* and *The Program Committee and Development of the Program* and is currently working on *Contracts and Negotiations*. We plan to ask the WSC to set priorities for local service tools to develop next, guided by the *CAR* survey results, and we plan to continue working on the Conventions and Events Toolbox in the upcoming cycle. (For more information, see the introduction to the *CAR* survey on page 24)

Increasing Collaboration in Scanning

- **The Strategic Plan belongs to NA as a whole**
- **World Board listens carefully to respond to needs:**
 - ✓ **Conversations**
 - ✓ **Information gathered when travelling**
 - ✓ **Emails and calls from members**
 - ✓ **WSC and web meeting discussions**

Past two cycles,
surveyed
Conference
participants as
part of
environmental scan

The strategic plan belongs to NA as a whole. It articulates the work we intend to do on the Fellowship's behalf.

One of our primary responsibilities, as a Board, is to listen carefully and to be responsive to the needs and interests we hear articulated. The scan and resulting plan are shaped by the conversations we have with members, what we hear when we travel to service bodies and events, the emails and calls we receive, and the discussions at the WSC and on web meetings—all of our interactions with the Fellowship throughout the cycle. But that process may feel abstract to many members.

In recent years, we tried some new things to involve Conference participants more concretely in the planning process. For the past two cycles, we surveyed Conference participants to gather their input to the environmental scan, which gives regions and zones a direct line to participate in the planning process.

We are learning what works in this process. This cycle, we made some changes based on our first attempt to survey Conference participants, and we will most likely make other changes in the cycle ahead. The more regions and zones that contribute to the environmental scan, the more complete our vision of the needs of NA will be.

Sustainability and Collaboration

➤ Next steps:

- ✓ Asking the Fellowship to approve the plan's long-term goals
- ✓ A motion for WSC to approve the Strategic Plan as a whole
- ✓ Begin the strategic planning at the Conference itself



We've spent a lot of time discussing how to raise Fellowship awareness of the plan and how to increase Conference participants' involvement in creating it. A collaborative approach to the environmental scan was a good first step. At WSC 2020, we intend to try some further steps:

- We are asking the Fellowship to approve the long-term goals in the plan.
- We will make a motion to have the Conference approve the 2020–2022 Strategic Plan. (We always include the plan with the Conference Approval Track material, but in the past we have only asked the WSC to approve the individual project plans. This time we will ask the WSC to approve the plan as a whole.)
- And a third way we are improving collaboration is that we intend to begin the process of creating the next strategic plan—which will be the 2022–2024 strategic plan—at the Conference itself.

Motion: To approve Strategic Plan Long-term Goals

The long-term goals...

- ✓ Have always been a part of the Strategic Plan
- ✓ Do not change every cycle, but the rest of the plan does
- ✓ Are the things we must accomplish to achieve our vision

The first motion in this *Conference Agenda Report* is a motion to approve the long-term goals in the NAWS Strategic Plan. The Strategic Plan has always contained long-term goals, and these do not change every cycle, but the rest of the plan does.

The long-term goals are the things we believe we must accomplish to achieve our vision. They are ambitious, yet we have made definite progress toward each of them in the years since we began strategic planning.

NAWS Long-Term Goals

In a continuous effort to realize our vision, NA World Services strives to achieve these goals:

1. NA is understood and accepted as a relevant, reliable, safe, compatible, and spiritual program of recovery by addicts for addicts.
2. A network of worldwide trusted servants acts as an effective, consistent NA resource for local governments, professionals, and the media.
3. NA is a truly global Fellowship with increasing access to literature in all languages and a commitment by all to work together to grow the Fellowship.
4. **Technology is used more effectively to communicate in a timely manner, make it easier for members to contribute and participate, expand access to workshops and service tools, and support Fellowship development efforts worldwide.**
5. Every member understands the concept of self-support and demonstrates commitment to the Fellowship by contributing of their time, abilities, and available resources.
6. We are able to grow the Fellowship, develop literature, and improve our ability to carry the NA message by operating a sustainable organization with sufficient revenue, human resources, and infrastructure.
7. More members are discussing and building consensus on issues at all levels, generating a greater sense of trust in the global decision-making process.
8. All components of the service system work collaboratively to realize our NA Vision and goals.

