

## **Regional Minutes August 2023**

October Regional weekend will be held in person.

Montachuse+ Recovery Club  
106 Carter Street, Leominster, MA 01453  
Contact: Kevin F: 617-913-5512

Subcommittees meet Saturday Oct 14<sup>th</sup> – see nerna.org for meeting times.  
RSC meets Sunday Oct 15<sup>th</sup> at 11:00 am

**RCMs: Please let groups know that they need a Rider Binder for special events coverage!!!**

**THERE ARE MANY OPEN POSITIONS INCLUDING CHAIR, VICE CHAIR & SECRETARY. PLEASE BRING THIS TO YOUR AREAS.**

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### **ATTENDANCE – See Appendix A**

Motion to accept June RSC minutes – approved

## **AREA REPORTS**

### **BOSTON -**

I apologize for not being here in June of this year 2023. I was not able to do any walking due to that beast Sciatica.

I did send a Boston Report to NERNA Secretary & Region phone line Member.

BASC June was the month where all BASC positions are open except for BASC Subcommittee Convention. BASC Open Positions are Chair, Vice Chair, Secretary, Assistant Secretary, Assistant Treasure, & Alternate RCM, FDOR Chair, GSR Chair & Public Relation Chair (Tavis has been Our acting Chair until voted in. I have Volunteered to be BASC Convention Assistant Secretary & Vice Chair for PR, along with Boston NA Phone-line person.

Our gracious Stella has stepped in to help BASC with getting Minutes out.

I just have to get all BASC monthly Meeting note's to Stella to get Minutes done.

I Am concerned about Massachusetts developing Racism that is directed towards Boston, & that includes Me feeling Prejudice right here on the Regional Committee.

Blessed Folks in Recovery. Ron H & James P (RD) taught Me to stick My Chest out towards anything that is not assigned to NA in Boston.

Ex: Boston received 6 phone calls that were a joke to My Mental health (1st call looking for Mike, 2. Who is this ? She hangs up, 3. She calls 7:29am looking for a Sponsor, 4. Male looking for mtg on a Monday, after offering Him other mtg's..he just wanted the info for Monday evening Mtg.. he tells Me (Mary C) all the info he has for Monday Mtg 5. Male sound Hispanic called 3am looking for a Mtg in Springfield

PLEASE ! tell these NA Members who thought they pulled a good stunt that Our HigherPower will deal with EVERYone that was involved.

AGAIN NERSC I Ask that We have a Diversity Training for Massachusetts right away.. I Am not Afraid in no way.

If We continue to ignore the Racism at Our next business Meeting this RCM will contact World & let them know that everyone including Regional Delegates have over looked Racism in Massachusetts.

The Time that I have spent as BASC RCM I have felt Racism from Caucasian Community more than 8 times. BASC had to address a Fist issue at BASC Convention, & no one once said anything about Region Convention using doves in the sky that represent The Holy Spirit & NA God is Spiritual & Region is using a Yoga Stance that represents Buda & Asian Gods

We do not have anything in place for the LBTGQ+ Community, & Latino Community, Along with Asian. Like having Speakers speak to that Community in Our Area Meetings & Region Meeting's.

I Assure You I Am not afraid to speak up for My People.

Maryann was an Executive Member the Year Ron H & Myself stood before BASC body to ask for black people in 1991

(I had less than a Year clean) to have a place in the Executive Body. What happen the White people that was profound left. When I seen James P leave & come back I knew then a Higher Power got Us all.

Please ANYONE who can & will support Boston for US NA Member's. Basic Text says We do not do not discriminate race creed religion lack of religion sexual Identity.

Closing statement To Region.

We all say the Serenity Prayer & Many of Us say the Service PRAYER.. Please do not think My HigherPower is going to let You do Harm to Me & get away with it in NA anywhere in this World..

Boston Phone Line Report had 6 calls June 24 - August 12, 2023

Last call Fella said he has 6 days & I shared with Him that I will have 33 Years September 6, 2023

**CAPE COD** - No report submitted.

**CENTRAL MASS** - No report submitted.

**GREATER PROVIDENCE** - No report submitted.

**MARTHA'S VINEYARD** - No report submitted.

**METRO WEST** -

Metro-West ASC Report to Region

July 14, 2023

David B - Alternate RSM

The meeting took place On August 1, 2023 at the Brookline Public Safety Building and was called to order at 7:00 PM. Seven of 19 GSR's were in attendance, plus 7 Administrative Board members. Reports - Reports were given by all sub- committee Chairs or Vice-Chairs. Most notable was H&I which expressed a concern over resources (people) that has caused H&I to reduce it's number of commitments

from 11 to 8 as follows:

- MacLean Hospital in Belmont will now meet every other Tuesday and Saturday which will allow us to better serve other and new commitments
- Charles River Recovery Center in Weston - 1 st Friday, First Sunday, Last Tuesday
- Arbor in Brookline – We are looking to commit to 1 Saturday per month
- H & I meets on the last Monday of the month at 421 Common St, Belmont

- Next meeting on August 28, 2023 at 5:30 PM

Also expressed was the lack of participation in the Speaker List circulating for the past several months. The intent is to have a list of members who might be available to speak at a commitment should a panel member not be able to attend. According to the Chair "The sign-up sheet for addicts willing to speak at an H & I commitment has been largely unsuccessful in getting those listed to show up."

Members were asked to reinforce this need at area meetings.

Open Forum - A generalized concern was expressed regarding the lack of participation of service on the group level and as expressed by H&I. A discussion took place about why this is happening; what it means for the fellowship (for example: Effects of COVID? Thinning of meetings due to the increased number of meetings? Apathy?) and how to approach the issue. This was left open for further discussion with no result or motion made.

It was also expressed that Sunday Meeting Friends in Recovery needs support as it relates to attendance and to group level service

It was also expressed that one virtual meeting has been reduced from 5 nights a week to three for lack of attendance and group service. Although this meeting is not within our area it was brought up to illustrate the symptom of the general subject.

The Nooner online meeting is celebrating its 3rd annual anniversary with Fellowship, a BBQ and a Gratitude meeting at Lars Anderson Park in Brookline September 2nd from 10:30 AM to 2:00 PM.

Respectfully submitted,

David B

**NEMA (Northeast Mass Area)** - No report submitted.

**SEMA (Southeast Mass Area)** -

#### August 2023 SEMA AREA'S REPORT TO REGION

Good morninggg NERNA!

Super excited and grateful to be here today with my Alt RCM Coralee. We both got elected to our first full term positions last month.

The Southeastern Mass Area meets on the third Sunday of the month. This month we will be meeting on August 20th. The link can be found at [Semana.us/area](http://Semana.us/area).

The # of groups represented the last 2 ASC's were 17 in July and 19 in June out of 37 groups total.

We are very happy and excited to announce that we have decided it is time to return to meeting in person! Our FS chair was tasked with looking into options for us and returned with 3 options. The groups decided to choose the Umass Dartmouth location to begin meeting again.

We have a couple big events coming up: our Campout (pre registration will be open until August 20th), and the tri-area convention happening Sept 29-Oct 2 get your registrations and reservations before its too late!

We also have an event next Saturday August 19th from 10-4pm at Fort Phoenix which will be hosted by our Activities Subcommittee. This is a free event, bring a newcomer and come visit us!

Our area recently changed its policy regarding our regional contribution to now send 20% of its working balance instead of 20% of group contributions. This increases our average balance to about \$1600 from around

SEMA's Treasury:

The general balance before the start of business in July \$6,210.99.

Group contributions this month totaled \$72.60.

The ending balance on the account after all business this month is \$6,345.27.

Regional contribution this month is \$736.32 making the total regional contribution being sent

August 2023 SEMA AREA'S REPORT TO REGION

this month from June to July \$1,609.82.

The ending working balance after the regional contribution is \$2,945.27.

Elections

Finance Member (3 members)

Literature Distributor - Position remains open please bring back to groups

Alternate Literature Distributor - Position remains open please bring back to groups

RCM - Position filled by Laura G. Thank you for your service

Alternate RCM - Position filled by Coralee D. Thank you for your service.

Activities Chairperson Position filled by Ashley F.

ILS,

**Laura G**

**SOUTH SHORE** - No report submitted.

**WESTERN MASS** - No report submitted.

## **COMMITTEE REPORTS**

**CHAIR** - No report submitted.

**VICE CHAIR** – No report submitted

**SECRETARY** – Thank you for allowing me to serve for the past 1 ½ terms. Unfortunately I cannot continue in this position as I am taking on other service positions.

ILS,

Gail

## TREASURER/FINANCE -

Finance/Treasurer's Report  
August 13, 2023

### *Saturday Sub-committee meeting*

We met yesterday with five addicts in attendance. All positions are vacant except finance sub-committee chair: treasurer, asst. treasurer, and (3) finance committee members at large.

