

The Structure of World Service

The following three branches of service within P.A. constitute World Service:

WORLD SERVICE CONFERENCE

WORLD SERVICE BOARD OF TRUSTEES

WORLD SERVICE OFFICE

The basic purposes of World Services are:

1. Communication
2. Coordination
3. Information
4. Consensus

The three branches are interrelated and work together to benefit all of P.A. Each branch functions within its own framework and guidelines.

Only at this level of World Services do we find service bodies designed to deal with situations that involve our entire Fellowship. Even though all parts of the service structure affect and are affected by the P.A. Fellowship, it is only at this level that decisions are made that affect P.A. as a whole.

A new concept in service is found at this level; the concept of the non-addict servant. The non-addict servant has important professional and/or other valuable skills to benefit the Fellowship as a whole.

WORLD SERVICE CONFERENCE (WSC)

The WSC is the nerve center and voice of our Fellowship. The WSC is the one time each year when all our service branches come together. Unlike all other branches of P.A. service, the WSC is not an entity, it is an event.

At the WSC, the Delegates, the World Service Board of Trustees, and the managers and Directors of the World Service Office meet to discuss ideas and direction for the Fellowship of P.A. as a whole. The WSC can last up to a week; however, the planning and implementation associated with the WSC is a year round proposition.

The Conference Committee is to provide the planning, organization, logistics, and implementation of the Business Conference to include preparation of the agenda. The Conference Committee will determine the location of the Conference. All World Service Conference contracts must be ratified by the PAWS Board of Trustees and executed by two or more Trustees.

Each Delegate must be knowledgeable about the needs and feelings of their Group.

From general meetings at the WSC, the Conference divides into various committees where all suggestions, questions, and problems are discussed. These topics include all matters of importance to P.A. as a whole.

Each Delegate serves on a designated Conference Committee of his or her own selection. It is suggested that each Committee contains at least one Trustee. Any member of Pills Anonymous may serve and vote on any World Service Conference Committee, however, each Participant is limited to voting in one committee. Non-delegates may serve as Committee officers.

Conference committee guidelines, policies and procedures are

submitted to the Conference for approval, included in the Delegates notebooks, and are available to other interested members of the fellowship.

1. The Conference Committees are:
2. Conference
3. Public Information
4. Convention
5. Common Welfare
6. Hospitals and Institutions
7. Organizational
8. Finance
9. P.A. Unity
10. Online Communications
11. Archive
12. Big Book
13. Ad-hoc

WSC COMMITTEES STATEMENTS OF PURPOSE

CONFERENCE COMMITTEE: The purpose of the WSC Conference Committee is to organize the

World Service Conference, which includes:

- A. Hotel selection and negotiation;
- B. Preparation of the agenda;
- C. Preparation and review of the minutes from each Conference for distribution;
- D. Compile the Delegate packets; and

E. Develops policies and procedures for the Conference.

The WSO and its Board of Directors is responsible for negotiations of contracts related to the Statement of Purpose of the Conference Committee. This includes WSC hotel contracts and taping contracts, which will be coordinated with the Conference Committee.

A subcommittee of the Conference Committee also serves as the Conference Coordination subcommittee. This subcommittee assists in all aspects of Conference planning. This subcommittee shall be chaired by the Conference Coordinator. The Conference Coordinator is responsible to the Conference

Committee and the Conference as a whole for meeting the requirements of the statement of purpose of the Conference Committee. The Conference Coordinator shall not be a voting member of the Conference. The term of service begins with the end of the Conference during which he/she is selected and ending at the end of the second successive Conference.

PUBLIC INFORMATION COMMITTEE: In all public relations, P.A.'s sole objective is to help the still suffering addict. Always mindful of the importance of personal anonymity, we believe this can be done by making known to the addict, and to those who may be interested in their problem, our own experience as

individuals and as a Fellowship in learning to live without pills.

We believe that our experience should be made available freely to all who express sincere interest.

We believe further that all efforts in this field should always reflect our gratitude for the gift of sobriety and our awareness that many outside P.A. are equally concerned with the serious problem of addiction.

The Public Information Conference Committee develops, initiates, and plans the means of communication to the public, which is presented to the Conference for Fellowship approval.

