

## NEW IDEAS DISCUSSIONS: WSC 2023 COMPILED NOTES

(Numbers in parentheses' indicate votes to prioritize ideas)

### Topic #1: How we can respond to predatory behavior in NA?

#### 1. How can groups take responsibility to keep members safe?

##### Salon G–H

Resource pamphlet/workshop (26)

- Educate members about it
- Training by FD
- Locally developed resource made available to local fellowship e.g. Inappropriate & disruptive behavior in NA meetings – UK regional approved lit (2005)
- Workshop service pamphlet
- Educate group members about service pamphlets

Best practicing (25)

- Updating format/ script
- Confront as group
- Security Statement
- Announcement at the meeting as part of the preamble

Helping groups (10)

- Having multi-members having side/ direct talk
- Update script with...
  - “if you feel unsafe..”
  - “if you see something, say something”
  - “what is predatory behavior”

Core group workshoping (7)

##### Salon I–J

Include harassment statement in meeting format/recurring item in group business meeting (11)

Educating homegroup members and attending (11)

Use definition (create pamphlet) (10)

Training for how to confront predatory behavior (9)

Establishing guidelines: Group – Area – Region (5)

- Consequences
- Preamble

Make members aware there are more than one type of predatory behavior (4)

Create Workshop (5th Tradition) discuss and address issues

Channel for people to report predatory behavior discreetly

##### Hidden Hills

Workshops to groups & addicts (27)

Fellowship approved list or description (6)  
Adding to format the language (23)  
Advance plan how to handle (3)  
Challenge the behavior (4)  
Form committee and create guidelines (2)  
ASC workgroups (2)  
Group inventory – define what safe likes like (7)  
Safe squad (6)  
Develop toolbox to get to groups (35)  
Mentoring our group members (2)  
Personal behavior; being examples (1)  
Keep in mind same sex behaviors are affected the same (4)

### **Ventura Room**

To be an example - Our 5th Tradition goes further than our words, our behavior is also the message  
Utilize IP 29 in the format of our meetings (8)  
Strengthen group structure with business meetings (9)  
More experienced members in business meetings must participate in home group meetings  
Autonomy information - gather it  
Create a new IP on predatory behavior (2)  
Workshops for members about behavior (6)  
Orientation for members about what we understand about predatory behavior (5)  
Atmosphere of recovery workshops

### **Virtual Room 1**

Ultimate solution is legal action – requests to the member didn't work  
Role-playing the solutions in the Disruptive and Violent Behavior service pamphlet helped to put them into action  
There was push-back from some members, but a workshop at the ASC helped to dispel their concerns and empower other members  
The 3rd Tradition doesn't trump the groups safety  
Intimidating behavior stemming from one member – no way forward yet – area service is being disrupted  
Consider online behavior in with in-person – clarity statement created that NA is a free program to counteract rise of people charging for sponsorship  
Predatory behavior happened after the meeting – home group members let female members know that they were available to help  
Encourage sharing in the meeting about the issue to raise awareness

Experienced and prepared male home group members talk to male predators – you are welcome but your behavior isn't

Pay attention to what is happening – e.g. move the coffee pot away from an isolated part of the room  
Add to the statement from IP 29 to tell members that the group is available to help and let members know what to do if something happens.

Participant has had the experience of being bullied and abused in service because of his age and where he's from – needs solutions

## Virtual Room 2

This needs to be addressed. The addict performing the behavior is also an addict and needs the rooms. But it's about making it a safe place without driving away the person acting out, and protect the person being preyed upon. (1)

Predatory may be a strong word.

Something in the format of the meeting, if it's happening see someone after the meeting.

Members exhibiting predatory behavior might be perceived but not might be the case. It might be just their way. Or they may have a past trauma or low self-esteem.

Through the Sponsorship group, they may talk to an individual about how their behavior may be inappropriate.

In the homegroup, a group of members of the same sex as the person that is exhibiting behavior may talk to them.

Within service bodies, 2 individuals speak the member about behavior. If there is denial of the behavior, a service body may vote to have member removed. (1)

Asking member to only go men's meetings only or the meeting of the gender that they identify with. All women's meetings help with connection and empowerment. (1)

Make guidelines for the meetings. Read the rules before the meeting. (3)

If there are behaviors happening in a service body, they are referred to the guidelines to follow them. x

Ask a friend to discuss the behavior with them.

Group business meeting should discuss this on how to be more effective.

Taking a newcomer aside and explain what might be in their best interest. (4)

Conversations before the meeting or after.

The more people that approach a person may help enforce the need to stop.