When making an electronic donation, please remember to note if it is individual, group, or area. It would be helpful if you could email the treasurer anytime you make an electronic contribution (or make a deposit at a local branch).

- If there are questions regarding donations, please email the treasurer at [treasurer@newenglandna.org](mailto:treasurer@newenglandna.org).
- June and July statements were reconciled.
- The scheduled transfers into set-aside accounts were made (Insurance, RD/AD, FD, PR, and Website).
- Paid the monthly fees for Zoom and QuickBooks online.
- Adjusted the financial calendar to account for anticipated spending plan approvals. We will re-set prudent reserve after the financial calendar is approved. The calendar reflects our recommendation that we do post-card filing moving forward. As reported previously, our projected costs for the upcoming years are \$21,441.08, an increase of \$6,844.87. Our total income for last year was \$18, 183.03. Our total contributions logged on Saturday equaled \$3983.47.
- Documented the physical deposit and the PayPal donations transfer.
- We are recommending Marissa J. for treasurer and Kevin F. for asst-treasurer, and Meredith B. for finance committee member at large.

### *Sunday RSCM*

- We have a starting balance of \$226.61.
- Prudent reserve is currently set at \$3629.40, based on the 23-24 fiscal calendar.
- Check 1508 for \$1000.00 to NEADCP for Drug Court Professionals registration - PR.
- Check 1509 for \$226.61 to NAWS for PR literature.
- We have an ending balance of \$0.00.

Along with this report, you should receive the submitted spending plans, and the following three (3) attachments:

1. Balance Sheet (shows the amount in our account and each set-aside)
2. Deposit Detail (shows all donations since last RSC)
3. Balance Sheet Detailed (shows all transactions since last RSC)

ILS,

Noel D.

**Please see Addendum for the remainder of the treasurer's report.**

**CONVENTION -**

New England Regional Convention Committee 08/12/2023

NERC Chair: Teresa D (781) 526-4006

The New England Regional Convention Committee met Saturday August 12th at 12:30pm

There were 5 people in attendance.

6 out of the 12 positions are now filled.

Vice Chair: Kevin R

Treasurer: Open

Assist. Treasurer: Stacy S

Secretary: Denise H

Asst. Secretary: Open

CI: Open

F&E: Open

H&H: Peggy M

Merchandising: Open

Programming: Gary N

Registration Delia M

Open Forum

It was discussed to meet at River to Recovery in Fall River next meeting instead of region location due to providing a hybrid platform.

Discussion about waving bids for registration and merchandise this cycle. This was tabled until the next meeting.

Chair brought back to the committee asking why an additional \$3,000 needs to be set aside for the convention instead of the usual \$7,000. Committee indicated that it is inflation that we ask for additional funds and if funds are not needed it will go back to the region.

The committee will be creating a flyer for the logo and theme suggestions to be disbursed to the region and to the groups. It will be ready next week.

ILS

Teresa D

Convention Chair

**FELLOWSHIP DEVELOPMENT** - No report submitted.

**HOSPITALS & INSTITUTIONS** - No report submitted.

**INSURANCE - OPEN POSITION**

**LITERATURE** – No report submitted.

**POLICY** – No report submitted.

## **PUBLIC RELATIONS/PR -**

### NERNA PR MEETING MINUTES 8-12-23

I. Opening Prayer, 12 Traditions, Introductions / Attendance

12 Members in attendance representing 6 of our 11 areas.

II. Area PR Reports:

- a. Boston: Mary, Vice Chair present. Tavis still acting Chair. Boston area meeting virtually. Working on literature racks. Upcoming project include bringing PR flyers to underrepresented groups in the Boston area. PSAs and public billboards will be discussed at the next PR meeting.
  - b. Cape Cod - Not present
  - c. Central MA: Thomas G, Marissa J both present. PR reaching out to the Sheriffs dept. Plans are in the works for a Flyer Hanging Day and also a Letter Mailing day. Also planning a presentation at the Spur of The Moment NA campout.
  - d. MetroWest: Eric T chairperson present. Eric reports that an active PR committee meets virtually on the third Thursday of each month.
  - e. MV – not present
  - f. Nantucket – not present
  - g. NEMA – not present
  - h. Gr Providence – not present but report given via written report: The committee is working without a chair at the present time but PR work is still being done. (We are ALL PR!) GPA was contacted to do an event for RI Elder Info “Calling All Veterans” in West Warwick later this month. A table presence will be brought to that event. A request was received from a treatment center in Johnston RI and this was passed on to H&I. A Recovery Rally in Providence in September will also have PR members and a table set up. Anyone interested in chairing the committee is encouraged to attend the next GPA area meeting.
  - i. SSA: David D the Chair present. 7 attendees in July and 4 in August. Several open positions and looking for Lit Rack Coordinators for several towns. \$154 spent on lit and supplies. Only one open commitment which is an ongoing weekly at PCO Hope in Plymouth. We completed two outreach events which were the Regional PR meeting in Dartmouth College and H&I/PR learning day in Holbrook. We have an upcoming commitment at the Canton health Fair in October. We restocked 15 of our lit racks and have 6 communities covered by Lit Rack Volunteers. We have created samples of PR magnets which are samples for the area to look at and approved printing of an initial run of 50 to test out effectiveness. We decided to add the committees QR code to the ID labels of literature racks going forward. We discussed a reminder that we must exert care not to state or imply any opinions on outside issues when doing PR presentations.
  - j. SEMA: Katie C, chair present. SEMA PR is struggling with only 3 members. Possibly looking to team up with H&I to do a learning day to get more members involved. Two events coming up in August which area a SADOD (support after OD death) in Dartmouth and Overdose Awareness Day in Fall River.
  - k. WMA: Pete C & Michael. Chairperson Pete present. Attendance has been 7 in July and 6 in August. Meetings held in person in Chicopee. All positions filled. 15 Lit racks being well maintained. Past events have been a Poster Drive in July with 16 addicts coming along putting up 143 posters. Two “National Night Out” events were attended, Palmer and Belchertown. Both successful outreaches. WMA has PSA’s running on several local radio stations. They sound great
- Next National Night Out will Aug 15th in Springfield.
  - August 31st Overdose Awareness Night in Westfield
  - Sept 9th: Sober in the Park in Palmer
  - Sept 16th SOAAR 5K Run in Belchertown
  - Next Poster Drive will be Oct 7th in Palmer.
  - WMA Area Learning Day October 30th with all subcom doing presentations.

III. Other /Committee Reports

a. Chair: George S – first meeting today. Past SSASC RCM now looking forward to serving the Region as PR chair.

- b. Vice chair David D reports a positive vision for Regional PR work going forward.
- c. Social Media: Pete C reports just stepping up to take on this brand new position and hopes the committee will help to create comprehensive guidelines. He expresses that, being a new position for this Region there is little known about what will be expected and required. Several members serving in related capacities stepped up to offer assistance and support. Connecticut Area PR and NAWS PR will both provide resources.
- d. Secretary: Open
- e. Helpline: Cathie L – We have a detailed report breaking down each call and the area they came from, but here is a summary of the types of calls: Calls looking for meetings, Looking for help for relatives and loved ones, Looking for Spanish speaking meetings, Caller asking if it is OK for her to come to NA if she just smoked marijuana, Caller complaining about not getting a cabin at The Fun In the Sun event, Caller reporting that a meeting had folded. THERE ARE ALSO calls that we can not provide what the caller wants and have to remind them of our PR policies: Such as callers asking for detox, asking how to force someone to come to NA, a Caller sitting outside a detox asking for our opinion if they should go in or not, a Caller wanting to give us his number for us to call him to remind him to go to a meeting.  
A member in Boston area awaiting training to help with phone line.
- f. Training: Open position. Some discussion of requirements and scope of service.
- g. Lit Coord: David D reports \$277 order for literature received for the Cape Cod Symposium. A full inventory has been completed of lit in stock. NEADCP will require \$600 literature order. David gives a reminder that the Regional PR committee has equipment and display materials as well as literature that can also be loaned to any area for use with their PR presentations. This includes a projector, fold-out display, literature racks, table cover, etc.

#### IV. Open Positions:

Secretary – requirements read. No one available at this time. Will go on to October's agenda.

Training Coordinator. requirements read. No one available at this time. On October's agenda.

#### V. Old Business

Pre-recorded videos. : A video tools workgroup is going to be creating a video for "Presenting to Professionals". George will gather information and requests from Jonathan S, Craig R, and Marissa J and will bring a summary of all ideas to the next Regional PR meeting.