CONVENTION COMMITTEE: The purpose of the World Service Convention is to promote enthusiasm and unity within the Fellowship of Pills Anonymous and financially support World Service efforts to carry the message. The purpose of the WSC Convention Committee is to:

Provide a World Service Convention for members of Pills Anonymous; Create uniform bidding guidelines;

Assist the convention (host) city in all aspects of resources and convention information; Provide guidance with budgeting; and Create World Service Convention guidelines, structures, and policies.

COMMON WELFARE COMMITTEE: The WSC Common Welfare Committee reviews, edits, and submits literature to the WSC for approval, through the 12 point literature approval process. This process may be found in the Committee's guidelines. It is our function to facilitate the expression of our fellowship's honesty, openness and willingness through the writing of material for distribution.

The literature we deal with is of the following types:

A. The proposed item will expand the inventory of materials adopted by the Fellowship and aids membership in an understanding and application of the Twelve Steps of Pills Anonymous and the Twelve Traditions of Pills Anonymous.

B. The proposed item carries the message of P.A. to the addict who still suffers.

C. The proposed item supplies valuable information to the professional fields with whom addicts would most likely come in contact.

D. The proposed item clarifies the nature of addiction to the general public and fellowship.

HOSPITALS AND INSTITUTIONS COMMITTEE: To provide assistance and guidance to individual Fellowships as well as service Groups that initiate hospital and institutional activity.

ORGANIZATIONAL COMMITTEE: To formulate bylaws, guidelines and structures by which this organization can operate, day-to-day, at Conferences and elsewhere, maintaining the World Service Manual by adding Conference approved changes that should be distributed to the fellowship in the first quarter of the year following the Conference.

FINANCE COMMITTEE: To develop and implement policies and procedures in all matters concerning the finances of Pills Anonymous, including ways and means to generate funds necessary for the continued growth of the fellowship, in accordance with our 12 Traditions.

P.A. UNITY COMMITTEE: To enhance our communication and international outreach among the diverse elements within the fellowship in the interest of carrying the P.A. message and to promote P.A. unity.

ONLINE COMMUNICATIONS COMMITTEE: Responsible for recommending

policies and procedures relative to:

A. Carrying the message of PA on the Internet, to include guidelines for any online PA meetings that wish to qualify for listing in a PA online meeting directory.

B. Creating and maintaining the official PA website.

C. Offering suggestions to private website owners who wish to ensure that their own PA-oriented websites are operated in the best interest of PA.

D. Assisting other PA committees with communicating their messages online.

E. Being available to the World Service Board of Trustees with regard to Internet-related matters.

ARCHIVE COMMITTEE: The purpose of the WSC Archive Committee is to collect, organize, categorize, copy, preserve and electronically store Pills Anonymous' historically valued documents, printed materials and historical items.

A. Collecting pertinent information created by all standing committees while at Conference; the recording and digitizing of those documents based on the Archival Guidelines, and making those recordings and digital files available to the Conference Committee for following year Conference use.

B. Contacting members of the fellowship who may have memorabilia or archived documents they wish to loan or donate to the Pills Anonymous World Service Organization for the purpose of creating a complete PA Archive.

C. To implement when necessary industry practiced archive solutions so that the newest or most effective types of archival preservation techniques can be utilized in the pending Archival Guidelines.

D. The storage of all physical information and memorabilia.

The **WSC** Archive Committee will act as the primary facilitator for all archive related committees, ensuring that the pending Archival Guidelines are being used properly and effectively. The WSC Archive Committee will act as the liaison directly with the World Service Office to ensure mutual oversight of the archive and make available for any committee use archives or memorabilia required for special events, meetings or special needs.

BIG BOOK COMMITTEE: Responsible for development of a book expressing the experience, strength and hope of Pills Anonymous.

AD-HOC COMMITTEE: Responsible for development of New Delegates so that they may be placed in the appropriate Committees.

WSC COMMITTEE OFFICERS DUTIES, QUALIFICATIONS & SELECTION

Every Committee should nominate and select its own officers each year prior to presenting its motion(s) on the Conference floor.