Person with predatory behavior may have other behaviors that are attractive and then cosign his bad behavior. They all need to be confronted. (1)

Tolerance for dysfunction is a lot higher so we tolerate a lot more.

Be super direct, confront, and make their bad behavior known. Not one-on-one behind closed doors.

Letting someone form their own opinion but being verbal with your confrontation.

Suggestion: Maybe will be good idea to conduct some service event, or make part of service event as speaker sessions from people who were involved in predatory behavior. And also take a time for brain storming how we can act with this after

## **2. What have we learned about keeping our members safe in the virtual NA environment?**

### **Salon G–H**

Keep chat closed (host only)

Host will rename to names only, no area info

Waiting room

Follow best practices:

- Waiting room before entry
- Be aware of local school calendar
- Mute on entry
- Change password periodically
- Check for suspicious names
- Have a “wrangler”
- Camera off reminder
- Monitor the chat

### **Salon I–J**

Eliminate direct messaging feature in virtual meetings

Monitor the group and if you need to, place them in a waiting room (3)

Chat off

### **Ventura Room**

Not recording meetings

Have knowledge of the platform that is being used

Virtual meetings tool box (3)

Informed meetings, clear autonomy

Train meeting hosts (1)

Strengthen the structure

Knowledge of technology

Guidelines for virtual groups (1)

Predatory behavior reading card

Procedures guide

Being inclusive and sharing experience, strength and hope

### **Virtual Room 1**

Disruptive members can be removed quickly online

Check the chat for inappropriate messages

### **Virtual Room 2**

Make a position for the meeting that monitors behaviors.

**Topic #2: Fellowship Development: Reimagining/revitalizing services and service committees especially post-pandemic.**

**How can we (groups, areas, regions, zones, and world services) help meetings and services rebuild after the pandemic, including virtual?**

**Salon G–H**

Keep meeting/e-list updated (2)

Make service meetings hybrid/ hybrid service structures (1)

More PR outreach - EXPOs, festivals (9)

Identify the needs (2)

- Ask- don't tell them
- Ask – don't wait for them to share
- Communication- better

Remove Barriers (1)

- Loner clean-time req.
- Proper budget for funding

Area funded - homegroup event (11)

- Social events that address/include a service component

RSC trusted servants offer more support to ASCs

Service sponsorship

Share all hard-won experience

Fun events with food (3)

Develop guidelines for new technology (6)

- Electronic payments
- Social media
- Virtual event announcements

PR/PI efforts- treatment centers, halfway houses, drug court (7)

Update/keep current meeting list (1)

Encourage new meetings

H&I + PR collaboration

Home group commitments

Pot luck/speaker meeting

Clean & concise website

Outreach Committee

**Salon I–J**

Advanced Zoom presence - virtual; share service responsibility

Creating unity – 3rd Tradition – event – fellowship (3)

Provide service workshops and other events for struggling communities. Consider having outside workshop presenters. (15)

Let members know they are necessary and important in service (3)

Hold events in smaller areas

### **Hidden Hills**

Utilize more service structure & project outreach (7)

More public relations (18)

Make ourselves more attractive (2)

To include hybrid to be more inclusive (4)

Newcomer meetings (1)

Identify who is missing through inventory process (10)

Collaborative activities (1)

National PR & Helpline (3)

Utilize social media & QR codes (13)

Reframe how to get others involved (1)

Collaborate with other areas & groups (38)

More events & gatherings

Open service days to whole fellowship (15)

Area outreach committee (2)

Fun planning days (3)

### **Ventura Room**

Open minded to change (5)

Support groups that have fewer members

Rotate ASC meetings to different group locations

Awareness of 7th Tradition (time, commitment, money)

Promote our vision

Support RSCs (5)

Engage member attendance in-person and virtual

Strategic planning to enhance growth and support to develop the fellowship (9)

Strengthen H&I and PR for newcomers

Service forums to attract members (5)

### **Virtual Room 1**

Updated outreach committee to an FD committee in a similar way that PI became PR

Used local service resource area

Capture the flag game to encourage members to visit new groups

APF doubled FD budget and encouraged communities to ask for help

Focus on translation

Make it exciting and create buy-in from members – travel to newer communities showed others that they could receive help too

Met online with correctional professionals (educational officers) and H&I trusted servants to workshop how to be more effective in H&I and reintroduce the basic idea and principles of H&I – the do's and don'ts etc.