#### VI. New Business

Upcoming events:

- NEADCP New England Association of Drug Court Professionals – Regional PR event in November. Notsure of location just yet but this is a repeat event which we will cover.
- Canton Health Fair is a So.Shore PR event in October. SSASC will cover.
- SUD and Recovery Symposium in September is a Boston Area event. Boston Area will cover.
- Cape Cod Symposium is an annual event Region covers every year. A schedule was worked out for attendance and coverage for each day of the event.

Social Media concern regarding groups, areas, and committees with Social Media pages. There was much discussion on this subject and it is agreed that part of the Social Media Coordinators position and scope of service will be around this issue. All areas and group are reminded that any Social Media which involves public posts, comments, and even "likes" are Public Relations and fall under our purview. Public pages using the NA name require moderators and admins to be sure that the line between NA and outside issues not be blurred. i.e. postings regarding treatment, MAT, psychiatric and legal issues, etc.

George will reach out to some of the active members of one of the pages in question to gather ideas and assure that the Regional PR Committees concerns are passed on.

Thank you for allowing me to take part in this committee's important work.

In love and service,

George S.



RD Report for August 2023

Greetings New England Region!

### NEZF Meeting (online) – July 23, 2023

Zonal FD: A task team was created for FD outreach. There are regional components now on the NEZF webpage as a result of FD efforts. FD meets the third Wednesday of every month at 8. They are going to have a workshop to see how they can do outreach to each of the regions. Under NEZF.org under FD, a service request can be made or you can volunteer to help other regions - Zonal Identity & Function Project continues

Zonal PR: Wilvena is still acting chair. There is a lot going on with NEZF PR. They meet the third Tuesday of the month at 9:00 using the NEZF login. A vice-chair, Richie, was elected. He will be submitting his nomination to be elected as Chair soon. Tom C. is chairing the H&I ad hoc under PR.

Zonal Service Symposium **NESSNA:** The Northeastern States Service Symposium meets on the first Sunday of every month at 9:00 am. They use the NEZF login information and meet next September 3, 2023.

Guidelines – Needs a new Chairperson

Website - changed to a different provider

*Elections: following positions are all still open*

Secretary (Nancy C. and Troy from CT were nominated)

Public Relations

IT Services (Adam. has indicated interest)

I am quite concerned about the body's ability to make decisions at NEZF and specifically elect trusted servants or make RBZ nominations.

**Proposal: To revise the Vision, Mission, and Purpose Statements for the NEZF as well as to move the Accountability Statement. Passed**

**Proposal: To create a position of fundraising/merchandise chairperson be created under the PR subcommittee. Failed**

An RD raised the point that we have an ad hoc H&I under PR when NEZF voted against making a workgroup and a strategic plan for Zonal H&I. That RD is concerned that if we vote against this, there may be an 'end run' around this vote... This being the second time that the Chairperson has brought a proposal before the body that was previous not approved by NEZF.

Thank you for allowing me to serve on the delegate team over these last two and a half cycles, it has made a profound difference in my personal recovery and has been an absolute privilege serving the New England Region. I enthusiastically wish to nominate AD Jim D, to succeed me as RD!

James P., Regional Delegate  
617-314-4048

[jgpbos@me.com](mailto:jgpbos@me.com)

## **ALTERNATE DELEGATE (AD) -**

Alternate Delegate Report August 13, 2023

### Conference Participants Webinar

The July 2023 Conference participant web meeting was held on Saturday, 22 July at 11:00 am Pacific Time. The meeting was attended by 80 RDs, 5 ZDs, 12 WB, 60 ADs, 5 zonal contacts, 4 members of the HRP, 1 WSC cofacilitators, 6 interpreters, and 16 NAWS staff.

Irene C (WB Chair) welcomed the participants and announced that translations for the meeting would be available. Irene asked everyone to select a language once translation began.

We opened with a moment of silence followed by the “We” version of the Serenity Prayer.

Irene introduced herself as World Board Chair and shared that at the annual board meeting this week, they affirmed the executive committee. Jack is now vice-chair of the board, and Yoel and Hammed are the two other members of the executive committee. Irene also welcomed two new members to the World Board, Veronica from Sweden and Carla from Wyoming. She also welcomed any new conference participants. We will be having conference participant web meetings every two month the next two are set for 23 September and 18 November.

Anthony gave a NAWS update explaining that lots of material has been posted to na.org and the WSC portal. The revised summary of decisions, the revised vision statement, revised FIPT, including Operational Rules and Intellectual Property Bulletin #1, the review draft of GWSNA (Guide to World Services of Narcotics Anonymous), the updated regional and zonal maps and zonal snapshots, a new version of the NAWS Update and an issue of NAWS News summarizing the WSC have all been posted to na.org

Anthony reported that planning for the World Convention in Washington DC next year is starting to heat up. The layout of the space will require more screens which will drive up AV costs. WCNA will not go on sale before the last quarter of this calendar year and email notifications will go out when it does go on sale. It was also mentioned that they have begun investigating possibilities for after WCNA 2024.

Anthony also mentioned how the meeting search tool will now be pointing members to local service bodies for more accurate information.

Anthony reported that NAWS is currently spending more than it brings in and they had purposely built-up reserves as they knew there was necessary major expenses pending like the new account software and the cost to implement the WSC. There are a number of positions open and they are posted at na.org/jobs.

Irene mentioned about focus groups that will be created this cycle. The form can be found at na.org/projects. Some examples of the projects are about H&I work related to updating the H&I service

manual, help with the Loner IP, virtual service bodies and evaluating speaker tapes for WCNA to name a few.

Planning began at the WSC for the next cycle and continues with the scanning process to begin soon to get zonal input. The NA Survival Kit was mentioned. This will pull together already approved NA literature related to the steps. Their plan is to number the bullet point questions from the Step working Guides as part of this publication. Is this a “substantive change” of the approved literature? This question was posed to the world board as the 120 day notice was sent out and we are awaiting a reply.

The four Issue Discussion Topics for this cycle are:

1. Dealing with disruptive and predatory behavior
2. Gender-neutral and inclusive language in NA literature
3. Reimagining and revitalizing service committees (to further the reach of the NA message, improve communication, provide mentorship and training, and make service more attractive and accessible, learning from our experience the past few years)
4. DRT/MAT as it relates to NA

At this meeting we focused on predatory/disruptive behavior and gender-neutral language. The notes from all the mall groups will be included as an addendum to this report.

Gratitude

It has been an absolute pleasure working with and being mentored by James P these last two plus years. We went through some very tough times for the fellowship as we maneuvered from virtual back to in person, using hybrid and all sorts of inventive ways to keep our fellowship moving in the right direction. His knowledge and understanding of 'how it works' at the world service conference was a tremendous asset as he prepared me for the role of delegate. Thank you, James, for all that you did for me and always do for Narcotics Anonymous.

With gratitude,  
Jim D- AD

**REGIONAL MEETING DIRECTORIES (RMD)** - Position vacant

**WEBSITE** - No report submitted.

**BOARD OF DIRECTORS (BOD)** - No report submitted.

## **AREA CONCERNS / OPEN FORUM**

1. October RSC hosting Kevin F. Central Mass will address
2. Marissa Greater Providence – 4 people to Alaska (real value) we don't have the money, financial shortfall based on spending plan, motion to come
3. \$3000 motion from convention – questions
4. Carrie, website looking for feedback and consensus
  - o use regional website & resources for all member areas & groups for their conventions
  - o this would take money \$300-\$600 per year
5. Revisit having elections in June instead of August for finance and cyclical perspective MAJORITY IN FAVOR
6. SPENDING PLANS NEED TO BE SENT TO AREAS FOR REVIEW – FINANCE CALENDAR ALREADY SET AS OF YESTERDAY

### **CBDM**

Straw Poll

1. Spending plan – we made \$18,000 last year and spending plan is \$21,000 - in favor of rejecting – 3 areas – after discussion 3 still opposed – move to next meeting.

