CP Web Meeting 26 April 2025

The April 2025 conference participant web meeting was held on Saturday, 26 April at 11:00 am Pacific Time. The meeting was attended by 96 RDs, 5 ZDs, 12 WB members, 63 ADs, 4 HRP members, 1 Cofacilitator, 4 interpreters, 12 staff, and 5 zonal contacts from 4 zones.

Irene (WB Chair) welcomed the participants, thanked those for whom it was late night or early morning, and reviewed the translation feed and naming protocols. Irene then opened the meeting with a moment of silence and invited Nils to lead the Serenity Prayer in Swedish.

Irene explained that this 90-minute meeting would include a NAWS update; reports on planning, Unity Day, and other projects; a brief HRP (Human Resource Panel) announcement; and a Q&A session. She turned it over to Anthony for the NAWS update.

NAWS Update

Anthony greeted everyone and thanked CPs for their patience regarding financial reports. The transition to a new accounting system has been challenging and the WSO is still working to improve the reporting aspects.

He noted that a financial update through December 2024 was posted in the CP Dropbox. That report also includes separate figures for WCNA through March, which are the final figures for WCNA 38. The bottom line reflects expense over income of $956,129. WCNA 38 has been discussed extensively, Anthony said, and he had little insight to add at this point. There were a number of factors that could not have been foreseen, most crucially the low registration numbers.

Anthony reminded CPs that the board is discussing possibilities for the future of the World Convention. The 2023 World Service Conference decided to suspend the WCNA rotation policy until the board could determine what is practical and possible. As reported in *NAWS News,* the board has decided not to hold a World Convention in 2027. There is not enough time to plan a convention effectively that quickly, especially facing so much change and transition at the WSO.

The future of the World Convention is on the board's agenda to discuss at their in-person meeting in May. When they agree on a recommendation, they will discuss it with conference participants, and the recommendation will be included in the *CAR*.

Anthony added that these are the final days of the WCNA merchandise store. The conference room where the stock is set up for packing orders needs to be cleared for the board meeting in May. Storage options are being investigated, and if that works out, the merchandise may be given away to delegates at the next World Service Conference, as in 2023. We will keep you posted.

Anthony advised those who plan to travel to the US for the World Service Conference to please, **_please_ check your visa requirements**, and if you need a visa, please apply for it as early as possible!

He assured CPs that their concerns about travel have been heard. Like 2023, this will be a hybrid WSC. In 2023, there were 14 delegates and 25 alternates attending remotely, and even more remote participants are expected this time around. Anthony acknowledged that while it will never exactly mirror the in-person conference, work is being done currently to improve the remote experience.

Anthony added that WSC 2026 will use same the same software used at the interim WSC. That software is connected to the software used by the "clickers" at the in-person WSC. Care will be taken not to run late sessions out of respect to the remote attendees.

He also addressed the question of how the proposed tariffs are going to affect World Services and NA. In short, it's too early to say anything definitive. The situation seems to change rapidly and isn't easy to forecast. But Anthony assured the CPs that NAWS is actively engaged in mitigating the impact as much as possible and watching the situation closely. As anticipated, almost 16 operating days of reserves since December have been used building up inventory and preparing for possible challenges to the supply chain. The WSO is building up stock to make sure orders can be filled. Right now, the primary impact of the tariffs seems to be on plastic and metal material. Printed materials are not currently affected.

Anthony stated that the WSO doesn't plan to surprise CPs or the Fellowship with anything. All will be kept informed when there is anything to report. He did say that we are "due" for a literature price increase within the next year or so to keep up with inflation, even if all else were equal. But these are conversations the board needs to have, and CPs will be kept in the loop about any decisions. If prices need to increase, ample notice will be given as always.
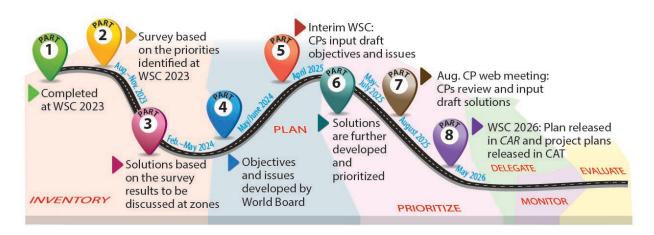
Anthony then brought up the seemingly increased interest in local literature production, reminding CPs that NA World Services has been assigned the responsibility to be the sole publisher and distributor of NA literature. NAWS looks for the best way to get literature to NA members, assuring that there is consistency in our message, that trademarks and copyrights are protected, and that a consistent publication standard is met. In other words, a book published in French or Spanish is the same wherever it is used. NA World Services currently publishes literature in 58 languages. To print the same book in multiple locations requires a great deal of communication and administrative oversight that is often simply a duplication of efforts. NAWS does not enter into local printing agreements lightly and have only done so when we cannot otherwise get literature to the members who need it. That direction can be changed, but it should only happen as a direct result of a decision to change the entire system, and the