Provide workshops locally

Better connect groups and areas with world service level

Pay attention to scheduling of regional meetings to reduce costs by only needing one hotel night

Created FD ad-hoc to deliver PR and H&I focused on reviving meetings and updating meeting information. Convention and Brai (BBQ) also helped to rebuild the community.

Communicated directly with groups and members to offer help

Visiting new communities is inspiring for trusted servants

Use what worked at the APF locally – loving and caring attitude to everyone

Start with: Who is missing, and how can we reach them?

Back to basics – NA info booth at local events, e.g. at university

PI at West Coast Symposium – professional event for treatment professional – help as much as we can

## **Virtual Room 2**

Project based service. Improves the lack of trusted servants. (4)

One Area sponsors another Area. Which improves trusted servant's growth.

Regions make a celebration of anniversary of the region. Speakers at the regional level.

Not involved because they don't know about the service. Use technology to reach out—maybe personal experience in little snippets with photos. Jokes and stories work too.

To focus on FD with the help of NAWs and Zonal forums at events, etc. Focus on translations. (1)

Using technology—like Facebook groups, current information on website.

Finding meeting spaces for service bodies that are easy to get to and have adequate time for all subcommittees to meet.

Hybrid recovery meetings—extend the Area into the rural places. (2)

Mailing literature or have someone willing to deliver.

Long distance sponsorship—is better than not doing it at all. Groups can ask for emails and pass on to people looking for sponsor.

Mentorship—members bring a newcomer to an in-person or virtual meeting. Lead by example. Always entice with food. (1)

Hybrid service meetings and recovery meetings encourage participation. Especially those that are physically far away from the service body. (9)

Identify younger members with talents. Get them involved. Personal interaction with members gets them involved. (2)

Tell them they can't do it and they will step up!

## **What can we do to help grow NA, especially in places where growth is flat?**

### **Salon G–H**

Do a group/area/region inventory (5)

More PR outreach in rural areas (4)

Visit outlying areas

Zonal task teams (1)

Members take time to support group + areas that are struggling (2)

Attract new trusted servants by doing things new ways to get new ideas (5)

Utilizing principle of sponsorship for groups, areas, regions, and zones (6)

PR efforts - direct contact, professional days, ongoing contact

Visiting with indigenous communities travelers (1)

Relationships with government officials (1)

Webinars, PSA, billboards

Handing out free literature to libraries, treatment centers, behavioral health centers

### **Salon I–J**

Training & supporting to make strong meetings. Commit to bringing one member into service in home group (13)

Perform proactive outreach to struggling communities to listen and understand how we can best support them. (2)

Fellowship development scans—strategic plans (5)

Activities committee going to groups to see how they can help (2)

Fellowship development from more experience region to help less experience regions (19)

### **Ventura Room**

Create strategic projects for growth and to support FD (9)

Do an inventory to identify problems and generate solutions (9)

Utilize virtuality and in person to do external and internal PR

PR efforts

Research new meeting formats to make meetings more attractive

Access to PR

Group activities and workshops



**Topic #3: Literature and Service Material Development Process: How to develop a single, well-understood process for prioritizing future literature project plans? How do we pull ideas from regions, zones, the fellowship, and NA World Services together and then vet and prioritize them?**

**Salon G–H**

Service literature- only conference approved (2)

Recovery literature – only fellowship approved

Service vs. recovery literature separate process (CAR vs. CAT) (Fellowship vs. WSC) (3)

New ideas for literature should come from regions/zones (1)

Expand survey timelines across conference cycle (2)

Recovery literature voted on by individuals (1)

Cycle focus: i.e. revisions in 2026

Raise awareness of literature survey and make process more attractive + stop literature motions in CAR (Create short video) (10)

Create workgroup to better prioritize literature (1)

Prioritize what's already passed and work plan to complete or not (23)

Form a lit workgroup that would prioritize so that we can have proposals by interim conference with full discussion (10)

Local literature development committees (6)

Engage outside company to develop survey

Materials to solicit needs from local communities (1)

One methodology to determine the project with a deadline (Either motion or survey) (18)

NAWS creates a fellowship webinar to gather all ideas

Slim down the process/shorten the time between prioritization and taking action

**Salon I–J**

Survey the fellowship for most important literature ideas. Prioritize them among CPs (possibly during interim WSC). Those priorities result in project plans in the CAT. Eliminate regional/zonal CAR motion process (moratorium) for lit project plans. (16)

- Note: this is a problem not an idea in non-English speaking NA communities new literature project plans are less important because they are still working on translating existing literature

PowerPoint with brief description about literature voting on. Post before we vote. (5)

Polling the fellowship once a year to see what addict wants (3)

Communication at all levels (2)

Workshops, surveys, + get zones involved (3)

Have a process where regional motions can be developed further at zones and service symposiums, then workshopped during cycle and prioritized (28)

Use IDT workshops as a method to develop literature motions during interim then voted on during WSC, live.