For instance, number four is about using technology to improve communication and access for members.

- **Online meetings to gather trusted servants to discuss best practices; Conference participants web meetings every other month this cycle**
- **Online surveys to gather input for all literature projects.**
- **Post drafts and input forms online for member review and input.**
- **Increased email correspondence to more consistently engage and inform.**
- **Online workgroup and WB meetings.**

4. Technology is used more effectively to communicate in a timely manner, make it easier for members to contribute and participate, expand access to workshops and service tools, and support Fellowship development efforts worldwide.

Here are just a few of our improvements in this area:

- We now use online meetings to gather trusted servants to discuss best practices. We held Conference participant web meetings every other month this cycle, which has improved communication tremendously.
- We use online surveys to gather front-end input for all of our literature projects.
- We post drafts of works-in-progress online for review from members and use online forms to help members submit input easily.
- We have increased email correspondence to engage and inform Conference participants more consistently.
- We hold online meetings for workgroups and the Board. Some workgroups meet online exclusively.

NAWS Long-Term Goals

In a continuous effort to realize our vision, NA World Services strives to achieve these goals:

1. NA is understood and accepted as a relevant, reliable, safe, compatible, and spiritual program of recovery by addicts for addicts.
2. A network of worldwide trusted servants acts as an effective, consistent NA resource for local governments, professionals, and the media.
3. NA is a truly global Fellowship with increasing access to literature in all languages and a commitment by all to work together to grow the Fellowship.
4. Technology is used more effectively to communicate in a timely manner, make it easier for members to contribute and participate, expand access to workshops and service tools, and support Fellowship development efforts worldwide.
5. Every member understands the concept of self-support and demonstrates commitment to the Fellowship by contributing of their time, abilities, and available resources.
6. We are able to grow the Fellowship, develop literature, and improve our ability to carry the NA message by operating a sustainable organization with sufficient revenue, human resources, and infrastructure.
7. **More members are discussing and building consensus on issues at all levels, generating a greater sense of trust in the global decision-making process.**
8. All components of the service system work collaboratively to realize our NA Vision and goals.

Goal number seven is about building consensus at all levels of service.

- **Elimination of formal business**
- **Use of less formal consensus-based decision making (CBDM) process**
- **Published *CBDM Basics*: tool for local service bodies**
- **Seeking support, understanding, and agreement to long-term goals in Motion 1**

www.na.org/toolbox

7. More members are discussing and building consensus on issues at all levels, generating a greater sense of trust in the global decision-making process.

We made great strides toward that goal at the last World Service Conference when the WSC decided to eliminate formal business and use a less formal consensus-based process to discuss and decide on issues. We also developed a tool to help local service bodies in building consensus, *CBDM Basics*, which is posted at www.na.org/toolbox.

Those are just a few examples of what NAWS is doing to fulfil our long-term goals. We plan to talk with participants at the WSC about how to continue moving closer to achieving them. In order for this work to really belong to all of us, we are asking for your support, understanding, and agreement to the long-term goals in Motion number 1.

Motion 1: To approve the NAWS Long-Term Goals, which serve as the foundation of the NA World Services Strategic Plan.

Intent: To take a next step in creating a collaborative strategic plan for NA World Services.

Motion 1 reads:

To approve the NAWS Long-term Goals, which serve as the foundation of the NA World Services Strategic Plan.

Intent: To take a next step in creating a collaborative strategic plan for NA World Services.

