



**This is the fifth of
seven PowerPoints
covering material
in the 2023
Conference Agenda
Report**

- Regional motions
13-18

Conference Agenda Report
**CREATING
OUR FUTURE**
WSC 2023: 30 April-6 May

2023 CAR PowerPoints

1. Introduction to *CAR: Creating Our Future, Fellowship Intellectual Property Trust* (Motions 1–3)
2. Virtual meetings (Motion 4), Vision for NA Service (Motion 5), Basic Text (Motion 6), WB terms (Motion 7), WCNA (Motion 8)
3. Future of the WSC (Motions 9–12)
4. *CAR* Survey
- 5. Regional Motions 13–18**
6. Regional Motions 19–25
7. Human Resource Panel Report

2023 CAR PowerPoints

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 2023 *CAR*.

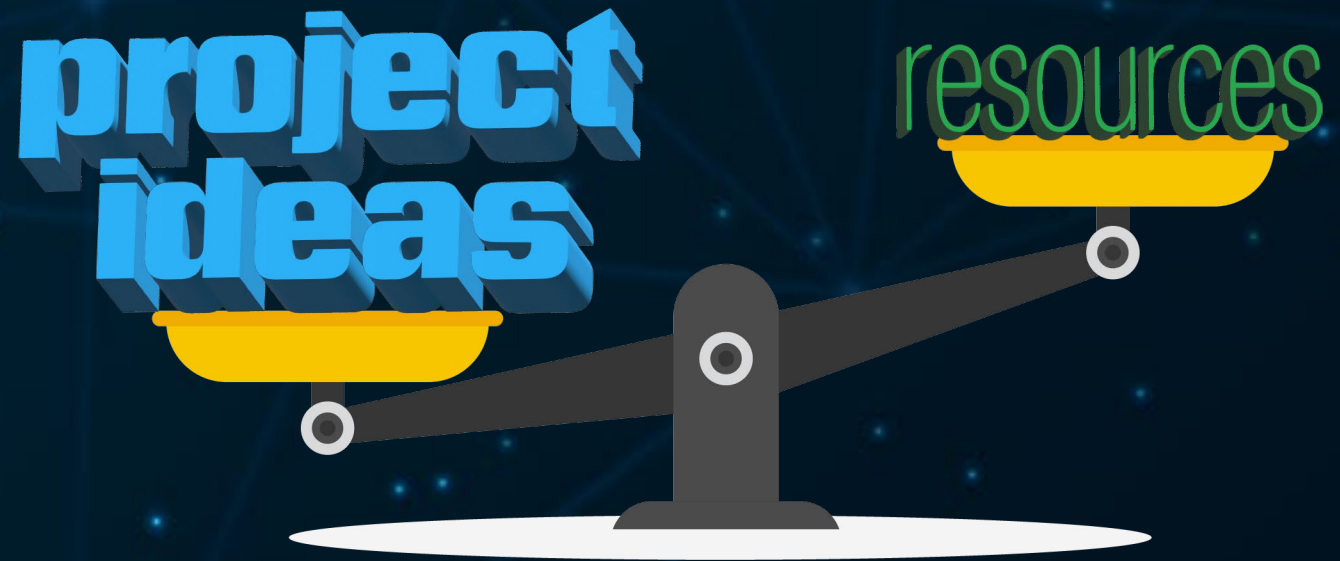


Resource Crunch

There are more good ideas than time, money, and people to accomplish them.