WSC COMMITTEE CHAIRPERSON

- a. Preside over all Committee meetings.
- b. Appoint subcommittees and designate subcommittee chairs as needed.
- c. Prepare Committee Agenda.
- d. Delegate Committee business at Group level.
- e. Oversee all Committee budgeting matters.
- f. Interact with other WSC Committees, the Trustees and WSO.
- g. Prior service of at least one year on a WSC Committee.
- h. First term is for two years, limited one-year term thereafter.
- i. It is suggested that a Chairperson serve no more than four consecutive years.

COMMITTEE VICE-CHAIRPERSON

- a. Becomes chairperson and assumes all Chairperson responsibilities for balance of Chair term in event of Chairperson vacancy.
- b. Prior service of at least one year on a WSC Committee.
- c. In absence of Chairperson, performs chairperson duties.
- d. Serves a one-year term.

COMMITTEE CO-SECRETARIES

- a. Keeps accurate minutes of each meeting of the WSC Committee.
- b. General communications throughout the year with the WSC Committee.
- c. Serves a one-year term.

CONFERENCE OFFICERS

1. There shall be four Conference Officers: Chairperson, Vice Chairperson-Parliamentarian and two Co-Secretaries.
2. The term of a Conference Officer shall be for a period of two Conferences. Conference Officers may be elected to serve a total of three terms for that particular office. Effective at the WSC 2008, the election of Conference Co-Secretary shall be staggered, with the intent that only one co-secretary rotate out at each Conference.
3. In the event that a Conference Officer is unable or unwilling to perform his/her duties, the Conference shall elect a replacement from the Conference as the first substantive order of business after the vacancy occurs, such replacement to be elected to a full term. If the replacement Conference Officer is a current Delegate, their vote shall be given to an Alternate Delegate from that Group, or if there is no Alternate Delegate in attendance, the vote will be transferred to the Delegate selected by that Group Delegation.
4. In the event that Conference Chairperson is unable or unwilling to perform his/her duties, then the Vice Chairperson-Parliamentarian will serve as Conference Chairperson until a permanent Conference Chairperson can be

elected by the Conference. In the event that Conference Vice Chairperson is unable or unwilling to serve as temporary Chairperson, then the most senior Conference Secretary will serve as Conference Chairperson until a permanent Conference Chairperson can be elected to a full term.

5. Qualifications and duties of Conference Officers shall include:

CONFERENCE CHAIRPERSON

Minimum Qualifications:

- a. Voting experience at a World Service Conference.
- b. 4 years continuous clean time.
- c. Service oriented background.
- d. Willingness to serve.
- e. A thorough working knowledge of the Twelve Concepts of Service, Twelve Traditions, Conference Charter and Bylaws, Conference Standing Rules, Robert's Rules of Order and Parliamentary Procedure.
- f. Previous leadership/chairperson experience.

Recommended Qualifications:

- a. Wisdom and patience.
- b. Even-tempered and calm.
- c. Willingness to let people be wrong.

Description of Duties:

a. Chair the general sessions of the World Service Conference to include:

1. Determine the delegate order for discussion.
2. Preside over all voting.
3. Announce the outcome of votes.
4. Read all motions before presentation on the Floor.
5. Announce the sequence of business to be presented.
6. Recognize members who are entitled to address the Floor.
7. Limit or control debate as necessary.
8. Rule motions out of order when necessary.
9. Protect the assembly from frivolous motions.
10. Enforce rules relating to debate, order and decorum.
11. Expedite business while protecting member's rights.
12. Decide all questions of order.
13. Respond to questions of factual information regarding business.
14. Call recesses when necessary.
15. Adjourn the meeting.

b. Serve as a member of the Conference Committee.

c. Accept and review Delegate Credentials, and Proxies.

d. Organize and conduct the New Delegate Orientation.

e. Visit other committees to support committee presentation of motions.

f. Prepare and review the Conference agenda.

g. Review and edit the minutes of previous Conferences.