Member > group > ASC > RSC > zone > CP > WSC. Top to bottom idea/brainstorm flow (9)

After [process outlined above] create project plan, implement & create (5)

### **Hidden Hills**

Using zonal voice as a way to prioritize (2)

Finding better ways to use the tools (1)

Scan first year of cycle then prioritize before interim WSC involving CP's to ensure voices are heard and to do the work to safe guard the whole fellowship is heard (28)

Send survey to zones for translations to ensure all members of that language group have an opportunity to input survey before deadline (17)

Use zone to prioritize the needs (1)

Info on cost, resources and time to produce IP versus Book length literature (2)

Keep priority on approved items until completed (4)

Portal for members to submit ideas then filter to regions & zones (18)

Separate CAR motions & survey (8)

Literature survey instead of CAR

Solicit, meet, survey, delegate then present; Tim's flowchart (1)

App with open ended questions to get all voices to form a single direction \* create the way to decouple the literature process from conference process (26)

### **Ventura Room**

Surveys for groups and other levels of service structure (4)

Create a workgroup to process survey data

Understand the importance of the 12 Concepts

Periodical surveys for the fellowship as a whole through the regions (10)

Translate all existing literature to all languages

Prioritize between survey or motion as a single channel for decision making (2)

### **Virtual Room 1**

CAR motion to not make CAR motions to create literature projects – use surveys, IDTS, and WSC discussions to determine priorities

Updating old literature may be more important than creating new pieces

CAR survey system is broken – doesn't allow for regions to say why something is important to them. Acknowledges that CAR motions aren't the answer. Survey may work well for revision priorities, but minority needs may always be overlooked

Different pieces of literature are more important in some parts of the world than others. Would reducing the number of choices help? What is most important to individual regions?

Revisions could take a really long time

Zonal collaboration – local surveys to determine needs

APF is at capacity, but 3 year cycle gives us more time to talk about the “why” of literature priorities. Restrict input to regions to filter results and prevent individuals influencing the results by submitting multiple responses

Blend the CAR process and the CAR survey

How do we get less-developed parts of NA involved, and those who don't speak English? How can we help the LTCs to bear the burden and maintain morale?

Do we need to decide how to remove items from the list and create a shorter list?

If the fellowship is going to let go of making CAR literature motions, it will need something that works to replace it

How can we acknowledge the very different needs of NA communities around the world – e.g. Women in Recovery IP plan from Iran is focused on a very different need than one for women in other communities

Try a new process and see if it works

Create a review date for all literature and a workgroup to review everything based on that timeline, then gather input and offer recommendations

## Virtual Room 2

[Note: This breakout room discussed a different topic]

### **How to create new revenue streams to supplement existing sources of revenue (literature sales, member contributions)?**

Design and conduct an event like a recovery meeting and collect 7th Tradition.

Sell books at events.

Difficult to rely on funds that come from conventions due to acts of God.

Group level events—Chili cook-off, Group anniversary, some kind of contest with Speaker Jam.

Could vendors make an agreement with service bodies to give back a percentage of sales to the service body and a percentage to NAWS. (1)

Promote that more members give \$1 for each year clean monthly. (1)

Need to consider that just breaking even on events may not be enough.

Maybe we need to look into the World Pool to help on projects. Use human resources to free up financial resources.

Merchandise at the world level with a third-party to drop ship (Canva). Members could provide designs. Include vendors. (6)

Have a learning day to teach areas and home groups about what a prudent reserve is and how they should donate over a prudent reserve.

Sponsors suggest contributing to the 7th Tradition. Maybe with more clean time it can be more than \$1.

Groups purchase books to give to newcomers. (1)

Put on a free event and all proceeds are donated to World Services. (3)

Contributing proceeds of an event once costs are covered.

Using trusted servants that are well versed in negotiation of hotels.

Splitting costs between regions and areas (like 70%/30% which is built in the guidelines)

Connect with other countries to get another perspective. Can you make the same amount of contribution by spending less at an event? (1)

Look at resources that members can provide (venue for event) while also being self-supporting.

