

Resolution Group Report

Greetings from the Resolution Group. We met on June 3, 4, 5, 1995, at the World Service Office in Chatsworth, California. The following members were present: Ron Hofius, Dannette Banyai, Bob Ferri, Walter Johnson, Jeff Spencer, and Jeff Baker. Also present were WSO staff, George Hollahan and Julie Kirkpatrick.

Conference Calls

Prior to the June meeting, the Resolution Group met with one another on two conference calls. The purpose of these calls was to set to the date and place of our first meeting, and to discuss our prospective agenda at that meeting. We also began talking about the scope of our task and how we wished to interact as a group. In addition, in order to facilitate our initial discussions of vision (as identified by the WSC '95), we agreed to write and distribute among ourselves papers stating what each of us believed vision to be.

June Meeting

The agenda for the June meeting included discussions about group-interaction protocol, defining the roles of individuals within the group, reviewing the assigned task by examining the Resolution Plan and pertinent supporting materials, and comparing vision statements as drafted by group members. The agenda also called for the group to develop a working plan/timeline and task list. Finally, we planned to discuss communication protocol—among ourselves, with the RSR Review Panel, with the fellowship at large, and with the Interim Committee. The following is a summary of that meeting and the decisions we reached.

Scope of Work

Because our timeline is severely limited, we have decided to approach our task as primarily conceptual rather than highly detail-oriented. We will, however, be making specific proposals for organizational change. After considerable discussion, we decided that, by addressing the larger issues as prioritized by the conference, the smaller issues will become better clarified and thus be more easily corrected. We believe that this approach needs to be communicated often and in all of their communication so that no one will misunderstand what we are planning to accomplish.

We are also concerned about not being able to get as much input as we'd like due to timeline constraints. We encourage anyone who gets this report (and all of our correspondence) to copy it and share it freely. We realize that the time frame may not allow everyone to get input back to us in time for us to use it on specific items. However, the Resolution Group members are committed to this project and will make every reasonable effort to read all input and incorporate it into our work.

Resolution Group Goals

Discussing the task before us, as outlined by the Resolution Plan and as clarified by various supporting materials (i.e. the Composite Group Report and the Consultant's Report), the group identified four primary tasks to be accomplished by our October deadline. They are:

- **To write a vision statement for NA world services**
Our *vision* is the touchstone, the banner that we can all rally around, the direction we want to go, our purpose that relates to our Fifth Tradition.
- **To write a mission statement for the World Service Conference**
This mission statement must describe the WSC's purpose in terms of its function, and must be directly tied to the overall vision statement of NA world services.
- **To create proposals for structural change of NA world services**
- **To create proposals for future work**

Resolution Group Mission Statement

We believe that each world service element should eventually create its own mission statement that describes its purpose, in terms of what it does, and directly relates that statement to our collective vision. They then must regularly reference it to ensure that its work is in line with its mission. In addition, each mission statement should be reviewed regularly to ensure that it is still in line with the vision, and should be updated whenever necessary due to changes in technology, society, the fellowship, etc.

In keeping with this belief, the Resolution Group designated the following as our mission statement for the resolution process:

The resolutions process working group will formulate resolutions for the priority problems identified by the inventory process.

Cornerstones of our mission shall be:

- **To focus NA world services on a unifying theme of building and strengthening its mission**
- **To transform all NA world service relationships into effective partnerships**
- **To re-engineer the NA world service structure to meet the needs of its constituents**

Work Schedule

We have planned four more meetings before we finish our work by the October deadline. The dates of those meetings, and their tentative agendas, are as follows:

July 7-9 - Vision Work

For our July 7-9 meeting the group is inviting several Resolution Group Pool members and other NA members to discuss their vision for NA world services and to engage with the group in the process of determining what the vision statement for NA world services should be. The decision as to whom to invite to this meeting was a very difficult one and accounted for hours of group discussion. We attempted to create as diverse a group as possible with respect to gender, geography, culture and vision. six of the following members will be attending:

Primary	Alternate
Bess Hajos	Ralph Krueger
Lib Edmonds	Larry Roche
Saul Alvarado	Jorge Mejia
Bob McKendrick	Greg Pierce
Michael Lee	John Farrell
Gwen Davis	Marcia Belle

Each resource person will receive this report, the material that we have produced thus far, and a cover letter with the following questions:

- 1) What would your vision statement for NA world services be?
Why?
- 2) What would your mission statement for the World Service Conference be?
Why?

Additionally, it should be noted that, while we spent some time discussing the potential values found in a vision statement and also decided to do some individual writing on the values that the service structure should aspire to, we did not want to influence the work done by the invitees. How the invitees arrive at a vision statement that they feel is important (and the values that are in that vision statement) is up to them.

The same is true for the mission statement for the WSC. We do not want to influence the invitees and hope to leave these questions open-ended.