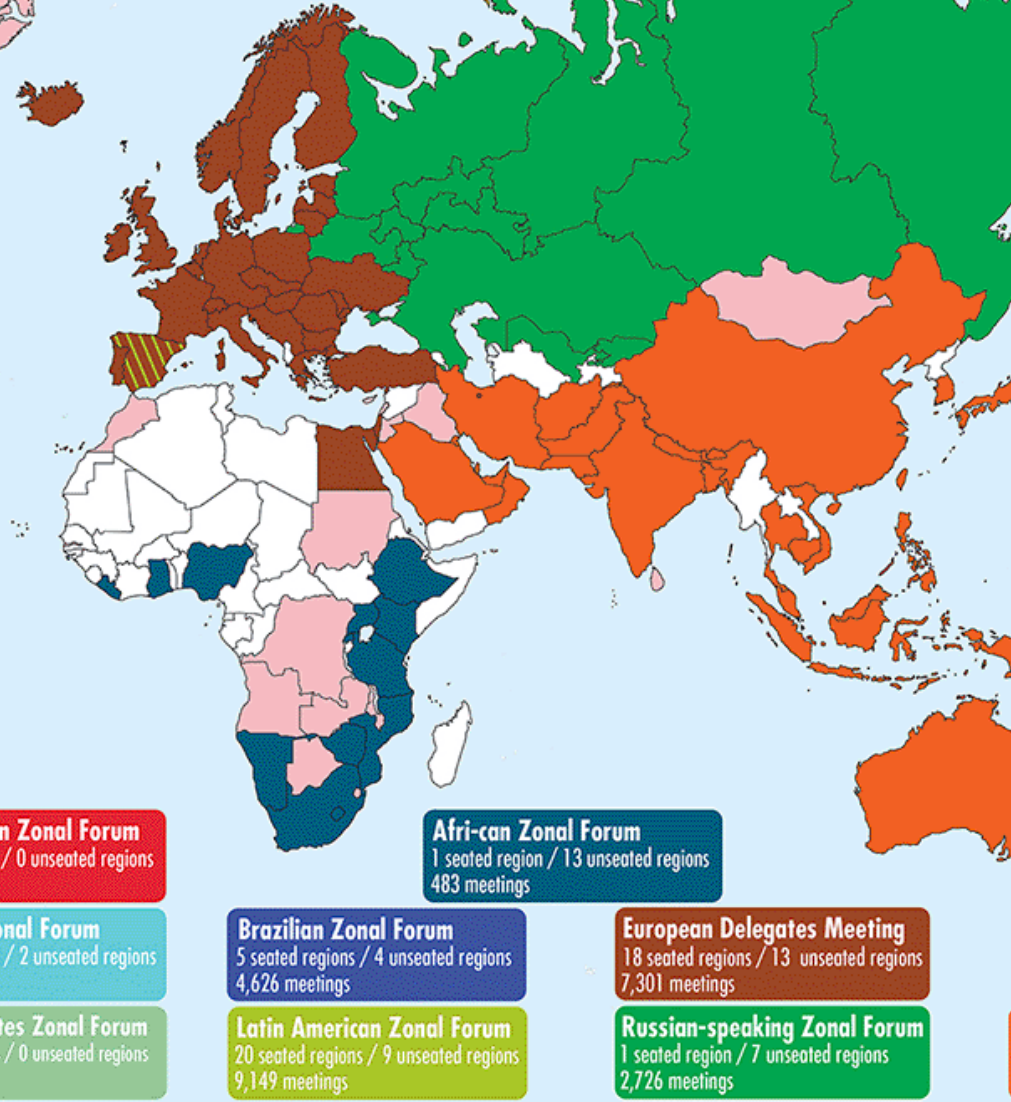
The question isn't
"Is this a good idea?"

It is "What do we think is
most important to do first?"