Changing the culture of the dollar in the basket to maybe putting the fiver in the basket. (2)

**Topic #4: Drug Replacement Therapy/Medically Assisted Treatment: How can we best welcome members on DRT/MAT lovingly and kindly and how can we cooperative with the current treatment approach without compromising our principles or expressing an opinion on an outside issue? How do we reframe this discussion to focus on our primary purpose and help members understand how vital this issue is to the future of NA?**

### **Salon G–H**

Lovingly support/encourage members on DRT/MAT to keep coming back practice Tradition 3 (4)  
Revise “Welcome to NA” IP #29 to include topic DRT/MAT and let all members know they are welcome (14)  
“Welcoming all members” workshop (4)  
Personal stories (E/S/H) (IP) of success with DRT/MAT transition (16)  
Fellowship involvement on DRT/MAT: service, home group, sponsorship, etc. (Stories)  
Focus on: traditions 3 abstinence, open vs closed meetings (4)  
Discuss issue with more experienced members  
Direct these members to those with experience with DRT/MAT (1)  
Create IDT called “Welcoming and retaining members on DRT/MAT” (7)  
Welcome no matter what (4)  
Focus on experience rather than opinion (3)

### **Salon I–J**

Rephrase the discussion to “welcoming DRT/MAT members”, and invite DRT/MAT members that are now abstinent to share their experience, hope, and love. (4)  
Make sure members understand the need to be welcoming and that DRT/MAT does not conflict with the NA message of complete abstinence. (14)  
Sponsorship (1)  
Make being drug-free aspirational (6)  
We drop it (1)  
Welcoming all members (DRT/MAT member) are NA members (20)

### **Hidden Hills**

NA has no opinion on outside issues (11)  
We are not doctors we are all addicts; 3rd Tradition (2)  
Treat all addicts the same (28)  
Loving hugs, all are welcome  
We don’t care how you get here, just get here (16)  
Workshop transitioning out of treatment, success stories IPs (12)  
Focus on primary purpose, no rules just suggestions (10)  
Change language when welcoming newcomers (4)

Tradition 3 & 10 (15)

### **Ventura Room**

Create an atmosphere of recovery for people who believe they have a drug addiction problem (6)

We need more information about this topic (7)

Separate DRT and MAT and deal with them individually

Facilitate workshops on these topics

Professional orientation and information to educate us on this topic (1)

3rd Tradition (4)

We welcome them; we do not have an opinion (1)

Love and respect for them.

IP that raises awareness of spiritual principles, 1<sup>st</sup>, 3rd and 5th traditions (9)

### **Virtual Room 1**

We know that we need to welcome every addict, connect them with members, and have a clear statement about NA's position on abstinence - Do we have a clear position that the whole fellowship believes in, and follows?

There is a broad spectrum of opinion, and we don't do well with grey areas. Marking a clear line in the sand is a challenge. Should we do that and deal with the push-back from some parts of the fellowship?

A clear message would help the medical community

Not a hot topic in the region, but is at the GSF. Upon taking inventory and hearing from members on DRT, it turned out that groups weren't acknowledging the efforts of members one DRT to move towards abstinence in as enthusiastic way as they were towards members that relapse. Changes in meeting structure came from this to better focus on welcoming all members.

12 Steps are part of the process – the 2nd step talks about losing the desire to use – abstinence isn't the only part of the message. We offer much more than just being clean. If you want what WE have to offer, then this is what WE do.

Ask the question: Do you want to be on this forever? Do you have a plan? Do professionals have the same idea of achieving abstinence? Can we have this conversation with professionals?

Conflation of the 3rd tradition and the right to participation in a meeting. Can we make people welcome without allowing them to fully participate?

We need to be direct – we have been going around it. Ireland is lucky that this isn't an issue.

Regions need specific information to explain to members why we are still talking about this topic – what is it we need to know?

Be direct about our message regarding our principles and what this program is, rather addressing DRT specifically.

Some doctors still won't send clients to NA

It's up to PR to say that regardless of our position on DRT, we welcome everyone.

### **Virtual Room 2**

Talk to the member on a personal level. Follow the doctor's prescriptions.

The effective treatment plans taper down to 0. Whatever the method, give them a hug and tell them to keep coming back.

Third Tradition...it's all the matters. (3)

Encourage the DRT/MAT members to find a sponsor.

As a member try not to have an opinion. Try to give them a reason to keep coming back. (4)

Best thing I can do is love them. (1)

Reframe this discussion. Need to interact with the professional community—talk to them about what they can expect in NA. (1)

There is no difference between DRT/MAT members and members who come high. They are there because they have a desire.

Sponsors will help the DRT/MAT members come to the realization through the working of steps. (2)

Maybe find a doctor who is equipped to work with addicts and aware of NA.