## OLD BUSINESS

### **Elections**

Treasurer – Marissa J.  
Asst. Treasurer – Kevin F.  
Finance Chair – Noel F.  
Finance MAL – Laura G.  
PR/Phone Line Chair – George S.  
H&I – Chelsea B.  
RD – Jim D.  
RDA – D'Lanor  
FD – James P.  
Insurance - Carrie

### **OPEN POSITIONS**

Chair - **OPEN**  
Vice Chair - **OPEN**  
Secretary - **OPEN**  
Asst. Secretary – **OPEN**  
Board of Directors (BOD) – **OPEN**

- 1 Director Pro-tem to April 2024
- 1 Director to April 2025

RMD – **OPEN**  
Literature - **OPEN**  
Website - **OPEN**  
2 Finance Members at Large (MAL) - **OPEN**  
Policy - **OPEN**  
Insurance – **OPEN**

**THERE ARE MANY OPEN POSITIONS – PLEASE BRING THESE BACK TO YOUR AREAS!!!**

## NEW BUSINESS

**8 VOTING RCMs PRESENT**

### **MOTIONS**

***No Motions***

**ADDENDUM A**

**AUGUST 2023 REGIONAL MEETING ATTENDANCE**

<b>Position</b>	<b>Present</b>
Chair	
Vice Chair	X
Secretary	X
Asst Secretary	Open
Treasurer	Open
Asst Treasurer	Open
Finance	Open
BOD	
RD	X
RDA	X
Convention	X
H&I	X
PR/Phoneline	X
Policy	
Website	X
FD	X
Literature	
RMD	Open
Insurance	Open

<b>Areas</b>	
Boston	X
Cape Cod	X
Central Mass	X
Greater Providence	X
Martha's Vineyard	X
Metro West	X
Nantucket	
North East Mass	
South East Mass	X
South Shore	
Western Mass	X

# New England Regional Service Committee of NA

## Balance Sheet

As of August 13, 2023

	TOTAL
<b>ASSETS</b>	
Current Assets	
Bank Accounts	
Checking at Citizens Bank - Ne	226.61
BOD - SA	4,000.00
Convention SA	10,000.00
FD SA	955.00
Insurance SA	2,530.27
NESSNA SA	4,400.00
PR SA	1,086.28
Prudent Reserve	3,629.40
Prudent Reserve Buffer	3,253.73
RD / AD SA	2,239.50
Travel SA	500.00
Website SA	323.70
<b>Total Checking at Citizens Bank - Ne</b>	<b>33,144.49</b>
<b>Total Bank Accounts</b>	<b>\$33,144.49</b>
<b>Total Current Assets</b>	<b>\$33,144.49</b>
<b>TOTAL ASSETS</b>	<b>\$33,144.49</b>
<b>LIABILITIES AND EQUITY</b>	<b>\$33,144.49</b>

# New England Regional Service Committee of NA

## Balance Sheet Detail

As of August 13, 2023

DATE	TRANSACTION TYPE	NUM	NAME	MEMO/DESCRIPTION	SPLIT	DEBIT	CREDIT	AMOUNT	BALANCE
<b>ASSETS</b>									
Checking at Citizens Bank - Ne									
	Beginning								27.07
	Balance								
08/12/2023	Transfer				Checking at Citizens Bank - Ne:Insurance SA		\$704.67	-704.67	-677.60
08/12/2023	Transfer				Checking at Citizens Bank - Ne:RD / AD SA		\$1,927.50	-1,927.50	-2,605.10
08/12/2023	Deposit				-Split-	\$1,952.41		1,952.41	-652.69
08/12/2023	Transfer				Checking at Citizens Bank - Ne:Website SA		\$87.76	-87.76	-740.45
08/12/2023	Transfer				Checking at Citizens Bank - Ne:FD SA		\$769.00	-769.00	-1,509.45
08/12/2023	Transfer				Checking at Citizens Bank - Ne:PR SA		\$295.00	-295.00	-1,804.45
08/12/2023	Deposit				-Split-	\$2,031.06		2,031.06	226.61
<b>Total for Checking at Citizens Bank - Ne</b>								<b>\$199.54</b>	
BOD - SA									
	Beginning								4,000.00
	Balance								
<b>Total for BOD - SA</b>									
Convention SA									
	Beginning								10,000.00
	Balance								
<b>Total for Convention SA</b>									
FD SA									
	Beginning								186.00
	Balance								
08/12/2023	Transfer				Checking at Citizens Bank - Ne	\$769.00		769.00	955.00
<b>Total for FD SA</b>								<b>\$769.00</b>	
Insurance SA									
	Beginning								1,825.60
	Balance								
08/12/2023	Transfer				Checking at Citizens Bank - Ne	\$704.67		704.67	2,530.27
<b>Total for Insurance SA</b>								<b>\$704.67</b>	
NESSNA SA									
	Beginning								4,400.00
	Balance								
<b>Total for NESSNA SA</b>									
PR SA									
	Beginning								791.28
	Balance								
08/12/2023	Transfer				Checking at Citizens Bank - Ne	\$295.00		295.00	1,086.28
08/13/2023	Check	1508	NEARCP		PR Expenses		\$1,000.00	-1,000.00	86.28
08/13/2023	Check	1509	NAWS		Customary Expenses:NAWS Contribution		\$226.61	-226.61	-140.33
<b>Total for PR SA</b>								<b>\$ -931.61</b>	
Prudent Reserve									
	Beginning								3,625.13
	Balance								
08/13/2023	Transfer			Adjusted PR based on 23-24 fiscal calendar	Checking at Citizens Bank - Ne:Prudent Reserve Buffer	\$0.00		0.00	3,625.13
08/13/2023	Transfer			Transfer to adjust PR based on 23- 24 fiscal calendar	Checking at Citizens Bank - Ne:Prudent Reserve Buffer	\$4.27		4.27	3,629.40
<b>Total for Prudent Reserve</b>								<b>\$4.27</b>	
Prudent Reserve Buffer									
	Beginning								3,258.00
	Balance								
08/13/2023	Transfer			Adjusted PR based on 23-24 fiscal calendar	Checking at Citizens Bank - Ne:Prudent Reserve	\$0.00		0.00	3,258.00

# New England Regional Service Committee of NA

## Deposit Detail

June 19 - August 13, 2023

DATE	TRANSACTION TYPE	NUM	CUSTOMER	VENDOR	MEMO/DESCRIPTION	CLR	AMOUNT
Checking at Citizens Bank - Ne							
07/03/2023	Deposit			Central MA		R	400.00
				Central MA	Central Mass		400.00
08/12/2023	Deposit						1,952.41
		9045		Boston Area	Boston Area		744.76
		99	MetroWest		Metro West		1,207.65
08/12/2023	Deposit						2,031.06
				Anonymous	Kim N		35.77
				Anonymous	Mike O		97.52
				SEMA	June/July Contribution		1,577.29
			Totally Clean and Free				120.06
				Anonymous	David E.		11.27
				Clean, Cool and Free			14.21
				End of the Line			48.51
			Spill the Tea				28.91
				Nernah Noonah			97.52



# New England Regional Service Committee of NA

## Balance Sheet Detail

As of August 13, 2023

DATE	TRANSACTION TYPE	NUM	NAME	MEMO/DESCRIPTION	SPLIT	DEBIT	CREDIT	AMOUNT	BALANCE
08/13/2023	Transfer			Transfer to adjust PR based on 23- 24 fiscal calendar	Checking at Citizens Bank - Ne:Prudent Reserve		\$4.27	-4.27	3,253.73
<b>Total for Prudent Reserve Buffer</b>								<b>\$ -4.27</b>	
RD / AD SA									
Beginning Balance									
									312.00
08/12/2023	Transfer				Checking at Citizens Bank - Ne	\$1,927.50		1,927.50	2,239.50
<b>Total for RD / AD SA</b>								<b>\$1,927.50</b>	
Travel SA									
Beginning Balance									
									500.00
<b>Total for Travel SA</b>									

# New England Regional Service Committee of NA

## Balance Sheet Detail

As of August 13, 2023

DATE	TRANSACTION TYPE	NUM	NAME	MEMO/DESCRIPTION	SPLIT	DEBIT	CREDIT	AMOUNT	BALANCE
Website SA									
	Beginning Balance								235.94
08/12/2023	Transfer				Checking at Citizens Bank - Ne	\$87.76		87.76	323.70
<b>Total for Website SA</b>								<b>\$87.76</b>	
<b>Total for Checking at Citizens Bank - Ne with sub-accounts</b>								<b>\$2,756.86</b>	
<b>TOTAL ASSETS</b>								<b>\$2,756.86</b>	<b>\$31,917.88</b>
<b>LIABILITIES AND EQUITY</b>								<b>\$31,917.88</b>	<b>\$31,917.88</b>

## Addendum Alternate Delegate

### 22 July 2023 CP Web Meeting: Framing Issue Discussion Topics

Topic #1: Dealing with disruptive and Predatory Behavior (odd-numbered groups start with this topic)—*Odd-numbered groups start here*

Topic #2: Gender-neutral and inclusive language in NA literature (even-numbered groups start with this topic)—*Even-numbered groups start here*

The discussion questions are the same for each topic:

#### **Topic #1: Dealing with disruptive and Predatory Behavior**

**What do we want the IDT workshops on this topic to accomplish? What do we want to get out of the discussions? [Intended outcomes can be tangible or intangible. For example, a tangible outcome might be the development of a written piece about this topic. An intangible outcome could be a stronger sense of unity in our local communities.]**

- Group 1
  - To find a solution to help guide the fellowship with predatory/disruptive behavior.
  - To give the fellowship a sense of what the group would look like without disruptive and predatory behavior.
  - Examples such as a guide of how to identify disruptive and predatory behavior then what steps to take thereafter.
  - Define what is disruptive and predatory behavior. Examples of what disruptive and predatory behavior would look like at a meeting.
  - A toolkit that the fellowship can use to workshop and train their members on how to deal with disruptive and predatory behavior.
  - Step by step list of tools of what to do if disruptive or predatory behavior happens.
  - Pamphlet for safety guidelines to remind others that disruptive and predatory behavior can affect others.
  - Flow chart following what to and not to do when disruptive and predatory behavior occurs.
  - Talking to the members who have engaged in the behavior and getting feedback from them on what they did to change and how they corrected their behavior. We must educate and walk without judgement.
- Group 2
  - Allow for large- and small-group discussion and feedback.
  - Identify common threads from discussions that can move the discussion forward
  - Focus on discussion and solutions applicable to the groups because that is the primary place where this needs to be addressed, like:
    - Meeting statement
    - Ways to promote a safe environment.
    - Ways to hold conversations about the topic.
    - Guidelines about how to proceed through addressing predatory behavior.