ZONES OF NA

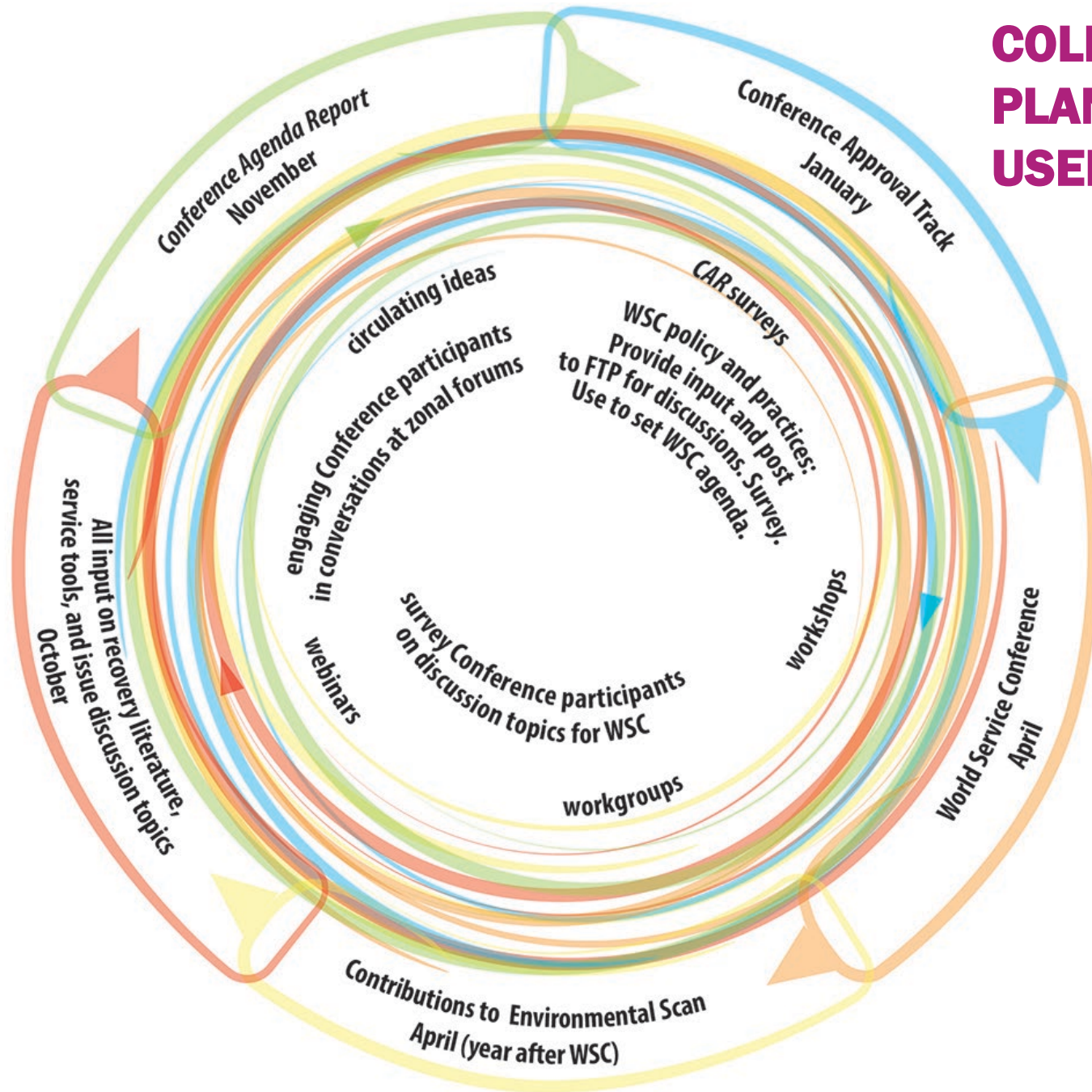
Locations and Number of Regions/Communities
 (Draft: based upon information provided by zones in spring 2020)



Zones already have plenty to do in service to their member regions—and regions to their areas. The need for Fellowship development and public relations service work and support is more than a full-time job.

Note: The stripes indicate regions that participate in the LAZF and either the BZF or the EDM. Meeting numbers include all the regions that participate in each zone.

COLLABORATIVE STRATEGIC PLANNING PROCESS USED 2017-2020



Since 2016 all recovery literature, service material, and Issue Discussion Topic ideas that come in through motions or conference participant input included in the *CAR* survey.

13 regional motions in this CAR

Not all the 2020 *CAR* motions were introduced at the WSC.

5 makers of 2020 motions opted to resubmit them

Those are #2, #3, #13, #14, #16, #17, and #22.

***CAR* motions**

1 August: Deadline to submit a draft motion for the CAR
17 were submitted by then

The WB made two commitments in lieu of motions

30 August: Final draft deadline for CAR motions

4 motions were withdrawn
(including the **2** committed)

Leaving a total of **13** regional and zonal motions



Recovery Literature Project Ideas

Page 47 of the *CAR* lists some resources that may be helpful when considering these motions.

Motions 13 through 16—the conference will use the *CAR* survey results to help determine the focus of recovery literature and service material projects

Motion 13: To direct the World Board to create a project plan for the next World Service Conference (WSC), for the development of a new IP for daily personal inventory of gratitude.

Maker: Argentina Region

Intent: To create a new resource for the fellowship members, through a new IP for the daily personal inventory of gratitude.

Financial Impact: There is minimal cost in creating a project plan. The cost to NAWS would be in the project itself if the WSC were to adopt and prioritize the plan.