CONFERENCE

VICE

CHAIR/PARLIAMENTARIAN

Minimum Qualifications:

- a. Voting experience at a World Service Conference.
- b. Four-years continuous clean time.
- c. Service oriented background and willingness to serve.
- d. A thorough working knowledge of the Twelve Concepts of Service, Twelve Traditions, Conference Charter and Bylaws, Conference Standing Rules, Robert's Rules of Order and Parliamentary Procedure.
- e. Have read the minutes of the two previous Conferences.
- f. Have read and understand the World Service Manual.
- g. Knowledgeable in parliamentary strategies.

Recommended Qualifications:

- a. Wisdom and patience.
- b. Even-tempered and calm.
- c. Willingness to let people be wrong.
- d. Previous experience as a parliamentarian highly desirable.
- e. Ability to gently instruct delegates as to proper procedure.
- f. Ability to work closely with Chairperson.

Description of Duties:

- a. Chair the general sessions of the World Service Conference in the Chairperson's absence.

- b. Participate in the New Delegate Orientation.
- c. Serve as member of the Conference Committee.
- d. Advise the Chairperson in all matters relating to the Twelve Concepts of Service, Twelve Traditions, Conference Charter and Bylaws, Conference Standing Rules, Robert's Rules of Order, Parliamentary Procedure and relevant previous Conference actions.
- e. Assist the Chairperson in all matters relating to:
 - 1. Conducting and counting votes.
 - 2. Points of Order and Points of Information.
 - 3. Procedure on the Conference Floor.
- f. In the event that Conference Chairperson is unable to perform his/her duties, serve as Conference Chairperson until a permanent Conference Chairperson can be elected by the Conference.

CONFERENCE CO-SECRETARIES

Minimum Qualifications:

- a. Two-years continuous clean time.
- b. Service oriented background and willingness to serve.
- c. Ability to touch-type.
- d. Computer literacy including business standard PC, spread sheets, word processing and presentation software.

Description of Duties:

- a. Serve as member of the Conference Committee.
- b. Jointly produce a record of Conference activities as they occur.
- c. Jointly present proposed minutes of the previous day's sessions.
- d. Jointly draft a Conference Report.
- e. Jointly provide secretarial services including but not limited to developing a daily seating chart and producing a Delegate Address List.

STANDING RULES FOR THE P.A. WORLD SERVICE CONFERENCE

1. Only elected Conference Delegates, Original Delegates, Trustees, World Service Office Directors, World Service Director, Non-Delegate Conference Committee Chairpersons and alternate delegates carrying a vote may make and discuss motions on the Conference floor and may vote on all motions and resolutions brought to the Conference floor.
2. Other non-voting individuals may make and discuss motions on the Conference floor at the discretion of the Conference Chairperson.
3. Each voting member is responsible for attending all Conference sessions and must be physically present on the Conference floor to vote. There will be no absentee voting.

4. Conference Delegates who leave, for any reason, after Roll Call for a particular session lose their vote during their absence.
5. a) Complete names, complete mailing addresses, email address, and phone numbers of Conference Delegates and Alternate Delegates, with the number of votes being carried by each, must be submitted in writing to the World Service Office 120 days prior to the World Service Conference. b) If a Group desires to send its votes other than by its Delegates or Alternate Delegates designated in subparagraph 5(a) above, it must send a written proxy to be submitted to the Conference Chairperson by the beginning of the World Service Conference. If, prior to the WSC, an Alternate Delegate replaces a duly designated Delegate, the Chairperson of the Group shall submit a written Certification of Transfer form to the Conference Chairperson by the beginning of the WSC. c) A Trustee may proxy his/her one vote to another Trustee, and a member of the WSOB may also proxy his/her one vote to another member of the WSOB. Proxies in this instance shall be applicable for the day or days when the Trustee or WSOB member will not be in attendance on the conference floor. No Trustee/WSOB can carry more than a total of two votes on the conference floor. (The WST and WSOT are members of the WSBT under this provision.)
6. Only elected Delegates or Alternates registered with the World Service Office 120 days prior to the Conference will be certified as a Conference Delegate or Alternate. Reasonable exceptions to the above may be made, for good cause, by the Conference Chairperson.
7. There may be up to three Conference Sessions (Morning, Afternoon and Evening) in the Conference Day. Conference Sessions begin with roll call and end with an adjournment.
8. 8). The quorum shall be defined to be two-thirds of the Conference votes present at Roll Call for that particular Conference Session.