- Determine what the fellowship wants us to do about/with this topic.
- Group 3
  - Raise awareness on the importance of this.
  - Provide written information for groups to use in their format.
  - Best practices/playbook/guidelines for groups to use when they identify these behaviors. X3
  - Best practices that include the use of outside resources (police) to keep meeting safe.
  - Provide tools for members to have a discussion on the issues.
  - Common language with definitions about disruptive and predatory. X3  
Bullying to be included in this. Microaggressions, racism, homophobia also.
  - Something to help identify what disruptive behaviors are.
  - How do members apply the tools and provide unity on the topic. X2
  - Better use of what we have---Service Pamphlet on part of the topic. Include the Predatory behavior in the SP.
  - Get enough information to build a workshop for local service bodies to use on the topic. X2
  - How to protect newcomer. Take the humor out of the term “13-stepping.” Hold members accountable.
  - Need to talk about why there are members missing from our meetings and service committees.
  - Build information based on healthy relationships. Shared experience on the solution.
  - Guidelines specific for online meetings (dress code, etc.).
- Group 5
  - Raising awareness of what predatory and disruptive behavior is.
  - How best to address each as a member, especially without a backlash.
  - Behavior is not acceptable and reference to our literature, recovery, and a new way of life.
  - A statement available for use for service bodies and meetings (if they chose to use).
  - List of solutions for both behaviors.
  - Identify the different types of disruptive and predatory behavior. Know what they are.
  - Gather experiences from others dealing with disruptive and/or predatory behavior to share (solution and how addressed).
  - Disruptive behavior is different than predatory behavior. Disruptive behavior can be a result of mental illness and/or disagreements. Believe we have a pamphlet that addresses disruptive.
  - Predatory behavior: to provide the fellowship workshop material to help members share experience and understand who is affected, and who perceives predatory behavior. Often times distinction between men and women, predominantly men perceived as aggressors towards newcomer women. IDT talking points for delegate teams for community discussion on predatory behavior (homegroup, area region).

- The ability to confront and address each of the behaviors confidently and comfortably and the consequences (legal) of each behavior. What are the legalities of confronting, have clear parameters.
- Clarity about what is predatory behavior and subtleties of each of the behaviors. What someone might say one person may be interpreted differently.
- How to facilitate discussions so that everyone has the ability to stay in NA.
- Different nuances between predatory behavior and disruptive and how we deal with each and how each interpreted.
- Awareness of what predatory behavior could look like, how to deal with these behaviors in different settings, e.g., homegroup, sponsorship family, at the area and/or regional level and tools to support both.
- Members that are acting on predatory behavior, not putting a moral judgement on behavior and how can we keep the member and help them stay in integrity and grow through experience, help with understanding and awareness. Creating a safe atmosphere that allows for discussion on both topics for all members.
- Most predatory behavior is from still using members. Years ago, readings had a phrase regarding not sharing if you've used within 24hrs. The phrase has been removed and these days there are different points of views regarding still using addicts sharing. In his community most of the predatory and disruptive behavior comes from those still using. Strongly believe the sentence should be reintroduced into meeting readings e.g., and this would help reduce both predatory and disruptive behavior.
- Create a statement for all meeting readings.
- Disruptive and predatory should be two different discussions. Hard to define, provide examples of each.
- Separate the two and create definition examples and how the behavior affects members different at the different levels, whether is at the homegroup, or in sponsorship family, situations. Different individuals affected differently as well as perceived differently world. Also, inside NA and outside (after meeting).
- Awareness. Predatory and/or disruptive behavior; many times, members are unaware they are exhibiting the behavior, and this is for both newcomer and members that have been clean many years.
- Guidelines as solutions for behaviors in service and meetings, e.g., moment of silence, prayer.
- Split the two topic and create two pieces of literature. Examples of each behavior.
- Group 7
  - Our literature doesn't include examples that may be relevant today. WhatsApp, Online groups, etc. There's no reference to those issues. Can we include topics to discuss in the literature.
  - Need to identify what is and isn't acceptable behavior.
  - Do's and don'ts—suggestions about how to address the behavior and how not address the behavior. (e.g., calling out what disruptive and predatory behavior might be)
  - Predatory behavior takes many forms—not always sexual. It can be confused by cultural norms.

- \*\*Create a consistent awareness for members—both what predatory behavior is and how to address it. (workshops, cards or tools, etc.)
- Guidance on how to identify the behavior and what to do about it—what should you do when you see a predatory act? Raise awareness that silence may be interpreted as condoning the behavior.
- There is a blurred line about what is in a meeting and what's outside a meeting (esp. virtually). Clarity on this.
- Help groups develop a plan for who is responsible to address behavior and how.
- Meeting guidelines help us (esp. newcomers) understand how to behave in a meeting.
- Create a statement for meetings to read to let members know how to address behaviors—or give guidance to groups to create their own
- Not a new topic. Can we somehow institutionalize how to talk about this on a group level, e.g., \*\* make it part of a group (and area and regional) inventory that is done regularly.
- Suggestions *on how to communicate* issues or needs. It can be very difficult to bring up this discussion and to be heard.
- How do we help predators who are late or don't come to business meetings hear what we are saying and asking?
- (Do we include theft?)
- Create an IP or resource that explains what Fellowship is and what to do if you're getting unwanted behavior. [revise IP #29?]
- More help for new meetings.
- More help for meetings that have a large number of new/treatment center members.
- More of a mechanism for members who are the objects of predatory behavior to feel empowered to speak up / get help.
- Guidance for how to make sure members who have been charged with predatory behavior are still welcome in our rooms. How to deal with this topic and still honor our Third Tradition.
- Distinguish between disruptive and predatory behavior (annoying versus dangerous)—that won't mean the same thing for everyone—personal and cultural differences come into play. Raise awareness about the potentially deeply personal nature of these definitions.
- Guidance for the newcomer regarding what is appropriate behavior to expect/display in a meeting.
- Guidance on What do we do with illegal behavior? When do we engage with the law?
- Group 9
  - Outcome- what are some solid solutions across the board that would have a really good outcome for the groups, meetings or any type of service? Not just geared towards meetings.
  - Outcome - Understanding what the behavior is. It is more than just one thing. Could even be people selling books that are not made by us. A good explanation of what predatory behavior is, to go along with the IDTs. Its more than people with clean time trying to pick up on the newcomer.
  - First, we need to define in a global way what predatory and disruptive behavior is because in different parts of the world it could mean different things.

- Not always people that have been around a long time that are doing it and it's not always a man, it could be anybody. Consent not assuming that the person wants intervention. We also asked people what spiritual principles they would use and why.
- Circulating a Survey to the fellowship about what might be regarded as predatory behavior, there is still a lot that we don't know. Thinking about perhaps workshops regarding developing service bodies to how we as a fellowship as a region and area can help. Some regions have talked about how they have committees to deal with that. Having workshops to help the fellowship. Gathering information as to how do other regions areas and groups deal with predatory behavior and put examples in an IP. We can add to the disruptive behavior Service pamphlet.
- Go further in to the defining of what predatory behavior really is. Can be all kinds of predatory behavior. For example, people asking for money. There are predators on zoom meetings, people sending personal messages on zoom. Picking on someone in the meeting is a type of predatory behavior.
- Write a local resource pamphlet about predatory behavior based on some experiences that were happening at the time. It is not broad enough in its scope to describe all the predatory behaviors, but it is a place that we can launch and add to it things like how to train chairpersons on how to deal with this behavior in meetings. What to watch out for especially with newcomer relationships that seem to get out of hand, stalking, restraining orders and things like that. It can be a very sensitive topic. Involvement of sponsors because a lot of the time sponsors can identify this behavior easier because they have been around. They can help in a preventive way.
- Could we consider including the verbiage - inappropriate because of things like the sale of illicit literature. Adding inappropriate would make it inappropriate, disruptive and predatory behavior.
- We had scenario questions like what a member would do, what would a group do. A series of scenarios about how they will respond would be super helpful. Members stayed 45 minutes longer because they were so engaged in this topic.
- Positive scenarios. It helped to make the predator understand he should maybe be in another type of meeting like a men's meeting. It was a positive solution; it does not have to all be negative. Disruptive behavior can also happen in service committees. Good to bring that into this as well.
- It is best to define what it is.
- When dealing with disruptive behavior we need to practice humbleness and kindness. Never know what kind of situations we are involved in. Stop killing the wounded. Defuse a situation with unity and love.
- Perhaps we need to differentiate with the type of meetings we are talking about. How they might manifest themselves in virtual and in person meetings. How to addresses the different scenarios based on the kind of meeting.
- I am experiencing it myself in my area, region and my recovery right now with another addict in the room. Asked the fellowship to help me. Having a plan of some sort. Coming up with solutions. Setting an expectation that some of these behaviors are not ok. How can we move forward with love but also by setting boundaries? Having clear solutions, boundaries and examples could really go a long way.
- We do have Service Pamphlet on this, but we should have an IP created and available.
- Agree with defining of what we are talking about. Something tangible I would like to see is some type of group service inventory for all levels of service to look at what is our plan and how do we deal with these types of situations.