Motion 13—Rationale by Region

A new IP brochure is a tool for the members of the Fellowship that inspires us to make a daily personal gratitude inventory, that promotes actions inspired by the spiritual awakening of the Twelfth Step of NA that encourages us to express our gratitude during the *Just for Today* and/or daily basis.

Members—at any stage of our personal recovery process that we find ourselves—can be inspired by questions about this spiritual principle, with direct actions of gratitude and/or gratitude list among others, and try to express growth in recovery through gratitude.

Motion 13—World Board Response

The introduction to the regional and zonal motion section of this CAR in the preceding pages explains our dilemma—that there are more good ideas than ability to accomplish them—especially now. This idea is included in the CAR survey (p. 39). The CAR survey will help conference participants make decisions about what to prioritize. Using the survey to guide decisions about what recovery literature and service materials will be worked on allows the Fellowship and the conference to consider ideas in relation to each other and establish priorities. The survey includes all of the ideas for recovery literature and service tools that have been offered by conference participants. . . .

Motion 13—World Board Response

We are supportive of whatever the Fellowship chooses as a priority. Given the backlog of work, however, we aren't sure we can commit to much more than we already have on our plate.

We appreciate that the Argentina Region was willing to work out a solution to one of their concerns without requiring a CAR motion. The idea to create a visual style guide came from Argentina, and it's a tool that will help many service bodies (and World Services!). We have committed to producing something in the year to follow WSC 2023. Thank you, Argentina

Motion 13: To direct the World Board to create a project plan for the next World Service Conference (WSC), for the development of a new IP for daily personal inventory of gratitude.

Intent: To create a new resource for the fellowship members, through a new IP for the daily personal inventory of gratitude.

**Pause for
discussion**

Motion 14: To direct the World Board to create a project plan for consideration at the next WSC to investigate changes and/or additional wording to NA literature from gender specific language to gender neutral and inclusive language.

Makers: Sweden and Australia Regions

Co-makers: Northern California Region, Wisconsin Region, Ontario Region

Intent: This motion will give the conference and the Fellowship the ability to meaningfully discuss changes to our literature to be more inclusive of all our members.

Financial Impact: There is minimal cost in creating a project plan. The cost to NAWS would be in the project itself if the WSC were to adopt and prioritize the plan.

Motion 14—Rationale by Regions

Our literature currently makes multiple references to gender specific and exclusive language.

We recognise the importance of being able to identify oneself with the language described in our texts in order to embrace the programme. In our Fellowship there are many who identify as LGBT+, who have experienced being made invisible in a great variety of situations. As a worldwide Fellowship we acknowledge that many cultures embrace non-binary individuals. . . .

Motion 14—Rationale by Regions

Many of our members have expressed reservation at the male pronoun references to God, which may invoke an image of a specific God or religion. We believe this conflicts with our philosophy which encourages all members to develop a personal relationship with a God of our own understanding.

In NA we are addicts first and foremost and we must always keep our doors open for all addicts who have a desire to recover. We want our literature to be inclusive to all, regardless of how we might identify. . . .

Motion 14—Rationale by Regions

The personal stories section of our Basic Text contains stories from transgender individuals, and we wish to build on this gender-neutral foundation to reflect in all NA text. We allow for personal stories to be exempt from gender-neutral language and remain as they are currently written.

When collaborating with Sweden and Australia it became clear that Sweden wished to have gender-neutral language that was complimentary to the existing language, whereas Australia felt that replacement was the way to proceed. The motion has been written as such that all options can be explored in the project plan and recommendations provided back to the WSC and Fellowship.

Motion 14—World Board Response

The motion seeks to open a discussion that appears to be much needed. The subject of gender specificity/neutrality in NA literature has gained increasing attention and energy in the intervening years since this motion first appeared in the 2020 *CAR*. As the intent explains, “This motion will give the conference and the Fellowship the ability to meaningfully discuss changes to our literature to be more inclusive of all our members.” We support the idea of having a discussion and believe it is the Fellowship’s collective responsibility to look at how our message is perceived. The motion is not asking for a decision about changes to literature; it’s about whether we’re willing to have the conversation, to “investigate.” This idea is included in the *CAR* survey (p. 39). . . .