9. A quorum must be present for any voting. In the absence of a quorum, the Conference may continue with Committee Reports, Trustee Reports, WSO Director Reports and discussion of issues. There will be no motions (except a Motion to Adjourn) or any item requiring a vote brought to the Conference Floor.
10. All Main Motions will be submitted in writing and electronic format to the Conference Chairperson, using bold type for added language and strikethrough for removed language, and will become effective at the end of the WSC, unless otherwise specified.
11. All Main Motions shall be displayed in electronic format and provided in handouts to the Conference Floor.
12. Main Motions shall be read to the Conference before voting. The tally shall be announced for all counted votes upon request from the Conference floor. Referrals or Item's that did not result in Motions, that are tabled until next year, items the committee will continue working on through the year, that are referred to other committees; World Service Office, or Board of Trustees need not be read into the report, however questions may be asked about any part of a committees report.
13. Any motion made under New Business at the Conference which changes the WSC structure or a WSC committee structure or which has a major effect upon the World Service Conference, a World Service Committee, the World Service Manual or P.A. as a whole must be referred to the appropriate committee prior to consideration.
14. Proposed material to be reviewed by the Delegates for possible consideration by the Conference must be received by the WSO at least 90 days before the WSC so that all Delegates can receive and review the material at least 60 days prior to the Conference.
15. All voting members arriving after the roll totals and quorum are announced at the end of a Roll Call, for a particular session, may not vote during that session,

but may speak and make motions.

16. MINUTES OF WORLD SERVICE CONFERENCE. The World Service Office will oversee the preparation of the transcripts of Conference session, for delivery to the Conference Committee not later than 90 days following the Conference. The Conference Committee is to prepare and deliver the minutes of the World Service Conference to the World Service Office, for distribution to the delegates no later than 150 days after the close of the Conference. If the Conference Committee is unable to do so, the World Service Office will immediately assume responsibility for preparing and distributing the minutes in the most expeditious manner possible.

17. AGENDA OF WORLD SERVICE CONFERENCEa. Delegates are to submit proposed agenda items 120 days prior to each Conference.b. Agenda is to be distributed to all Delegates and interested parties at least 60 days prior to the Conference.c. Each agenda is to contain the following items:

i. Serenity Prayer

ii. How It Works

iii. Twelve Traditions

iv. Roll call

v. Approval of minutes

vi. Trustee's report

vii. Officer's report

viii. Committee reports (all Conference Committees)

ix. Trustee Nominee Ratification/Approval

x. Old business

xi. New business

xii. Elections as needed

xiii. Election of next Conference Officers as necessary

xiv. Selection of next Conference location

xv. Closing prayer

18. The Conference will be held annually and the duration of

the Conference will be for a period of not less than two days.

19. World Service Committee budgets submitted to the Conference floor for approval shall include their subcommittee budgets.
20. Materials to be distributed to the fellowship by World Service Conference Committees shall be approved on the Conference floor prior to distribution.
21. Each Conference shall select a P.A. World Service (PAWS) convention host area for the PAWS convention to be held in the fourth year following such Conference. Each year a minimum of two bids for the PAWS Convention should be presented to the Conference for consideration. If two bids are not received, The Conference may approve a single bid. If a single bid is not approved, the host for PAWS convention for the proposed year will be left vacant until the next Conference. If qualified bids are not received or no host is selected at the next Conference, the PAWS convention for that year will be turned over to the World Service Office and World Service Office Board to plan and execute.

WORLD SERVICE BOARD OF TRUSTEES—DESCRIPTION

The World Services Board of Trustees (WSBT) has the broadest scope of any branch of our service structure. The responsibility of this Board is to help deal with anything that affects P.A. as a whole, either internally or externally. All things that may endanger the existence of our Fellowship or limit our growth are of concern to WSBT.

The WSBT does NOT govern. Its nature is that of custodian

only, providing guidance.

The WSBT may consist of both addicts and non-addicts as may be needed for professional areas of expertise and to broaden our perspective. Its members are known as Trustees.