responsibilities assigned to NA World Services under the *Fellowship Intellectual Property Trust*.

Anthony turned the meeting back over to Irene to discuss Planning.

Planning

Irene noted that the notes from the planning discussions at the Interim WSC were recently uploaded to the conference participant Dropbox. She said she hopes everyone enjoyed those discussions, which it seems most people did. The board is working on revisions to the Issues and Objectives based on the ideas shared at the interim meeting. We got some great input and great ideas!

Referring to the latest version of the planning roadmap graphic, displayed on the screen, Irene explained that we we're somewhere in between Part 5 and 6 right now. The May World Board meeting will include a session with planning consultant Jim Delizia to start on Part 6, which is about developing solutions. Solutions will be proposed based on the ideas participants shared at in the Interim WSC and at the zonal workshops. Ideas generated in the *CAR* survey will also be considered. The board will have more to report soon.

Irene reminded everyone that the August conference participant web meeting will be **two** sessions [11:00 am – 1:00 pm and 1:30 pm – 3:30 pm, Pacific Daylight Time]. The meeting will be spent reviewing the draft solutions in the same sort of way the draft objectives were reviewed at the Interim WSC.

Input to *CAR* survey – deadline May 20

As we've said many times, any NA member, group, or service body can submit an idea for the *CAR* survey. This year we've posted an input form to make it easier. After the deadline, we will work together to combine similar ideas and prioritize the list to create a manageable sized *CAR* survey.

The draft of *A Guide to World Services in NA* posted on the conference page contains all the information about the new *CAR* Survey process that was passed at WSC 2023. That detail, including the timeline for the *CAR* Survey process is on pages 21 and 22 of *GWSNA.*

After each meeting of the World Service Conference, we update *GWSNA* to include all of the decisions made. The draft is posted for 90-day delegate review and then finalized. Please take a look and provide feedback before June 16.

Timeline to get stuff done for 2023–2026 conference cycle

Interim WSC Report available
28 November 2024

Translated Interim WSC Report available
ASAP after 28 November 2024

First draft amendments to interim motions due
14 January 2025

Final form of amendments to interim motions due
29 January 2025

Initial straw poll on motions and amendments
TBD 2025

Interim World Service Conference
28 February & 1 March 2025

First draft regional and zonal motions deadline
1 July 2025

Final form of regional and zonal motions deadline
3 August 2025

Deadline for all candidate submissions to the HRP's nomination process
30 September 2025

Conference Agenda Report available
3 November 2025

Translated *Conference Agenda Report* available
3 December 2025

Deadline for regional material to be submitted for inclusion in the CAT posting
3 January 2026

Conference Approval Track material available
3 February 2026

Regional and zonal report deadline
28 February 2026

Deadline for regional material to be submitted for inclusion in the Conference Report
28 February 2026

Funding request and WSC registration deadline
3 March 2026

First draft amendments to CAR and CAT motions deadline
3 March 2026

Final form of amendments to CAR and CAT motions deadline
18 March 2026

Initial straw poll epoll
After 18 April 2026 [CPs will have 72 hours to respond]

World Service Conference 2026

3–9 May 2026

This version of *GWSNA* has a new timeline graphic devoted just to conference-related deadlines, which is something CPs have requested. It's on page v (Roman numeral 5).

This timeline includes all the deadlines related to regional and zonal motions. The first drafts of those motions are due **1 July.** Please email wb@na.org if you intend to submit a motion for the 2026 *CAR*. Jack and Hammed will be the WB members working with delegates to get motions *CAR*-ready. Sooner is better so you can have time to discuss if needed.