- Would like for the fellowship to have the same message worldwide about this hot topic. A group of people started a committee that came about from an actual incident. I have told them not to get too far ahead that this is being worked on already. Starting our own pamphlet could be very negative and a committee member could end up getting hurt. I would like something that says we are all behind this as a worldwide fellowship. I would like to see things about what not to do.
- Sometimes disruptive behavior is shouted out in meeting when someone doesn't follow our standard operating procedures. Include something about how we conduct ourselves in meetings.
- Group 11
  - A definition of who is responsible for dealing with a situation related to these disruptive and predatory issues.
  - Members can contribute solutions of the things that have worked and how to approach the subject so as not to deprive the members of the possibility of attending meetings.
  - A simple and summarized tool that compiles the main points of the service pamphlet of problematic and violent behaviors. What steps are suggested to address situations like these?
  - Focus on our recovery with the 12-step program, steps, traditions and concepts. Raise awareness to use the tools we already have.
  - We must be blunt and non-permissive with this issue when these problems arise. Our meetings must be safe places and apply the 6<sup>th</sup> tradition. Have a strong statement not only of rejection, but also of action towards this topic.
  - Institutionalize a reading card on this topic, where these behaviors and sexual harassment are dealt with.
  - Each region could create a committee where complaints or denunciations on this subject can be received in order to attack these behaviors, in order to achieve a healthier recovery environment.
  - The theme of predators applies to all genders, and the group reading should be clear about it.
  - Use the spiritual principle of love to deal with this topic.
  - Talk about it with your sponsor, trusted companions. If the fact has gone to greater circumstances, they should contact authorities personally. Taking into account our traditions. Not involve NA in public polemics.
  - Consider that the application of the tenth concept could be useful in this situation. Statement of behavior; Contact the meeting coordinator. Service meetings. Modify, Group Guide.
  - Dictionary definitions: Predator behavior, stealing, looting with violence and destruction. Hunt others of a different species for their subsistence.
  - So basically, we need material that starts from the basics? What is it? How to recognize it? Which behaviors are considered in this IDT?
- Group 12
  - Toolbox or Service IP specifically about Predatory Behavior
  - Promote unity.
  - Fellowship approved material that directs our trusted servants on how to act and what to do.
  - Tool for meeting chairs to know how to act in specific situations. Do I call the police? Do I call out the member? What is the fellowship approved guideline on this?
  - Survey of female members on what they believe is predatory behavior.



- Besides describing the behavior, we need also to discuss WHERE this behavior occurs. In meetings, conventions, etc.
- Example of a drunk AA member who arrived at an NA meeting – how to approach this? I believe the material on this subject needs to help guide how to act and react and respond to individual situations.
- Point of this material is to bring responsibility to the full member group present, and not only to those who are particularly serving the individual environment.
- It is very important to define what each idea is – what is obvious for one person is not obvious for the second.
- A focus on the principles that combat this type of behavior. Have a reference – what is ideal model?
- Service positions have pre-requisites, i.e., 12 steps, traditions, concepts...is this enough? How about desired abilities – maybe include ideal behavior in service requisites for members. This creates a mentality in members of how they need to behave. Just thinking of how to offer a solution – peacemaker profile, flexibility, to name of few.
- A guideline of how I should behave.
- This material should also guide us on how to help those that commit predatory behavior, not only those who the behavior is directed at.
- Written material is necessary to define exactly what “predatory” means. Possibly defining what this behavior *IS NOT*, rather than what *IT IS*.
- In terms of the intangible, it has to do with what we want, unity, maturity, and effect within the fellowship.
- How can we produce material that produces a positive effect within the fellowship? This material may be the first step to a debate, rather than a “closed concept” material, so we avoid a “legalistic” reading of the material “this is right/that is wrong...etc.” that can also produce another type of predatory behavior.
- The definition of all this – we need to show our members what this is / unfortunately we only talk about predatory behavior as it refers to sexual context. As someone mentioned there are many different types of Predatory behavior. We need to define what this behavior entails.
- A discussion on predatory behavior in service.
- Workshop material on how to discuss this subject in NA meetings.
- Material on how we SHOULD behave, like a poster – be cordial, show love, etc.
- 
- **What questions could help focus or probe the discussion? Or if you're uncertain about specific questions, Do you have any other ideas for the workshop?**
- Group 1
  - Does your home group have someone assigned to deal with disruptive and predatory behavior? Do home groups have a plan in place to deal with disruptive and predatory behavior? Has anyone had or considered having law enforcement involved? Does everyone have insurance in their region/area to cover situations that may occur if an incident does happen?
  - How have groups successfully handled disruptive and predatory behavior? How have groups gone about producing the results we are looking for?
  - How do you identify disruptive and predatory behavior?
  - When is it appropriate to engage law enforcement? What do we do to create the atmosphere of recovery?
  - Have you been a victim of or a witness to disruptive and predatory behavior?
  - How do we identify someone who shows disruptive and predatory behaviors?
  - What solutions are we giving to the person that is being asked to leave? For example, having the person chaperoned with other members when attending meetings.

- Group 2
  - What does it feel like when you feel safe? How are you making others feel safe and protected in NA?
  - What does predatory behavior look like to you?
  - What does a safe NA environment look like?
  - What do you know about this topic?
  - What does it mean to you?
  - What is the best way to get this IDT input back to the fellowship? How to share this information with the fellowship? Additional workshops? Information Pamphlet? Meeting format statement?
- Group 3
  - What would you identify as disruptive or predatory behavior?
  - What is your personal responsibility when faced with these predatory and disruptive behavior as a member?
  - What are some solutions for the group to handle these problems?
  - Is your homegroup business meeting safe? Is there one member that overpowers the meeting? Or has a strong personality?
  - What Traditions are practical to focus on in these circumstances?
  - When is it appropriate to contact outside resources?
  - At what point do you put a member in the waiting room for online meetings?
  - What are the legal responsibilities of the fellowship? If someone is bullied can the group be sued, should they contact a lawyer?
  - Are there any groups that you attend or avoid because they are disruptive? If so, how are they disruptive?
- Group 5
  - List examples of what each are, e.g., what is disruptive behavior and what is predatory.
    - What is and isn't acceptable.
  - Listing different ways to address confidently.
  - How can fellowship support members that are addressing behaviors.
  - Define the difference between behavior and a person.
  - Legalities of addressing these issues may be.
  - Creating an atmosphere of no moral judgment.
  - What tools can be developed to help the members recognize what predatory behavior is and looks like at the different levels of recovery?
  - What is disruptive behavior? For example, we have members were filming. Disruptive is disruptive. Then need solutions for each example of the behavior.

