

1) Service Question & Answers 12 Concepts of Service (1-6)

UNDERLINED TEXT FROM COMMITTEE

When may I invoke a concept during a problematic service meeting?

Invoke meaning: “call on/cite/appeal to in support of.”

At our service meetings we recite the 12 concepts at the beginning of each meeting. This serves as a guide by which we will deal with every situation/item/conflict during that meeting. Our spiritual principles are our guide to healthy and constructive meetings. It is suggested that anybody who wants to address a problematic service meeting can call on a concept in support of their concern anytime when deemed necessary. This helps us to focus on the principle and not the person.

Concept 12: “In keeping with the spiritual nature of Nar-Anon, our structure should always be one of service never of governance” In order to serve, members must be willing and open-minded to listen to one another. We must always be prepared to learn as the voice of reason can come through that ONE member. (The lone wolf) When doing service we must share, listen and always be respectful towards others. This helps us to come together and strengthens us and not divide us. This way of approaching service in Nar-Anon extinguishes governance and control.

Do the Concepts work for the groups? How?

Groups are a vital part of creating and maintaining structures (seen from the first 6 concepts).

- Concept 1: They come together to create the structures.
- Concept 2: They have authority and guidance for all services of the structures.
- Concept 3: They delegate the authority necessary for the structures to carry out their assigned responsibilities.
- Concept 4: They have the responsibility to provide and elect trusted servants to represent them in the structures.
- Concept 5: The groups, through their GSRs, define a clear and single point of accountability at Assemblies and MSCs.
- Concept 6: They are part of the decision-making in the structures.

Within the group the concepts also work, although, tradition nine makes it clear that groups should never be organized, the group needs an internal structure to be more effective in fulfilling the primary purpose (tradition 5).

Policy & Guidelines (P&G) Twelve Concepts (C1-C7) Part 1, Roundtable 2022-04-09

- Concept 4: Elect trusted servants to the Group Service Committee (GSR, alternate GSR, secretary, treasurer, meeting chairperson/leader, etc.). The election of these officers is related to the internal needs of the group.
- Concept 5: At business meetings, members define a clear point of accountability to their trusted servants.
- Concept 6: In business meetings groups make group conscience decisions.

How to integrate and reinforce the 12 concepts more regularly into service work?

By attending Roundtables (like this one!) and Concepts Workshops as much as possible. Work with a “Service Sponsor”. By keeping them at the forefront of our service work, especially during business meetings. By reciting them before each meeting. By keeping them in mind as the spiritual principles that provide a guide at every level of service as we strive to fulfill the primary purpose to carry the message of hope to families and friends of addicts.

If the group violates Traditions and Concepts, does not make any donations as 7 Tradition how can the RSC communicate with this group? What can RSC do and what it cannot do?

Our Concepts of service have been crafted from our experience and they cannot be taken as a law. They are just the guidance for groups and structures. It means that only group consciousness of groups and structures(in the boundaries of the authority the groups delegated to this structure)can make decisions.

In compliance with Concept 1 the groups have joined together to create a structure.

In compliance with Concept 2 not only authority but responsibility(and this is the first word used in the wording of this Concept)rests with the groups.

When creating RSC the groups make only the first decision-just to create the local service committee. When joining the existing RSC, a group again makes only the first decision-to join the region.

And then starts the process of service.

The groups supply the RSC with the authority that can be fixed in the Inner Guidelines of this RSC.

If the group after creating the service structure or joining to the existing RSC does not takes the responsibility(does not supply the service structure with ideas, finances and human resources)then the group consciousness of the RSC in compliance with the RSC inner Guides can make a decision. If the group does not take the responsibility, it means that it loses the right to make decisions. Such group can be removed from the list of the groups of the Region and from the schedule of the meetings on the website if this right is fixed in the Inner Guidelines or the decision is made by the Assembly of the Region.

That is how our Concepts can work together with Tradition 1.

We are seeking for mutual welfare.

How do they help members? How are they meaningful for discussion in a group setting?

They help members to understand that that the groups have the responsibility and authority for the service structure they have created by themselves. So, each member should participate in business meetings for informatic and healthy discussion by its members which leads to a group conscience.

C6: "Group conscience is the spiritual means by which we invite a loving Higher Power to influence our decisions."

Concepts are the tool for members who want to do service in groups, service structures and also in private affairs.

They are guided to work together, to understand what has to be done, to be responsible and accountable, to trust the service structure and also the Higher Power, who is the only authority.