Motion 14—World Board Response

We have had related discussions in the past, but not since the early 1990s, and much has changed since then. The discussions in the '90s were primarily focused on whether to use the word God in NA literature, while this motion seeks to open a discussion specifically about gender neutrality. The trustee bulletin on gender-specific language was written in 1992, when there were fewer than 20,000 NA meetings worldwide and the Basic Text was published in four languages. Now there are more than 76,000 meetings and we publish the Basic Text in 36 languages. Our membership has grown and diversified over the years. . . .

Motion 14—World Board Response

A word about translations: NA's literature is developed in English, and English-language texts act as the prototype for any translation efforts. Different languages handle gender differently, and local translation committees are familiar with what they need to do to be consistent with the English texts. For these reasons, we anticipate the discussion would focus on English-language literature.

Motion 14: To direct the World Board to create a project plan for consideration at the next WSC to investigate changes and/or additional wording to NA literature from gender specific language to gender neutral and inclusive language.

Intent: This motion will give the conference and the Fellowship the ability to meaningfully discuss changes to our literature to be more inclusive of all our members.

**Pause for
discussion**

Motion 15: To direct the World Board to create a project plan for the next WSC to initiate the process for the Fellowship to approve adding “gender” to “What is the NA Program?” to read: “Anyone may join us regardless of age, race, gender, sexual identity, creed, religion or lack of religion.”

Maker: Southern California Region

Intent: To change ‘What is the NA Program’ to be more gender-neutral and inclusive.

Financial Impact: There is minimal cost in creating a project plan or framing a discussion.

Motion 15—Rationale by Region

We believe there is a clear distinction between the two terms. Gender refers to one's concept of self as male, female, a blend of both, neither, or other; sexual identity refers to how one thinks of oneself in terms of to whom one is romantically or sexually attracted. While the investigation of changes to NA Literature toward gender-neutral/inclusive language is a worthy discussion toward greater unity, our region is proposing this first step. This sentence is a powerful statement our literature makes about who is welcome to join Narcotics Anonymous. This reading is a basic reading at meetings and this small change would set the tone for inclusivity without having to negotiate too many cultural differences in language and concepts of personal identity worldwide. . . .

Motion 15—Rationale by Region

Inclusion of the word “gender” in this sentence communicates the value system that men and women equally may join Narcotics Anonymous; this also welcomes addicts who do not conform or who define gender for themselves. Until all genders are treated equally worldwide, Narcotics Anonymous must include gender in this sentence so that any addict seeking recovery, despite differences in our identities that might divide us outside of NA, feel welcome to join Narcotics Anonymous regardless of social, political, socioeconomic, religious, or legal restrictions in the world. We bring this proposal forward in anticipation that a seventh edition of our Basic Text will be more inclusive.

Motion 15—World Board Response

This idea is included in the *CAR* survey (p. 39). On the face of it, this may seem to be a simple change, but it is not. “What is the NA program?” comes from a section of the Little White Book that is reproduced in the Basic Text, IP #1, *An Introductory Guide to NA*, and the meeting reading cards.

We understand the motivation behind the motion and share the desire to communicate as clearly as possible that NA is open and welcoming to all. For many members, the revision suggested feels long overdue, and there is a sense of urgency about the issue. Even so, changing NA recovery literature is always a lengthy process. . . .

Motion 15—World Board Response

To make any changes to recovery literature policy requires the release of a review and input draft. In this case, we would need to release the whole Basic Text or Little White Book for input if this project passes.

A change to “What is the NA program?” would require revision of the Basic Text in 36 languages. IP #1 would need to be revised in 57 languages, the Little White Book in 30 languages, the *Intro Guide* in 23 languages, and the meeting reading cards in 38 language versions. In short, this is not a small change. . . .

Motion 15—World Board Response

We believe it would be unwise to undertake this many revisions and this lengthy a process in order to add one word. The idea in this motion could easily be included in the material provided to the project called for in Motion #14 if that motion is adopted. Given that fact, we believe it would be wise to commit Motion #15 to the board. If Motion #14 does not pass, the board will have a discussion and make a recommendation about how to move forward.

Motion 15: To direct the World Board to create a project plan for the next WSC to initiate the process for the Fellowship to approve adding “gender” to “What is the NA Program?” to read: “Anyone may join us regardless of age, race, gender, sexual identity, creed, religion or lack of religion.”

Intent: To change ‘What is the NA Program’ to be more gender-neutral and inclusive.