- Predatory behavior: what is, how to define, who defines, can we assume who is being preyed upon. Do we make that assumption? Who decides, who's responsible for addressing the behavior, who is responsible for addressing individual being preyed upon and the predator. How does behavior affect all, service, members, etc.?
- Who is responsible for discussion and how do we handle this with love with all parties with love with all involved?
- Group 7
  - What is predatory behavior? What is disruptive behavior? What has/has not worked to address these? What are the implications if these behaviors are not addressed (how does it affect NA unity, credibility, PR)?
  - Include discussion on Tradition 3.
  - Weaving—Trad 3 and finding a way to explore the discussions about predatory behavior.
  - What do members need to lead such a workshop? A: Important to be able to encourage people to feel comfortable and safe. Be sensitive to body language—don't frown or raise eyebrows (some guidance for leaders).
  - Encourage people to share their experiences. Remind others that experience is not debatable or able to be critiqued. Help build a culture of trust so that people feel safe to share their experiences. May help raise awareness of others.
  - What behaviors have you witnessed that you felt were unacceptable? Have you ever felt unsafe at a meeting? What approaches has the group taken to deal with the behavior?
  - Face to face and online are very different environments. Workshop may have to be tailored for the different environments.
  - Questions I need to ask myself: What are my motivations to approach this person? Am I coming from a place of love and compassion? What is my tone and body language? Am I checked in and grounded?
  - What do people feel is disruptive behavior and what do they believe is predatory behavior?
  - All of us will deal with this differently, but getting feedback about how the workshop went so we can share what works and what didn't.
  - Be sensitive to differences in different places.
  - Share about what works and what doesn't work in dealing with this.
  - Ground the workshop in the Traditions—make sure everyone knows this isn't about laying blame. It's about making sure everyone has equal access to our message.
- Group 9
  - Important to define what are our activities and processes that we are talking about to identify the behavior. Some things we do not talk about we should consider like people who are cross talking in meetings.
  - What are some of your personal experiences? How do you confront the issue how do you talk to the addicts? Getting people involved in how to do that in a loving manner instead of turning it into a battle right off the bat.
  - How to petition a personal grievance? How do we as a member do a 10th concept grievance?

- What does the literature say and what does it say to guide us? Would we respond differently if it were a newcomer or someone who has been around for a long time?
- Where are we addressing this? In an NA meeting or a service meeting? Grievance would be done in a service committee not in a group. There is two different ways to approach it. Maybe make two separate IPs.
- Ask a question for service committee about how to approach a predator. One thing that I had to understand was that the predator is still a suffering addict. It was a good outcome.
- Like we have in H&I the dos and don'ts when you deal with this. What do we think the dos are and the don'ts are in a service committee and meeting? In which areas did you see, or have you been exposed to predatory behavior? How did you as a service body or group deal with that behavior? What did you find was the best way to deal with that behavior? How can we react, what should we do?
- People sharing their experience with this and how they dealt with it?
- What is your personal experience? Under that how did it impact you? How do we have empathy with these individuals?
- Tool - simple guide that is broad enough that we can use in different parts of the world.
- Mental health comes to mind, when I talk about things like this. Experience with sponsees who seek outside help and being open minded about what they need to do for themselves while keeping them grounded in NA. Experience of someone losing their life due to this and what do we do from there.
- Helpful to put a portion about this is how we treat each other. I had to learn how to act in a meeting.
- Group 11
  - In the Basic Text we have good experiences from members, it would be interesting to ask members for 6 or 7 of the most common cases of this type of behavior with respective solutions and list the types of behavior.
  - Does the service pamphlet waive member anonymity depending on type of action; would it be correct for the group to abide by the laws of the country where it meets? There are people who do not report these behaviors because they feel threatened.
  - Conduct a survey on these predatory behaviors; hear what the fellowship thinks disruptive and predatory behaviors are.
  - The member who feels harassed can be directed to communicate with official entities, police, justice, institutions for the protection of people of all sexual genders.
- Group 12
  - What is predatory behavior?
  - What are we supposed to observe?
  - Are there behaviors that may not be predatory but leave our common welfare in check?
  - How does this happen in service?
  - Do you have a voice / Do you feel comfortable in a meeting with mostly men? How do women feel in business meetings?
  - What is the opposite of disturbing, predatory, disruptive? What is the behavior that is opposite of predatory?
  - What are we discussing when we say predatory behavior? What do I understand as predatory from a sexual orientation perspective? From each specific member's perspective. From each member's sexual orientation perspective, what do they understand as predatory behavior?

- How can we ask specific issues without being accused of discrimination?
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- **Topic #2: Gender-neutral and inclusive language in NA literature**
- **What do we want the IDT workshops on this topic to accomplish? What do we want to get out of the discussions? [Intended outcomes can be tangible or intangible. For example, a tangible outcome might be the development of a written piece about this topic. An intangible outcome could be a stronger sense of unity in our local communities.]**
- Group 1
  - Need to find a way to have others with privilege to rethink the issue from the perspective of the other members.
  - Give examples of times you felt marginalized or overlooked. Make the question more relatable for all members. Make it a talking point rather than questions.
  - Defining what the topic is specifically. Is it about inclusivity or defining higher power.
  - Inform the project plan of the issues we have and a sense of what we really need to feel welcomed. Non-English vs English is entirely different due to language.
  - Also include phrases that reference gender roles such as wives & husbands.
- Group 2
  - Raise consciousness about the topic.
  - Be sensitive to members' desire to maintain our "heritage" literature. (Some are strongly opposed to literature changes.)
  - Help to clarify/define what "gender neutral and inclusive" means.
  - Identify what terms would be changed— (e.g., God = "it")?
  - Consider how these changes will play out in translated literature.
  - Many languages are NOT gender-specific, so what effect could these changes have?
  - Create additional workshop materials to help communities discuss the topic—more group/area oriented.
  - Include discussion of cultural barriers and related effects.
- Group 4
  - A fellowship consensus.
  - Viewpoints from a diverse spectrum.
  - Solutions to walk through obstacles.
  - Direction from the fellowship on which way to go with this.
  - Creating a piece of literature? Changing our literature moving forward?
  - Discussion on changing reading cards. Reading card option. Is there a way to accommodate Groups who are already doing this?

- Awareness! Not a movement, its inclusiveness ... example; if the literature spoke of a specific demographic a lot of us would feel excluded.
  - Really listening to our members that feel excluded.
  - Accomplish us getting guidance from the fellowship.
  - Actual examples of what members like: how it looks tangible.
  - Examples of what people this is effecting, examples in the steps.
  - Better understanding of how this movement is one of, how this effort is in the spirit of, anonymity not political.
  - Open discussion on how complicated this is for all involved.
  - Explore the formation of an IP that specifically addresses that the origin of our literature was before gender neutrality & inclusive language was made common place.
  - How to ask members how they could feel more a part of. Newcomers would feel it difficult to express.
  - Many friends who consider themselves not part of this conversation members feel they are hearing about someone else.
  - Conversation that is inclusive to the topic including religious members.
  - Geographics need to be considered?
  - Surveys!
  - Support for an IP, in terms of how long our literature has been around
  - What do we actually want? New literature? What does this entail? Do we want options?
  - Ensure its Fellowship, not personal opinion.
  - Multiple options readings for different cultures ... So, no members are at risk due to socio demographics.
  - 2 pamphlets. One to explain to members wo are “stubborn”. One that is targeted for the LGBTQI community that assists members ID.
- Group 5
    - As a member, have a better understanding of what the actual issue is. Not sure as a member fully understand the scope.
    - Believe members will have a bigger issue with this resulting in a Basic Text revision, a 7th edition. Believe most will be focused on this and less on the issue/topic.
    - Believe this will be a long process for all to understand. Need focus on a plan for IDT, start discussion from perspective from the benefits of making the changes of using more inclusive language. This will be the future.
    - Many countries/languages will not be affected by this. They already have a general pronoun.
    - Understanding of gender-neutral is blurred and have a difficult time understanding the importance. Believe many are trying to figure out what this is and why it is important.
    - IDT should add clarity to what it is.

- Group 6
  - Result in language that is unspecific enough and it will offer much more unity. It will also make people feel more welcome at meetings.
  - Raise awareness of members about the gender neutrality and language they use.
  - Bring about enough awareness among the members to get something concrete on this topic to discuss in the CAR.
  - Inclusive language.
  - Foster unity and understand different perspectives.
  - Help better communication in the fellowship and avoid resentments.
- Group 8
  - A stronger sense of unity with inclusive literature.
  - Define the terms being used, what we mean by gender, neutral, inclusive language, exclusive language, etc., Have a common agreement for what these terms mean bringing about unity to build the foundation to move forward.
  - Establish a basic foundation about what we are changing specifically? Will personal stories be affected? What would those changes entail? Have clear direction.
  - Establish that this is a fellowship conversation. It's a "we" thing not a "they" thing.
  - Create an opportunity for members to articulate their feelings and concerns. Clearly address these concerns and support them with facts.
  - Create a way for both perspectives to exist.
  - Understand what it would entail and the undertaking of making these changes.
  - Establish the importance of changing/ modifying content. Note that this is just a discussion, but one that was met with a high level of support from the Regions as a CAR motion.
  - Explore the idea of more simple and practical revisions. Neutralize the literature. Shift conversation from it being about gender to it being about accessible neutral language.
  - Share information about other languages. For example, some languages are already gender neutral.
  - Create space for conversation about which phrases in the literature may be harmful in some way to members and diffusing that concern with simple examples.
  - Discuss how we talk about God or a Higher Power
- Group 10
  - Gather the group conscience and opinion of NA on this subject, which is important and fundamental for the future, especially because it is a new subject, we do not have literature on it and NA has not expressed its opinion about it.
  - The results should be (tangible) a brochure, guide, or document. At present it is a necessity, and many regions are wondering about this, and it is needed to have something clear and stipulated that provides clarity and guidance on the proper handling of the issue.