World Unity Day – The flyer for our first 24-hour virtual Unity Day was shown on the screen. We're planning to celebrate Unity Day together around the clock online. The day will run from 9pm Friday to 9pm Saturday, Pacific Daylight Time, with everyone joining together to say the Serenity Prayer at 9am Saturday.

Irene explained: Every zone and the two seated regions in Iran are welcome to sign up to host an hour to do whatever your zone chooses. It could be service- or recovery-related. Anything goes. The details haven't all been worked out yet, but please let the board know by mid-May if your zone is interested in taking on an hour. We will talk about this more at the June CP web meeting.

Only about four zones have responded so far, but Irene anticipated that more would be interested. She asked for a quick show of hands as to which zones might like to be part of the Unity Day celebration. About 30 hands went up. Irene thanked the CPs and urged them to talk to their zones about this if they haven't already.

The board is planning time for two Issue Discussion Topics: DRT/MAT as It Relates to NA: Helping Members Take Root and Gender-Neutral and Inclusive Language in NA Literature. They've also talked about doing some interviews with long-time members and playing some videos. More planning will happen at the May board meeting, and the WB looks forward to a creative and inspiring day together.

In the meantime, Irene said, **two open webinars** have been scheduled on the other two Issue Discussion Topics: Reimagining and Revitalizing Service Committees (3 May) & Dealing with Disruptive and Predatory Behavior (12 July.) In response to Fellowship input, some revisions to those two IDT workshop materials have been posted—one benefit that the extra time in a three-year cycle makes possible. Both webinars will take place at 11am-12:30pm PDT (18-19:30 GMT) with Spanish and Portuguese translation provided. Contact wb@na.org if you need other interpretation.

The update to Reimagining and Revitalizing Service Committees aims to better focus the questions in the workshop and reduce redundancy. The workshop outline for Dealing with Disruptive and Predatory Behavior simply has a paragraph added to it, in response to an

increasing number of emails from members who have been ejected from online meetings. Those of us who attend online meetings know there is a particular kind of disruptive behavior can be really awful online, but it's important to remember that not everyone who disrupts an online meeting is a Zoom bomber. Sometimes the person who is acting up online really needs a meeting! There are a number of technical controls that can help protect the atmosphere of recovery in an online meeting without ejecting people. Check out *Virtual Meeting Basics*, which you'll find on na.org/virtual, for more information on this.

Irene also noted that **HTML versions of the IPs and booklets** in English have been posted on na.org, as CPs were emailed about last week. The HTML format is much easier to read on a mobile device than PDFs because the pages are responsive: There's no need to pinch and zoom to read the text. Also, longer material with tables of contents has internal links to the different chapters so there is no need to scroll forever. It's all around easier to read and more accessible. A lot of work went into this, and we hope it helps NA members and groups. Other languages will be added as we are able. By the way, we are up to 58 languages now with the recent addition of Sinhala!

Irene then reminded CPs that there are a few more weeks of review left for the revisions to **H&I Basics and IP #21.** The easiest way to find these pages is to go to na.org/projects and click through to the individual pages.

Before turning it over to Laura for an update from the Human Resource Panel (HRP), Irene wanted to mention an idea the board is thinking about: **a web meeting for trusted servants using social media** for PR and FD so that they can meet each other and share information. The board often gets asked to connect trusted servants who are using social media for PR and FD, so this would be an opportunity to make those connections. If you are interested, please email socialmedia@na.org.

HRP update

Laura greeted everyone and congratulated them for a very productive Interim WSC. She expressed gratitude that the conference approved the changes to the WSC nominations process reflected in Motions 10 and 11. With the updated policy, all nominees presented at WSC 2026 will now have an RBZ recommendation, reflecting the support of the forwarding region, zone, and/or World Board, and of course, the HRP's confidence.

Laura wanted to take a moment to remind everyone that the HRP is currently accepting RBZ recommendations. They have developed a resource packet to assist service bodies in their deliberations and evaluations. It is posted in the HRP section of na.org/conference. She encouraged committees to review, use, and adapt the tool to their needs.

If you are a member of an RBZ service body that would like to offer recommendations, the online form for RBZ candidate submissions is also posted on the WSC page (na.org/conference). Please remember that the form must be completed by a member of the service body, not the candidate. The deadline for submitting RBZ recommendations is 30 September 2025. But don't feel the need to wait till the deadline; submissions are welcome now. Laura also mentioned that there is no limit on RBZ recommendations. Your committee can forward as many as you have confidence in.