**Pause for
discussion**

Motion 16: To direct the World Board to develop a project plan, for consideration at the next World Service Conference, to create a booklet of Step study questions where all answers relate to a line in Chapter Four in the Basic Text.

Maker: Baja Son Region

Co-makers: South Florida Region, México Occidente Región, Northern California Region, Southern California Region, San Diego Imperial Counties Region & Región de México

Intent: To create a fellowship approved, inexpensive, NA Step study questions booklet that relates directly back to the Basic Text.

Financial Impact: There is minimal cost in creating a project plan. The cost to NAWs would be in the project itself if the WSC were to adopt and prioritize the plan

Motion 16—Rationale by Regions

Our region has had great success using an elemental, non-personal NA Step study material for many decades about the size of The Group Booklet. The step study booklet we have been working with contains questions and answers to study questions taken from chapter Four in the Basic Text. When the answers to study questions are the sentences in NA literature then issues of personality, ego, politics, religion and other affiliations are removed. The answer is always the original line in the Basic Text from which the question was created. We believe we are identifying a need not generally understood in the English-speaking part of our Fellowship. The result of this motion would be a Basic Text Step study booklet. . . .

Motion 16—Rationale by Regions

Chapter Four of the Basic Text is included in the Introductory Guide to NA and when combined with an NA Step Study Questions booklet, we will have a less expensive and effective way to teach the NA program in NA group settings, one-on-one and into both the incarceration and treatment environment. Understanding the 12-Steps as described in the Basic Text provides a strong foundation for all members. The Basic Text is an uncomplicated, heartfelt piece of NA recovery literature which addicts can identify with and embrace. This Basic Text Step Study question guide could be translated early in a communities development or as translations are available. We want to share with you all this NA recovery tool that has been so successful for Baja Son.

Motion 16—World Board Response

This idea is included in the *CAR* survey (p. 39). Results of the *CAR* survey will help the conference decide on priorities and what work to undertake next. We are enthusiastic about tools that will encourage members to work the Steps, but as we have cautioned throughout this *Conference Agenda Report*, the list of work we are already committed to doing even before any decisions from WSC 2023 is daunting.

We support whatever priorities the conference decides upon for recovery literature, but we are duty bound to clarify that if this motion passes and this idea is prioritized by the conference, the project plan would follow our established Fellowship literature review process. . . .

Motion 16—World Board Response

Fellowship ideas and input frame each literature project from the beginning, before any writing even begins to take place. We typically ask the Fellowship what they would like to see in a particular piece of literature, and we use their input to guide the project plan and then the work on the draft itself if the project plan is approved.

The process for creating NA literature involves collecting input, ideas, and writing from the Fellowship as a whole, compiling that input, reflecting those ideas back in a draft piece of literature, and then again asking the Fellowship for input on the draft. That process could create a very different result from what this motion is seeking. . . .

Motion 16—World Board Response

We cannot commit to a project that predetermines the outcome of the work before seeking input from all interested members. The worldwide collective process of creating NA literature is inclusive and dynamic. The rationale of this particular motion is, therefore, not something we could accomplish. It's contrary to the collaborative, worldwide process that creates NA literature to mandate the content, creation process, and format of a text before a project even begins. Much like our individual recovery journeys, it's not entirely possible to predict the end result before we begin.

Motion 16: To direct the World Board to develop a project plan, for consideration at the next World Service Conference, to create a booklet of Step study questions where all answers relate to a line in Chapter Four in the Basic Text.

Intent: To create a fellowship approved, inexpensive, NA Step study questions booklet that relates directly back to the Basic Text.

**Pause for
discussion**



Literature Production and Distribution

Motions 17 and 18—Page 51 of the *CAR* lists resources that may be helpful when considering these motions.

Motion 17: To place an 8 year moratorium on the creation of new recovery literature after WSC 2023, excluding all translations or literature projects currently in development.

Maker: California Inland Region

Intent: To suspend the creation of new literature for an 8 year period and free up NA resources to better focus on carrying the message rather than continual literature development.

Financial Impact: It is not possible to estimate the financial impact of this motion. There could be a savings resulting from not funding literature projects and workgroups, but there could also be a loss from not producing any new literature for sale.

Motion 17—Rationale by Region

A moratorium would give our fellowship an opportunity to work more fully with the literature we currently have published and allow international NA communities time to complete translations. NA has a greater body of literature available than ever before. While this has some advantages, the abundance of literature can also create confusion for newcomers.