- Members who have been negatively affected by a lack of inclusion or discrimination should be taken into account, and this could be worked through workshops that show that the NA language is evolving so that affected members feel that they are part of the fellowship and not be discriminated against for any reason. These initiatives would make it possible to carry the message to members who have been excluded in some way, to work on the subject in depth, and to make it clear that our literature must have some changes in its language.
- Guidelines or similar writings are needed to work the matter supported by Narcotics Anonymous, as to what we can do or can't do, and what could possibly happen if we do, to have a more attractive contribution. There's a necessity for informative and educational workshops about what inclusive and neutral language is (means) worldwide, including the above, as well as what we mean when we talk about gender, as a way to define the meaning of language (inclusive) in the NA literature, in the most spiritual and loving definition according to NA, not what is defined in Google. The workshops must (lead to) be equitable, based on equality and respect, and our group conscience will determine the change that must be made, as the goal is to stop discrimination and inequality in NA.
- People who have been affected by exclusion should be included in the process of creating literature, guides, etc., present here to offer first-hand information (experience), and thus include them and better organize efforts. Delegates should listen to affected members and pass that information along so that what is necessary is done to educate and improve on the issue. We must listen to them and learn from their experiences, know what they have felt, from the local, regional levels and from there on. The members affected by exclusion are not here to participate in this type of space, and the affected person must be included for us to know their real/true necessity. The delegates need a space to listen to this population and to be able to collect the information and bring it to these spaces. We need to listen to the ones who were excluded and pointed out in a meeting, about how they felt, what they experienced, to learn more, and to build and improve with their experience.
- What exactly does inclusive language mean in NA? What do we understand or think about it? We must define this to discuss it. So that it can be taken to the regional and local levels after achieving some clarity on the matter, and this must come from love, since using inclusive terms do not necessarily represent me, because they are not from the heart, they are verbal, just spoken. What does not pass through the heart, are only terms (concepts). We need to focus the ideas, based on literature, texts, guides, etc.
- With the proposed workshops we could remove the fear of the unknown, as we feel that sometimes it is preferable not to know or talk about it, and think that "it is better to leave it the way it is." Removing fear and advancing on the meaning of the subject and knowing the meaning of the language is the objective of the workshops. We must be consistent with what our What is the Narcotics Anonymous program? reading says, "*Anyone may join us, regardless of age, race, sexual identity, creed, religion, or lack of religion,*" and reach out to people with discriminatory and homophobic feelings.
- First, we must see, work on the meaning of what is inclusion, and then, on what is neutral language. The program is neutral and inclusive, but we must be careful not to bring outside issues into NA (Meetings). What would be neutral language? It is also important to evaluate and listen to those who oppose in order to raise awareness, and listen to them, because they also have a need to stay clean. It is a priority to address the issue as we see conflicts within groups because NA is for everyone.
- It would be useful to have a reading similar to What is the Narcotics Anonymous program? Or Who is an addict? and it could be read like the other readings at the beginning of the meeting to give clarity and contribute to the topic, something like the Clarity Statement.
- Group 11



- Remove the hard tone of some of the terms that are used in the literature, because when translated to other languages it may have a more aggressive tone.
- Many countries have not approved inclusive language. As a fellowship, we cannot yet get into this inclusive language topic. NA literature is neutral.
- Make NA a more gender-friendly place. What can we do to achieve this, even though a group reading, that states we are not exclusive but inclusive?
- How can we be inclusive with this issue? By preventing our literature from breaking the law on this issue, where in some countries inclusive type literature might not be legal.
- Have a more inclusive and neutral language and see how we welcome newcomers. Make literature more friendly, use the words people instead of using gender specific words.
- Create a list of specific words that may offend people so we can avoid them in the literature.
- A reminder to the group about feeling welcome, encourage reading.
- Create an introductory tool; create a receptive open-minded atmosphere on this topic to soften the topic.
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- **What questions could help focus or probe the discussion? Or if you're uncertain about specific questions, Do you have any other ideas for the workshop?**
- Group 1
  - How would you feel if the literature was changed to gender neutral, would this push some people away?
  - Why are you for gender neutral and inclusive language? Why are you against it?
  - How is our current literature inclusive? If not, what are some examples of how we can change to be more inclusive?
- Group 2
  - What does it feel like when you feel included? How are you making others feel included?
  - Ask questions to find out what the fellowship wants us to do for them regarding this topic.
  - Are you addressing the topic of gender-neutral language and/or doing any training in your NA community on how to respond to the topic of gender-neutral language in our literature?
  - What can we do to help members overcome the fear/stigma of discussing this topic. The IDT is for discussion, not action.
  - What spiritual principles are at play in this discussion?
  - What do you know about this topic?
  - What would literature changes mean to you?
  - What do you think is gender-neutral language?
  - What would be helpful as a way to help everyone feel welcome?
  - Other Points

- In workshop/session profile materials, include resources that help explain the topic – identify where in our literature we could make changes to address the topic.
  - Consider how gender-neutral language could be a problem in places where there are laws prohibiting certain behaviors.
  - For literature changes approvals that could happen in the future, consider a zonally-based instead of regionally-based approval process because it would provide a more balanced expression of opinion (instead of culturally skewed if done by regions).
  - Acknowledge that original lit writers did the best they could at the time; “after all, they did use the terms ‘men *and* women as if to say, ‘yes, women, this includes you, too.’
  - Explain if there are any legal issues that could be encountered (steps copyright?) [including this even though we explained to the conference participants that AA big book is no longer copyright protected; thought it might spark other thoughts in this realm, so kept it in notes.]
- Group 4
    - The workshops need to be a meaningful & safe space.
    - The conversation needs to focus on inclusiveness!
    - Awareness on the actual issue.
    - Do we need specific readings.
    - Statement to set the stage: who is not here?! What was excluded by our current language! How many members didn’t stay: “The idea is to include in the workshop, to set the table so to say, with a short explanation of survivorship bias. and point out that nearly everyone attending these workshops has gotten clean either despite this issue, or was not affected by it, so the sample of input we are receiving is completely comprised of people that survived it, and next to none that couldn’t. So to do their best to try and consider those that could not receive our message due to this conversation”.
    - The question: is it your belief that a requirement for Recovery is a thick skin?! Do you believe in order to receive our message do you believe members need to tolerate feeling uncomfortable?
    - Did you know that our current literature is written in a gender-neutral?
    - The guidance was already there for the history.
    - What makes you feel included?
  - Group 5
    - Should be a way to add clarity so all can understand what it is, the importance, what the outcome would be, why, who would be affected. So, all can understand and embrace.
    - How does this affect other cultures and language? Gender is important to many and neutral to others.
    - What is inclusive language, what is gender neutral, and why is it important, how can we begin having more discussion to be more inclusive, literature aside.
  - Group 6
    - What is the definition of gender-neutral?

- How do you feel about gender-neutrality (taking temperature)? Is this the direction we have to go in?
- What is gender-inclusive language? specific examples?
- Who we are being inclusive to?
- How does this help improve our primary purpose?
- Are we going to separate each other more with this? How can we bring inclusive language to all parts of the world (languages) without offending anyone?
- How does our understanding of anonymity play a role in this topic?
- How can we identify the needs? / What are the needs?
- Group 8
  - Establishing historical context. This is not the first time our literature has evolved.
  - Which of our translations are already gender neutral and which would be problematic? Provide clarity with actual concrete information.
  - Identify our common ground, which is our primary purpose and building from that point. Start a conversation from a position of unity.
  - Is our primary purpose aligned with more inclusive literature?
  - List positive outcomes that may come from this change.
- Group 10
  - What is inclusion/inclusive?
  - What exactly does inclusive/neutral language mean in NA? What do we understand or think about it?
  - What/which would be neutral language?
  - What does gender mean? How does the person see it (see themselves)?
  - How could we get the literature to address the issue of inclusiveness and neutral language?
  - What is the boundary between inclusion and exception?
  - What should the pamphlet, reading, guide or other tangible/non-tangible material include?
  - How could we get those people who are reading the literature (affected and not affected by the topic) to have some literature that addresses the subject in a respectful way?
  - Why make decisions here (in these spaces) without including the people who have been (are) directly affected by exclusion/discrimination?
  - What can we do with people who discriminate, exclude and/or think differently about the issue, etc.?
  - What consequences could the change in the literature have on the message?
  - What economic consequences, because of the change of all our literature, could come about in the literature distribution centers?