The invitees will be asked to address these questions at our next meeting, and then will be asked to enter into the Resolution Group process as full participants in the discussion of formulating NA world service's vision statement. In order to be perfectly clear from the outset, however, we want to affirm that the Resolution

Group itself will, based on the invitees' input and our discussions, formulate the vision statement for the conference's eventual consideration.

July 29-30 - Development of Proposals for Structural Change

In addition to finalizing the first drafts of the vision statement resulting from our previous meeting, we plan to begin discussing the development of proposals for structural change in this meeting. Accordingly, we plan to work on the structure portion of our task in much the same way as we had regarding the formulation of a vision statement. We have not fleshed out exactly how to proceed, however we believe that it is important to line up guests to attend the July 29-30 meeting so that we can know who will be there with a little more lead time. The agenda for that meeting will be finalized at a later date. The following people are prospective candidates for the structure portion of our work:

Primary

Rose Marie Crawford
Mickey Riggins
Becky Meyer
Jorge Mejia
Ralph Krueger
Donald Griffin

Alternate Pool

Joe Paumgarten
Christoph Depierre
David James
Tony
Joao Frade
Stu Tooredman

Aug. 26-27 - Complete structure work

Sept. 29-Oct.1 - Finish the final report

Between each of our meetings, the group is also budgeting for two conference calls. Our next conference call is scheduled for Monday June 12, at 5:00 PM Pacific Daylight Time. We will also be taking advantage of extensive electronic-mail utilization to continue our discussion between meetings. We hope that this will increase the productivity and effectiveness of our face-to-face meetings.

Resolution Group's Concern

By the end of our first meeting, we felt hopeful about the resolution process and our ability to do some really good work. We believe that we will be able to offer the conference and world services some viable resolutions to consider. We also discussed, however, our concerns regarding what we call the "Sixth and Seventh Steps" phase of our inventory. We know that, no matter how solid our work may be, it will all be for naught, unless it is implemented. That implementation will depend almost entirely upon the willingness of all participating members. Change is often an unwelcome interruption. The changes which we eventually propose -and we ourselves don't yet know what those will be- may be difficult for some members to accept.

Therefore, for this inventory/resolution process to be successful, is for every individual to look at any fears that may stop him/her from being open to change. We will continue to do the best we can to ease those fears by communicating openly, widely, and often, and by listening and making decisions based on what we hear through a loving Higher Power's guidance. During our task, we look forward to creating an open, caring, and effective partnership with each member who may be affected by that task. Your input will be heard.

Interaction Protocol

We also discussed how we would communicate with various individuals and other world services bodies. The following are the decisions that we made regarding communication:

As a group: In all the work that we do, the Resolution Group will strive for consensus. We feel that this decision-making mechanism encourages thorough discussion of the issues and gives us a higher probability of achieving results that are acceptable to the service structure as a whole.

Interim committee: Jeff Baker was chosen by group consensus to be the Resolution Group leader. He will be responsible for reviewing travel expense reimbursements, all interactions with Interim, and interactions with the RSR Review Panel.

RSR Review Panel: We will be interacting with the RSR Review Panel directly by mailing them our reports. We also are inviting the panel's designated leader to meet with us during a portion of our next conference call on Monday, June 12 at 5:00 PM Pacific Time. We are not sure how the RSR Review Panel will be communicating with us and are concerned about the impact that will have on the Resolution Group's work. It is important that the panel receive the Resolution Group's progress reports, digest them, and forward their collective and individual input back to us in a timely fashion. The resolution process schedule is very aggressive, and we will be moving forward quickly. Prompt feedback is necessary if the RSR Review Panel is to affect the Resolution Group's work at all.

Resolution Pool Members and Conference Participants: The Resolution Group reports will be sent to Resolution Group Pool Members, world service leadership, and other conference participants. Pool members and leadership will be specifically solicited for written input during this entire process. All conference participants are encouraged to provide written input as well. Bear in mind, however, that our timeline is very short--time is of the essence throughout this project. Please get your comments and suggestions to us as quickly as possible. We can invite only a few members to our meetings for obvious reasons, but we appreciate and encourage any written input. All communications can be sent to us via the WSO.

NA Fellowship: A general report like the "Inventory Update" that was used by the Composite Group, will be sent regularly utilizing the *Newsline* mailing list. A feature article is also being prepared the *NA Way Magazine*.

Finally . . .

We recognize that our timeline does make it difficult to respond with input in a timely enough way to ensure that your input will be heard and considered.

Nonetheless, we believe it our responsibility to make every effort to consider ALL input that we receive. We strongly encourage everyone one more time to get your written input to us as soon as you can. Once again, all input can be sent to the Resolution Group c/o WSO, PO Box 9999, Van Nuys, CA 91409-9999