

Service Recruitment Topic

At the WSC 2002, we had a small group session about involvement in service (apathy) and what could be some new solutions to an old problem. In this list are some possible tools to be used in service recruitment. This was part of the RD report/post- conference workshop that was held at the June ARSCNA meeting in Hot Springs. Since that report, there was a mailing from the office. In that it was reported that the most common responses to this question were:

- Sponsorship
- Throw away Roberts Rules of Order
- Service medallions and/or pins
- Trust
- Concepts
- Workshops, picnics, events, food, fun, etc
- Share personal rewards of doing service
- Role-modeling

Following is the complete list of responses:

Fellowship Issues and Challenges Apathy and Complacency in Service Work

1. Recovery based service
2. Filling positions with skilled people
3. Training
4. Trusted leaders
5. Stop gossiping
6. Practicing skills of listening and respect
7. Proactive approach
8. Presentation of service
9. Sponsorship into service
10. Understanding of the 12th Step
11. Having a positive attitude
12. Rewards of Teamwork
13. "It's Your Turn"
14. Sponsorship
15. Mentoring the newcomer (if you want what I have, you need to do what I do)

16. Busy with service, no time to use
17. Service and recovery are bound together
18. Those doing service need to set example
19. Service is a privilege
20. First time GSR coin (service medallions or pins)
21. IP on service
22. Cards with service positions available at groups and areas
23. Speaking with respect about the service position you are leaving
24. Training pamphlets
25. Pass service basket (put in a way you can contribute on a piece of paper in the basket)
26. Poster or card for newcomers (visual aids)
27. Convergence (combination of convention and conference)
28. New reading or chapter on service
29. A traveling service team (go around to regular meetings and ask for 5 minutes to discuss some service topic)
30. Study Steps, traditions, and concepts
31. Share benefits of service
32. Address negativity with individual members who perpetuate it
33. Training sessions for trusted servants
34. Activity – Build community
35. Food with area service meeting, like a picnic
36. Change terminology
37. Service book
38. Beautiful experience
39. I only keep what I have by giving it away
40. Gratitude in action
41. Story in Basic Text
42. Make it fun for trusted servants
43. Consensus based ASC and RSC
44. Locally developed pamphlet titled “Welcome to Service” and leave it in your home groups
45. Do not fill vacant seats if no one is qualified
46. Service and gratitude posters in home groups
47. Gratitude
48. Old timers example
49. Trust in Trusted Servant
50. Fun and dynamic workshops
51. How service influences your recovery, spirituality, and professional life
52. Encourage members by leading by example and speaking positively
53. Invite people
54. To accomplish short term projects
55. Educate about spiritual principles and concepts
56. Personal contact – ask folks individually to get involved
57. Rotate RSC's meet in different locations

58. Role Modeling
59. Thank people who are in service
60. Lead by example
61. Do not discourage others
62. Do not be negative about service
63. Topic at a recovery meeting
64. "Positive results of service
65. Service awareness workshop
66. Stress to home groups their importance in the process
67. Do not call it service work it is service (take out the word work)
68. Do not minimize the importance of different service
69. Try different avenues of service
70. Engage members in service outside their comfort zone or what they are comfortable with
71. Keep our reports brief, but do them often; consider making them interactive and fun and giving them at recovery meetings instead of just at ASCs/RSCs
72. Re-orient service people from a "structure" orientation to one based on performing specific and efficient projects
73. Implement the HRP on a regional and zonal level
74. Try things for only one time; do not assume a rigid "forever" approach to service projects
75. Introduce fun activities to service meetings: water pistols, food, move meetings to group locations, etc.
76. Promote better communications by frequent e-mail and phone contact
77. If we honor and encourage our service workers by words and deeds while they are doing their jobs, and when they finish them, more addicts will want to serve
78. Show love
79. Sharing positive emotional service experiences
80. Literature about emotional, spiritual, and difficult service experience
81. Use most experienced members as a resource, realizing the investment we have in NA
82. Manipulation (the old service railroad approach)
83. Keeping services focused
84. Contests, if you attend 4 out of 6 service workshops and get your card stamped you get into the dance free at conventions (other similar approaches at other types of functions)
85. Contests on acronyms (RSC, GSR, ASC, etc.)
86. Learn how to deal with conflict resolution through service, at the end you can still hug
87. Filling out why I don't do service surveys, have these surveys at registration tables, give discount on registration to those who complete survey
88. Do not fill positions with unqualified people

89. Proper training
90. More effort in bonding with new members and small groups
91. Broadening our concept of service (greeter, pick up trash, give rides, etc.)
92. New key tags for service time
93. Deal with abuse of our trusted servants
94. Make service exiting
95. Service is a privilege
96. Literature on the benefits of service
97. Sponsorship by example, service is not an option
98. Staying involved in service regardless of clean time
99. Holding addicts accountable
100. Share about fun in service
101. Do not accept unacceptable behavior at committee meetings
102. Throw away Robert's Rules
103. Make service committee meetings more relaxed
104. Service mentoring
105. Create positions for new people who may not have required clean time
106. More fellowship discussion
107. Acknowledge and recognize service
108. Change expectations, not everyone will be involved, those involved show and give respect
109. Groom and search for new replacements
110. Repetition about the need to be of service
111. Avoiding the martyr complex about service
112. Inviting people to do the footwork and live in the solution not the problem
113. Moving toward more consensus and less parliamentary manipulation
114. Enthusiasm
115. Positive reinforcement
116. Recruitment, personally ask, encouragement, be patient, give them a job they can do
117. Service through step work
118. Gratitude toward our service
119. Be accountable for who you elect
120. Lower our expectations; reduce workload, trial period before committing, committees more administrative, and delegate
121. Creativity in advertisement of service
122. Busy with service no time to use
123. Service is a privilege
124. Service medallions or pins
125. Cards with service positions available at groups and areas
126. Service information pamphlet at group level
127. Speaking with respect about the service position you are leaving

128. Ask a new question, how do we get by with what we have
129. Define goals, purpose, and vision for commitments
130. Avoid burdening individual; groups and committees take on tasks
131. Use pools at area and Region
132. Get commitments by projects not terms
133. Ask people why they do not participate
134. Regional HRP
135. Effective leadership
136. Be more selective
137. Group presentations from region/area committees to the groups
138. Utilizing the Steps and traditions to attract people to responsibility through service
139. Encourage newcomers that they are important and valuable in the process
140. Value people who do service, get rid of term, “service junkie”