 Laura thanked the body on behalf of the HRP for allowing them to serve. Feel free to email hrp@na.org if you have any questions or concerns.

Questions & Answers

Q: Day 2 of WSC was fantastic—talking in small groups and getting in on the strategic plan was unbelievable! However, Day 1 was not so great due to the issues with the polling software. Granted there was some user error, and it was our first try with this software, but the fact that it took 45 minutes to take attendance seemed very ineffective. For a 3-year cycle with an interim to be useful in getting things done…is there a better software option?

A: Our struggle this time out was more of a process issue than a technology issue. So although we are using the same software for WSC 2026, it should be easier next time!

Q: Many of us have requested multiple times to change the name of the *CAR* Survey to Literature Survey. The name "*CAR* Survey" is too confusing for our members when there is the *CAR* report that is a separate thing. How would we go about trying to change that?

A: It's an evolving process—if enough people want to change the name, it can be changed. The issue with calling it the "Literature Survey" is that it's not only about ideas for recovery literature; it also includes ideas for service material and for IDTs. The point of the *CAR* Survey is to determine what goes into the *CAR*. That explanation may make it less confusing for members. I will make a note to discuss this idea at the next WB meeting.

Q: So, if *CAR* survey submissions are due May 20, what is the July date for? Are we supposed to act as if it's been voted on? Or is there a vetting process to see if there are similar proposals?

A: Page 21 of the draft of *GWSNA* we just posted for review goes through the entire process in detail. At the moment we're just gathering ideas. At the board meeting, the board will collate ideas–grouping together similar ones. For example, if there are 50 submissions about the *Step Working Guides*, that will be noted! The next step is a ballot with all the collated ideas, which CPs will get to prioritize. The survey will be finalized at the August CP

webinar. [Note: There is also a 1 July deadline for regional and zonal motions unrelated to the *CAR* survey.]

Q: It feels like the May 20 deadline is not enough time to collect everyone's ideas for the *CAR* survey. It seems like a tight turnaround when we have to get it out to the regions, who have to take it to the groups. Is it possible, after the WB collates ideas, for the CPs to review the collated list and potentially add things that have been discussed in their regions prior to the June-July ballot?

A: It might seem like a short timeframe, but the form has been posted since 18 March, and we have been collecting ideas all cycle. The form is just a convenience—you do not need to use the form to submit an idea for the *CAR* Survey. We've been reporting on this since July 2024. Any individual member can send in their ideas for the *CAR* Survey. Therefore, it's not necessary to get group conscience from groups and regions, because anyone can add whatever they want. The goal is to be inclusive of the whole Fellowship. The *CAR* itself, which comes out in November, *will* need group conscience. To help communicate the information more quickly to the regions and groups so they will know they can submit ideas, we suggest following the [NAWS Instagram account](#) and sending out screen shots of the posted updates that appear there.

Q: Is it expected that CPs will get feedback from the Fellowship about what should be prioritized?

A: That is up to you. You can absolutely discuss with your groups.

Q: Can the WB discuss adding SEO (search engine optimization) as part of the social media web meeting? SEO is a valuable piece of getting our name to appear with a higher ranking.

A: Yes! Great idea. Please send ideas to socialmedia@na.org

Q: Could you please repeat what you said about disruption of online meetings? This is a hot topic in my region right now!

A: Currently there is an IDT on Disruptive and Predatory Behavior, and we recently updated it based on Fellowship feedback. A paragraph about how to handle disruptive online behavior was added. It addresses how there are other solutions besides outright ejecting a member from a meeting. Look at [Virtual Meeting Basics](#) for tools you can use as well.

Q: So, *anyone* can submit info for the *CAR* Survey? My region would really like to see women-specific recovery literature, as we don't have anything like that.

A: Yes, any member can submit ideas! Both the April 18 email to CPs and the conference page (na.org/conference) have links to the form which you can share with your local members. Alternatively, they can simply email wb@na.org with their survey ideas.

Q: Regarding the increased interest in locally produced literature–this has been going on a long time. Why not just produce a book that would be more cost effective and affordable? If local people can do it at a lower cost, why not World Services? What about a version with just the first part of the Basic Text, for example? If the books were cheaper, it would solve this problem of unauthorized literature.