Our fellowship needs time to work with and fully appreciate our current literature.

Motion 17—World Board Response

We do not believe this motion will accomplish its intent. Literature development and translations is not an either/or proposition. The World Board comprises members with six different primary languages, and none of us see a moratorium on literature creation as helpful to translation efforts. We believe that NA members want both. Both are crucial ways that we carry the message. As the motions above illustrate, the Fellowship continues to ask for new literature. If we stop developing literature, we lose that avenue to carry the message. . . .

Motion 17—World Board Response

This motion appeared in the 2020 *CAR*, and at that time we attempted to clarify the translation process:

NA translations work is coordinated among a local translation committee (LTC) made up of committed members who are native speakers, NAWS staff, and contracted professionals. In most cases, we use the professional translator as a proofreader and copyeditor to go over the LTC's work. In some cases, a professional will also do some of the initial translations if the LTC is not able to. But it is critical that local members be involved to ensure that the language rings true to NA experience. LTC service is time-consuming and requires both skill and dedication. It takes a great deal of resources to produce translated literature, but the scarcest resource is actually human, particularly local LTC members. . . .

Motion 17—World Board Response

As we said in 2020, the biggest challenge for translations is human resources. We are building back staff capacity, but we are not close to where we were before the pandemic, and members serving on local translation committees do the lion's share of the translations work.

We publish in 57 languages today. The literature list included in Addendum E of this *CAR* is testimony to the hard work of so many members and World Services' dedication to translations. We too look forward to a day when "every addict in the world has a chance to experience our message in his or her own language and culture." This motion, however, would not free up resources for translations or production.

Motion 17: To place an 8 year moratorium on the creation of new recovery literature after WSC 2023, excluding all translations or literature projects currently in development.

Intent: To suspend the creation of new literature for an 8 year period and free up NA resources to better focus on carrying the message rather than continual literature development.

**Pause for
discussion**

Motion 18: To direct the World Board to create a project plan for the next WSC to study permitting service committees of Narcotics Anonymous who are, or may be, willing to serve as literature printing/distribution and selling centers inside and outside the United States.

Maker: Tejas Bluebonnet Region

Intent: The intention is to study the impacts of permitting service committees of Narcotics Anonymous inside and outside the United States to print and distribute NA literature.

Financial Impact: There is minimal cost in creating a project plan. The cost to NAWS would be in the project itself if the WSC were to adopt and prioritize the plan. The World Board response below speaks to some of the possible financial repercussions of the ideas in the region's rationale.

Motion 18—Rationale by Region

Literature printed and sold by local service committees could get the literature of the fellowship in the hands of the addicts at a lower total cost to the addict. As the revenue from literature sales reduces revenue flow to World, the donations must increase, or the services offered will have to be reduced. The fellowship has grown. We must allow the infra-structure of the fellowship across each country or zone, and around the world, to grow. The local fellowship(s) needs to increase their share of the burden of fellowship development if we are to continue thriving and growing as a whole. It is to better serve addicts by providing literature that is available to them at lower prices and/or costs. . . .

Motion 18—Rationale by Region

We recommend the project plan include a study group that shall consist of such members within or outside the fellowship as the World Board sees fit. We recommend that service committees shall maintain the quality of product already established by NAWS and that the service committees shall determine the price of the literature that they sell and the amount of revenue that they shall pass along to NAWS. We request that the study shall be completed and the results of the study shall be shared with conference participants no later than at the next WSC. Interim updates from the study group shall be provided to conference participants at each Conference Participant webinar and by email between the World Service Conferences.

Motion 18—World Board Response

The issues this motion takes on are complicated, and we could take pages thoroughly explaining our objection. We have tried to summarize some of what is at stake concisely below. As with any of the issues in this CAR, we welcome any questions: wb@na.org

This motion seeks to study decentralization of literature production, with the rationale arguing for the benefits of local printing and the belief that it would result in cheaper literature. We believe the decentralization sought by this motion would undermine NA unity and dismantle the ability to provide mission-critical services, particularly to some areas of the world where NA is new or still in its early stages. Our literature is priced to help offset the cost of services and support, including providing literature to those who need it and protecting NA's intellectual property. . . .