Policy Affected: None

NAWS Long-term Goals

In a continuous effort to realize our vision, NA World Services strives to achieve these goals:

1. NA is understood and accepted as a relevant, reliable, safe, compatible, and spiritual program of recovery by addicts for addicts.
2. A network of worldwide trusted servants acts as an effective, consistent NA resource for local governments, professionals, and the media.
3. NA is a truly global Fellowship with increasing access to literature in all languages and a commitment by all to work together to grow the Fellowship.
4. Technology is used more effectively to communicate in a timely manner, make it easier for members to contribute and participate, expand access to workshops and service tools, and support Fellowship development efforts worldwide.

NAWS Long-term Goals

In a continuous effort to realize our vision, NA World Services strives to achieve these goals:

1. NA is understood and accepted as a relevant, reliable, safe, compatible, and spiritual program of recovery by addicts for addicts.
2. A network of worldwide trusted servants acts as an effective, consistent NA resource for local governments, professionals, and the media.
3. NA is a truly global fellowship with increasing access to literature in all languages and a commitment by all to work together to grow the Fellowship.
4. Technology is used more effectively to communicate in a timely manner, make it easier for members to contribute and participate, expand access to workshops and service tools, and support Fellowship development efforts worldwide.

NAWS Long-term Goals

5. Every member understands the concept of self-support and demonstrates commitment to the Fellowship by contributing of their time, abilities, and available resources.
6. We are able to grow the Fellowship, develop literature, and improve our ability to carry the NA message by operating a sustainable organization with sufficient revenue, human resources, and infrastructure.
7. More members are discussing and building consensus on issues at all levels, generating a greater sense of trust in the global decision-making process.
8. All components of the service system work collaboratively to realize our NA Vision and goals.

1. Every member understands the concept of self-support and demonstrates commitment to the Fellowship by contributing of their time, abilities, and available resources.
2. We are able to grow the Fellowship, develop literature, and improve our ability to carry the NA message by operating a sustainable organization with sufficient revenue, human resources, and infrastructure.
3. More members are discussing and building consensus on issues at all levels, generating a greater sense of trust in the global decision-making process.
4. All components of the service system work collaboratively to realize our NA Vision and goals.

Motion 1: To approve the NAWS Long-Term Goals, which serve as the foundation of the NA World Services Strategic Plan.

Intent: To take a next step in creating a collaborative strategic plan for NA World Services.

PAUSE FOR DISCUSSION

The second motion in this *Conference Agenda Report* is to approve the IP draft “Mental Health in Recovery” contained in Addendum A.



“Mental Health in Recovery”

INFORMATIONAL PAMPHLET

Motion 2

“Mental Health in Recovery”

The IP began from two sources:

- ✓ Regional motion in 2016 CAR
- ✓ 2016 CAR survey—one of the most highly prioritized topics

Survey to frame project plan

- ✓ >1,500 responses from 48 states and 27 countries (Nov 2016-June 2017)



carry
the
message
resources
support
trust

The process for creating the new mental health in recovery IP began from two sources. One was a regional motion from the 2016 CAR. The other source was the 2016 CAR survey; the topic was one of the most highly prioritized topics in the booklet- or pamphlet-length recovery literature section of the survey.

With this direction from the Fellowship, work on framing the project plan and gathering members' thoughts began with a survey open to any interested member. We received more than 1,500 individual responses to the survey from 48 states in the US and 27 other countries between November 2016 and June 2017. This input helped shape the project plan that was included with the 2018 Conference Approval Track material and approved by the 2018 WSC.

“Mental Health in Recovery”

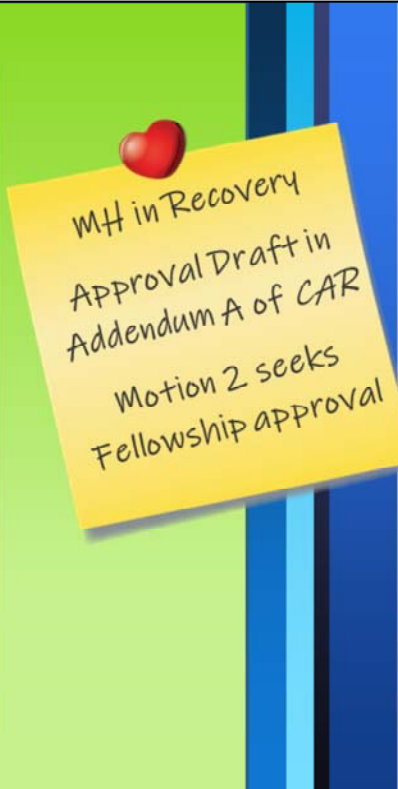
Project Plan:

- ✓ Easy-to-read
- ✓ Warm, welcoming, empathetic
- ✓ Address stigma & shame surrounding mental health issues
- ✓ Assure members mental health issues aren't unusual & recovery is possible
- ✓ Exposure to and discussion of *In Times of Illness* booklet



This excerpt from the project plan sums up the input:

The majority of members prefer an easy-to-read pamphlet that is warm, welcoming, and empathetic. We received many comments that this pamphlet should address the stigma and shame surrounding mental health issues, and assure members that this is not an unusual issue amongst recovering addicts and that recovery is possible in NA. It seems apparent that we need to have more exposure to, and discussion of, the ideas already contained in *In Times of Illness*, which do not seem to be well-known by many of our members.



- ✓ **Workgroup met Sept 2018**
- ✓ **Used survey as input source material**
- ✓ **Workgroup & focus group met online**
- ✓ **Draft reviewed by WB, and then posted for member review & input 1 Feb-15 May 2019**
- ✓ **498 responses from US & 15 other countries**
- ✓ **Workgroup met in June 2019 to consider member input and prepare approval draft**
- ✓ **Includes topic headings & NA literature quotes**

The Board put together a workgroup that met face-to-face in September 2018, using the survey input as initial source material. Both the workgroup and a focus group subsequently met online to complete a draft that was then reviewed by the workgroup and the Board. The draft was posted for input from all interested NA members from 1 February to 15 May 2019. We received 498 responses to the draft from throughout the US and 15 other countries. The workgroup met again in June 2019, to consider the Fellowship's input and to develop the approval draft of the IP.

The IP has topic headings to assist members who have specific concerns. Some ideas about mental health conditions in recovery are reiterated throughout the piece, as we believe it is helpful to illustrate their significance. As an example, we thought that experience with maintaining one's recovery and mental health well-being is important, so it is mentioned a few times. To support the experience in this IP, we have included quotes from members and quotes from NA literature. We are pleased and grateful to present an approval draft of the pamphlet in Addendum A of this CAR for the Fellowship's consideration.

Motion 2: To approve the IP contained in Addendum A, “Mental Health in Recovery,” as Fellowship-approved recovery literature

Intent: To have a piece of Fellowship-approved material available about this issue as a resource for NA members.

Motion 2 reads:

To approve the IP contained in Addendum A, “Mental Health in Recovery,” as Fellowship-approved recovery literature.

Intent: To have a piece of Fellowship-approved material available about this issue as a resource for NA members.

Policy Affected: None

Motion 2: To approve the IP contained in Addendum A, “Mental Health in Recovery,” as Fellowship-approved recovery literature

Intent: To have a piece of Fellowship-approved material available about this issue as a resource for NA members.

PAUSE FOR DISCUSSION

collaborative

Invest
in Our
Vision

NA

effective

Conference Agenda Report
26 April-2 May

contribute

- **Four other PowerPoints available online**
- **Surveys available online**
- **CAR can be downloaded or hard copies can be ordered from NA World Services**

www.na.org/conference
worldboard@na.org

WSC
2020

We hope this video has helped in your discussion of this material. Please note that there are four other videos that focus on other *CAR* contents. These videos, the *Conference Agenda Report*, and the *CAR* survey are available online at www.na.org/conference. Hard copies of the *CAR* may be purchased from NA World Services.

We welcome your questions and your feedback on these videos, the *CAR*, and all other issues at worldboard@na.org