In doing service, members can grow in their recovery, because they are guided by the concepts and their spiritual principles.

Who in Nar-Anon, if anyone, is empowered to declare a violation of the Twelve Concepts of Service?

The simple answer is anyone who recognizes a clear violation can pose a question to the WS P & G or the BOT. In my opinion, a Nar-Anon member who is actively working the 12 steps personally in their life, has a sponsor to work those with, and has sought an understanding of the 12 Traditions and how they apply in service, usually has an interest in how that service structure functions. Using the tools of sponsorship, service mentoring, to come to a better understanding of the Traditions and concepts, that person can better see if a violation has, in truth, been done. BUT A group conscience may determine what they suspect.

Concept 3 and Concept 9 in particular. . . as pertains to Board of Trustees and that service body's decisions and how they affect the membership?

The Board of Trustees do not make the service body's decisions, which is the service structure. Concept Three - The Nar-Anon Family Groups delegate to the service structure the authority necessary to fulfill the responsibilities assigned to it.

The main responsibilities assigned to the Board of Trustees are, act as guardians of Nar-Anon's Twelve Traditions, Twelve Concepts of Service, policies, and guidelines. Also, the BOT comply with state and federal laws, and NFGH, Inc. bylaws.

Policy & Guidelines (P&G) Twelve Concepts (C1-C7) Part 1, Roundtable 2022-04-09

Concept 9 speaks to consider all viewpoints in their decision-making processes, which the BOT does by serving the worldwide fellowship.

Is there developing literature on the Nar Anon Concepts now?

From the World Service (WS) Literature Committee, 2022-03-28:

“Dear members of P&G, yes, the WS Literature Committee has received limited writings for the Concepts and has a rough draft of the Concepts Booklet. In service, WS Literature Committee”

How often are these concepts changed? Revised? Some of the way the concepts are worded seem very confusing to me.

Any proposal or action to change Nar-Anon’s Twelve Steps, Twelve Traditions, Twelve Concepts of Service, or Nar-Anon’s name, nature, purpose, or logo is submitted by motion for placement in the CAR. If approved by the WSC, the proposal or action must then be approved directly by the groups through a group tally process according to the following guidelines, see the full process on page 22 of GWS.

Regions/NSOs that need to translate steps, traditions and concepts can make revisions to their translations with their local translation subcommittee or inter-regional translation committee, as appropriate, and submit these "changes" to the Global Translation Resource Committee, who will review them so that the translation is consistent with the intent of the English original.

What are the 12 concepts?

A set of spiritual principles that along with our traditions guides our service. Introduction in our literature “Just as freedom for the individual comes from the Twelve Steps and freedom for the group springs from the Twelve Traditions, so freedom for the service structure flourishes from the Twelve Concepts”
Our Concepts and Traditions are like the Rules of the Road for driving a car. We all agree to comply with the Rules of the Road so that we are all safe (Our common welfare comes first) and there is less chaos on the roads, highways, and for our mutual recovery.

Policy & Guidelines (P&G) Twelve Concepts (C1-C7) Part 1, Roundtable 2022-04-09

Why is group conscience so important to ensure spirituality in the decisions made?

In compliance with Concept 6 we have only one spiritual tool to make decisions-group conscience. This is the voice of mutual HP of the group or structure.

Why don't we put more emphasis on the 12 Concepts, in particular the importance of the group conscience process?

When there is not enough knowledge of the 12 Concepts and the meaning of a group conscience - and when our disease and character defects are coming back (control, authority, my ego, lack of balance - responsibility - accountability - trust - willingness to get help and be guided by a Higher Power)

All members have the responsibility and authority to participate in the decision-making process in a healthy way.

What is the final responsibility and authority for Nar-Anon service? #2 Nar-Anon Family Groups, that is each of us you attend meeting. That is the opposite of most organizational structures. Those of us in service must remember - we are not the authority. Our responsibility is to the Groups.

Our responsibility is to the Groups. The groups, the member in the groups, is the final authority for the fellowship policies. They do not have authority for the fellowship's financial decisions, however.

Concept 2 I don't quite understand, how do NFG's have the ultimate responsibility and authority for Nar- Anon services and how does this play out in practice in relation to the WSO?

Concept Two - speaks to the groups about their authority for Nar-Anon services.