Motion 18—World Board Response

NA made a decision long ago, and has supported it ever since, to stay unified as a worldwide Fellowship, to have a single point of accountability for the production and protection of NA literature, and not to decentralize as some twelve-step fellowships have done

World Services' Sales Policy Philosophy explains:

Our Mission is to provide services and support which facilitate the continuation and growth of Narcotics Anonymous worldwide. . . .

Since its inception, this policy has been founded upon two fundamental principles: equitable literature distribution, and overall fellowship continuity and growth through a centralized provision of services. Because of this function as a world level clearinghouse for information and guidance, the WSO provides services in addition to literature distribution. . . .

Motion 18—World Board Response

Broadly, these services include:

- Informational support to individuals, groups, areas, and regions, as well as local service committees, and
- Administrative support to Narcotics Anonymous World Services

Such services cost money. Thus, our literature is priced in such a way that the costs associated with providing them are offset, in part, by literature sales proceeds. It is only through members in more developed communities “giving it away” through literature purchases to members in developing communities that our growth and stability have been made possible. Our older members’ willingness to shoulder the burden until our newer members are able to become self-supporting makes it possible for our message to be carried to more addicts each year, regardless of their ability to pay today. In this way, “we keep what we have by giving it away” through our sales policy as well as in our program. . . .

Motion 18—World Board Response

NA World Services holds NA's literature in trust for the Fellowship to ensure the integrity of our common message on behalf of our members, now and in the future. We have a duty to ensure that Narcotics Anonymous literature contains text agreed upon by the Fellowship of Narcotics Anonymous. Without this single point of accountability, there is no real way to control what gets printed in NA's name and sold to NA meetings and members and to guard against the threat to the consistency of our message.

It's no secret that some NA members are attached to previously approved editions of the Basic Text and believe the "Baby Blue," a never-approved combination of previous editions, should be what is printed and distributed. What is to stop those members from making such a choice if they are in a position of authority to do local printing? That's just one example of the sort of editorial decision that could get made without centralized literature production. . . .

Motion 18—World Board Response

The motion speaks to decentralization and the rationale speaks to cheaper literature. These are two very different goals for a project. We do enter into local printing agreements in some places where we are not able to ship literature. But again, registering trademarks and copyrights, overseeing translations, keeping up with the revisions and changes approved by the Fellowship, and protecting NA's name in legal challenges—all of these things are costly services performed on behalf of the Fellowship and in harmony with group conscience. Our office in Europe is an example of regionalized or zonal literature distribution. WSO Europe sells literature that has already been translated, formatted, and printed to European members and service bodies. The profits from literature sales at that office would not cover the costs of translations, production, trademarks, or copyrights in that zone. . . .

Motion 18—World Board Response

The regional rationale advocates for diverting resources from NAWS, even if that means reducing the services offered by World Services. It also mentions reducing the price of literature, while maintaining the quality of literature and increasing Fellowship development efforts. We often receive a price break because of the size of print runs, and we have decades of experience in quality control, layout, and distribution. Our experience allows us to produce literature cost-effectively and efficiently. Coordinating layout, sourcing materials, overseeing printing, and keeping up with revisions of literature would be a logistical nightmare for most local service bodies. We do not believe all the goals in the rationale can be met without some parts of the world paying a price.

It's true that some service bodies might be able to print some of our literature more cheaply, but those cost savings would come at the expense of the whole. . . .

Motion 18—World Board Response

We translate literature into 57 languages, an accomplishment that is only possible with the help of volunteers, and produce more than 1,300 translated titles. Some of the literature we publish never makes money; we spend money in the translation and production process and give away most copies to communities in need, spending much money in shipping to make that happen. The regional rationale says we “must allow the infra-structure of the fellowship across each country or zone, and around the world, to grow,” but the end result of decentralization would be to draw resources away from some places and concentrate them in others. This motion would withdraw help from communities that need it most.

If NA wants to redesign the system of literature production and distribution, this is not the way to go about it. In NA we help each other.

Motion 18: To direct the World Board to create a project plan for the next WSC to study permitting service committees of Narcotics Anonymous who are, or may be, willing to serve as literature printing/distribution and selling centers inside and outside the United States.

Intent: The intention is to study the impacts of permitting service committees of Narcotics Anonymous inside and outside the United States to print and distribute NA literature.

**Pause for
discussion**