A: We've had lots of initiatives to provide low-cost literature. For example, audio versions of the Basic Text are available for free in many languages. And *An Introductory Guide to NA*, which contains the full chapters from the Basic Text on all Twelve Steps, is quite affordable. It was intended to be and is exactly that—a low-cost alternative to the Basic Text. People will always do what they're doing and we don't expect it to stop. However, we believe the overwhelming majority of NA members desire to do the right thing the right way.

Q: At the mid-cycle conference, there were 20 small groups, and we were in group number 20. We thought we had a lot of good discussions, but we ran out of time to report them back to the large group. Did the content of our discussions still get included, or discarded?

A: Don't worry, the report includes all of the small groups' discussion notes, not just what was reported out loud to the large group at the end of the meeting.

Q: Why is the *CAR* Survey input form only posted in English, Russian, and Spanish? Right now, it looks like only those three languages can complete the form. What is the criteria for the languages that are selected, and why isn't Farsi one of them? What guidance do you have for Farsi speakers on this?

A: The form is quite a simple one, and you can enter your feedback into the form in ANY language. You also do not need to use the form. If someone posts their idea in another language, we will translate it and include it with everyone's ideas. With NA members speaking 100 languages, we do depend on the delegates to pass the word on and let members of their regions know.

Q: Why were Russian and Spanish the ones that were posted?

A: The local language-speaking communities often submit things to us. We have Spanish translation in-house, and the Russians sent us their translated version. We are always reminding CPs that if you want something translated, if you could help us with that that would be fantastic. It's not possible to do all of the languages in house, so we always need assistance from local communities for these kinds of items.

Q: The WCNA 38 financial loss is matter of concern for many in my region, with strong interest in understanding how and if we plan to address it. Are there any plans in place to cut costs to recoup some of that financial loss?

A: I can assure you no one is more disappointed than we are! No, there are no plans in place to cut costs in other areas. We always plan to act as efficiently as possible. Prior to WCNA 38 we had accumulated a cash reserve which allowed us to endure any circumstances, which is how you should always plan. More than anything else, the DC numbers solidified the need to completely reconsider the World Convention, its planning, frequency, and location. This is a process the WB is undergoing right now. I imagine there will be some recommendations about the future of WCNA that will be in the *CAR*. Fortunately, we are able to maintain existing operations with resources we currently have.

Q: Confirming that there will not be a WCNA in 2027? I really hope we can find a solution!

A: Correct, it will not happen in 2027. This was a decision that was made by the board after extensive discussion and communicated to conference participants earlier this year. The board will discuss WCNA at the May board meeting. We can't minimize the tremendous transition of leadership happening at the WSO as well as complete restructuring of how we operate. It was unrealistic to think we would be able to plan in time for '27 with all this going on. It is not fiscally responsible right now. We all want to find a solution and will keep you posted on any WCNA news.

Q: Can you explain more about why enabling more local literature production would need to be done by changing the whole process in the *FIPT*? Why we couldn't just piecemeal that section?

A: It's not as simple as it sounds. We're talking about decisions made in the late '80s and early '90s that established our current system of lit distribution. Back then, the WSC decided that NAWS would be the sole publisher of NA literature. With that comes all the legal responsibility of dealing with NA's intellectual property. In order to change that, the whole system would need to be looked at. Right now, we only have local printing agreements with places where it is impossible for us to reliably deliver literature.

Q: The APF recently created a new pamphlet on Disruptive and Predatory Behavior, which NAWS just added to the Local Service Resources page (na.org/local-service-resources). Would it be a good idea, when we have these webinars, for NAWS inform CPs of new resources like this that have been posted? It seems easier to inform CPs about new resources as you post them online, rather than us having to check the site ourselves.

A: Thank you for creating and sending that! We do post a LOT of stuff, and we try to summarize it in the Delegate Digest. If we were to email CPs about every new posted

resource, it would flood everyone's inbox. But the Local Service Resources page is very helpful—bookmark it!

Q: If enough members sent in *CAR* survey ideas requesting that NAWS produce a lower cost Basic Text other than the Little White Book, could such a book become a possibility?

A: It depends on level of input – if it was large enough, we would have to take it under discussion. To clarify, the Little White Book and the Intro Guide we mentioned are two different things. The Intro Guide is significantly longer with more Basic Text material.

The meeting concluded at 12:30pm PDT.