The Nar-Anon service structure was created by the groups to serve the common needs of the groups. The fellowship's service boards and committees exist to help groups share their experiences with one another and carry the message further than any single group could carry it alone. The groups have created every one of our service boards and committees. The Second Concept can be seen as the groups' way of saying to the service structure, "Be responsible with the spiritual, personal, and financial resources we have provided you. Without the voice of the groups, the service structure may not know what kinds of services are needed, or whether the services it provides are ones the groups want.

Policy & Guidelines (P&G) Twelve Concepts (C1-C7) Part 1, Roundtable 2022-04-09

WSO is a clearinghouse and is not part of the service structure.

WSO is the world service office their function is a . WSO is a clearing house. The World Service Office is not part of the fellowship's service structure.

The service structure is in the GWS on page 6.

The contradiction of a meeting between 5 and 7 if the autonomy and functioning of each group is lost sight of.

There is no contradiction between concepts 5 and 7.

Concept 5 refers to the accountability that the group's request from the structures and their trusted servants for the responsibilities delegated in concept 3,

Concept 7 ensures that the conscience of each member in the group and of each group through its representatives in the structures is taken into account in decision making through the motions presented and taking into account the process in place for presentation and approval (see page 12 Guide to World Services).

Contrary to popular belief, these two concepts encourage.

Our group does not belong to a service structure beyond the group level, are we in compliance with the 12 Concepts?

Yes, if your group is complying with the traditions, especially #T3 The relatives of addicts, when gathered for mutual aid, may call themselves a Nar-Anon Family Group, provided that as a group, they have no other affiliation. The only requirement for membership is that there be a problem of addiction in a relative or friend. Then, yes, your group is in compliance with the 12 Concepts of Service.

Please feel invited to recite the Steps, Traditions, and Concepts at your meeting's opening.

the benefit of forming or joining a Region reference: GLS; Regional Structure, Guide to Local Service, page 6-1: "The region supports areas and groups by providing opportunities for them to communicate with each other, acting on behalf of their common interest and encouraging growth of the fellowship.

Policy & Guidelines (P&G) Twelve Concepts (C1-C7) Part 1, Roundtable 2022-04-09

... (Region)...members strive to work for the common good of Nar-Anon as a whole, guided by the conscience of their groups. "C2 the final responsibility and authority for Nar-Anon Services rests with the Nar-Anon family Groups." The region works for the groups.

If a structure ignores the conscience of the groups in an assembly, could it be considered an abuse of authority?

C6: "Group conscience is the spiritual means by which we invite a loving Higher Power to influence our decisions." The group conscience is a spiritual principle in the Nar-Anon program, it is the voice of our Higher Power, which is the only authority in the fellowship.

With the help of the concepts 1 and 2 the service structure is. created by the groups and the final (responsibility and) authority for Nar-Anon services rests with the Nar-Anon Family groups.

The service structure fulfills the decision of the groups, who have created it.

C12 reminds us that our structure should always be on service, never of governance.

Concept 1- What should groups consider when creating a service structure?

See the GLS pg 4-1 The group structure is explained. If any member, group, area, or region has any questions about the service structure they should email policy and guidelines committee their concern.

According to the first concept of service, what is the difference between fulfilling the primary purpose within the group and outside the group?

Concept 1: To fulfill our fellowship's primary purpose, the Nar-Anon Family Groups have joined together to create a structure that develops, coordinates and maintains services on behalf of Nar-Anon as a whole.

What is our primary purpose? ..."Each Nar-Anon family group has but one purpose; to help families of addicts...."
Within in the group: Our primary message is carried in all our meetings worldwide...We share our personal recovery in the meeting by practicing the Twelve Steps of Nar-Anon, by encouraging and understanding our addicted relatives, and by welcoming and giving comfort to families of addicts. In groups we come together to share our personal growth and challenges where both the old-timer and the newcomer are equally important. Groups however are autonomous

Policy & Guidelines (P&G) Twelve Concepts (C1-C7) Part 1, Roundtable 2022-04-09

and do not co-ordinate with one another. Although some groups do outreach like Public Information meetings and pamphlet drops, this is best coordinated through service structures that leaves the group and its members free to focus on their primary responsibility.

Outside the group: The other part of fulfilling our primary purpose is delivered through our service structures such as Public Information, Hospitals & Institutions, Helpline & Website. (Concept 1).Through service structures like P.I and H&I we carry the message to the family members of addicts by sharing our experience and providing literature and meeting lists. This requires more people to co-ordinate and organize to carry out these responsibilities. We come together under the spiritual foundation of the concepts and humility through service to carry the message to those families who are still suffering to let them know we exit.

Concept 2 - What does it mean to say that the groups have the final authority? Are there parameters that the structures must meet? Do areas, regions, national offices, world offices have autonomy?

The groups have ultimate authority over the services and structures they have formed (concept 1 and 2). This authority refers to the orientation the groups give to the structures so that their services are focused on their needs, the common welfare, and to fulfil the primary purpose of the fellowship. The groups also have the responsibility to sustain the structures with conscience, servants, and contributions (tradition 7). The groups delegate to the structures the services and authority necessary to fulfil the responsibilities assigned to them (concept 3), i.e., the parameter that exists between the responsibility and authority of the structures is contingent upon the orientation given by the groups in the various conscience meetings (assemblies, national service conference, WSC).

Concept 2, I don't quite understand, how do NFG's have the ultimate responsibility and authority for Nar- Anon services and how does this play out in practice in relation to the worldwide services?

Without the groups the service structure would not exist, worldwide services like our wonderful literature would not exit. Concept 2 describes the opposite of a corporate structure. The groups are responsible, and the service structure is obedient to the fellowship groups.

Concept 3 - By saying that the structure has the necessary authority to fulfill its responsibilities, do you mean that it can override the ultimate authority of the groups?

Policy & Guidelines (P&G) Twelve Concepts (C1-C7) Part 1, Roundtable 2022-04-09

No, we want to say that as in the recovery we need boundaries. We set our personal boundaries by ourselves in our personal recovery.

In compliance with Concept 3 only the groups can delegate to the service structure the authority to necessary to fulfill the responsibilities. Those responsibilities are assigned to each structure in certain boundaries

In compliance with Tradition 9 we should clearly define what our service committees or boards are to do. But we should grant them certain authority in carrying out these tasks. If so our service boards and committees can lighten the burdens of the groups and allow the groups to focus on their primary purpose, to help families and friends of addicts.

Without these our groups could get burned-out and lose sight of the group's purpose by trying to do all these needs to be done.

Concept 4-What defines leadership qualities?

"Leadership qualities should be carefully considered when selecting trusted servants."

Leadership qualities help to do and give better service, as well as to create the necessary trust members need to delegate the service authority, to be able to be responsible and accountable, and to have humility - which is the most important quality of leadership - to lead and serve!

Leadership qualities come from working the Steps, so that character defects can be removed - leadership needs recovery!

If character defects are present during service, there will be control, ego, lack of trust and willingness to ask for help and work in a team, lack of responsibility and accountability, lack of balance in doing service, lack of accepting the group conscience.

What could be defined as trust in servants? What parameters define trust in the qualities of a servant?

Group, area, region, and National Officers may be defined as "trusted servants". In essence, they perform services and are responsible to the groups they serve. The parameters are those that the group or committee(s) determine to be necessary to carry out the duties of the service position.

Concept 5 - Is concept 5 related to concept 2 and 3? Who defines the accountability of trusted servants?

Policy & Guidelines (P&G) Twelve Concepts (C1-C7) Part 1, Roundtable 2022-04-09

Yes, all concepts are interrelated, the groups have the final authority for the services and must give the necessary authority to the structures to fulfil the assigned responsibilities (concept 3), on the other hand, a single point of decision and accountability is created so that the groups could see if the structure created is fulfilling the assigned responsibilities.

How is the single point of decision and accountability defined?

C5, for each responsibility assigned to the service structure, a single point of decision and accountability should be clearly defined. Tasks may be assigned to a single committee based on the expertise of that committee. Good organization is effective to prevent duplication of work, effort and/or expense. Within a committee a single point of decision and accountability should be clearly defined to make certain that there is effective communication between the committee members and between the committee and the groups that formed them.

Concept 6 - Having different higher Powers, how can one invite a loving God through the conscience?

We are “ we” program.

In compliance with Concept 6 and Tradition 1 we are seeking for unity, mutual purpose ,and mutual wealth.

When a member makes decisions on how to vote on the business meeting, he(she)is seeking for the voice of a personal HP. E.g., via the service sponsor of a certain member. We make decisions via group conscience, and they should be fulfilled by “ we “ actions. We listen to each voice(Concepts 7,8,9) and seek for consensus which is our mutual HP .Sometimes we need a long time to make decisions, we can ask the experience of friends and service sponsors and only then make decisions.

This consensus and love with which we serve is the basis of mutual conscience, mutual Higher Power.