The only interest of the Trustees is to serve the best interest of our Fellowship. They are given such authority by and through the World Service Conference.

The WSBT, like the World Service Office, functions as an entity apart from the program. All actions by the WSBT are guided by the Traditions.

The World Service Office is responsible to the WSBT. In order to perform their various functions, the WSBT utilizes a subcommittee system.

RESPONSIBILITIES OF THE WSBT SUBCOMMITTEES

These committees are composed of Trustees, Fellowship members, and if needed, a non-addict. Members are selected on a "what they have to offer" basis. Internal structure of the WSBT is different from the rest of the service branches. The Trustees do not represent; they serve.

1. FINANCE Participates in the review and oversight of all WSO financial matters; ensures compliance with existing guidelines and budgets of PA World Services.
2. LEGAL On an 'as needed' basis, this committee investigates the legal implications of any business of PA World Services. This includes, but is not exclusive, to copyright, royalty and vendor licenses agreements. It is suggested that at least one member of this committee have some knowledge of legal matters.

3. WORLD SERVICE CONFERENCE This committee, working with the WSO and the World Service Conference committee, researches future venues for holding the World Service conference. Also is responsible for bids and contract negotiations in collaboration with the Trustee Negotiating Committee. It is suggested that the World Service Trustee sit on this committee. Note: this committee is only active every two years.
4. TRUSTEE NEGOTIATING To assist the World Service Trustee by serving as a group conscience in the review of all contracts negotiated on behalf of Pills Anonymous, involving the amount of \$500 USD or greater prior to engagement on the part of Pills Anonymous. A contract is defined as any signed document between Pills Anonymous and any other person(s) or business (es), that indicates a commitment of services or goods between the two defined entities.
5. TRUSTEE ELECTION
This committee coordinates and oversees the Trustee Election process. See Trustee Election Committee Guidelines for addition information.
6. LONG TERM PLANNING To plan and guide the future of Pills Anonymous to insure that the addict that still suffers can receive the message of recovery. This committee is not limited in participation by current WSBT members and it is suggested that former Trustees be included in this committee.
7. ORIENTATION To assist new members of the World Service Board of Trustees regarding the current matters being worked on by the WSBT, review the roles, responsibilities and guidelines for spending and subcommittee projects, board participation and meeting preparation and to serve as a point of contact for any questions regarding their new role as a member of the WSBT.
8. NEWSLETTER To review all article of the Newsletter for tradition violations prior to publication and

distribution to the PA Fellowship. Work with the WSO, Newsletter Editor, and designated Newsletter coordinators within the groups to generate articles, poems, anecdotes, etc. for the Newsletter. Topics should include those about; Steps, Traditions, and Concepts, PA Finances, Long Term Planning objectives, etc. It is suggested that the WSBT provide one article per quarter for submission to the Newsletter in addition to the Trustee Corner.

9. **OUTREACH**To work with past members of the WSBT to elicit, on an as-needed basis, their assistance and experience, strength and hope on any of a variety of issues affecting PA, including, without limitation, soliciting input from the fellowship as a whole on surveys, literature projects, fellowship growth, etc.
10. **INTERNATIONAL STRUCTURE AND DEVELOPMENT**To examine structure trademarks, expansion, development, language issues across our fellowship internationally.

THE WORLD SERVICE BOARD OF TRUSTEES SERVICE STRUCTURE

PURPOSE: To ensure the continuation and growth of P.A.

FUNCTIONS:

A. To deal with matters, both inside and outside the Fellowship, which affect the continuation of P.A. growth.

B. The guardians of the Twelve Traditions.

C. To actively seek and encourage ways of carrying the message of recovery to the addict who still suffers.

MEMBERSHIP:

All Trustees serve the fellowship as a whole. The number of Trustees serving at any time is limited to a maximum of 12 active Trustees serving the World Service Conference. At least three-quarters are to be addict Trustees.

There are four types of Trustees: (1) World Service Trustee; (2) World Service Office Trustee; (3) Trustee-at-Large; and (4) Non-Addict Trustee.

World Service Trustee: World Service Trustees are from an area within 125 miles of the World

Service Office in Arizona.

World Service Office Trustee: The WSO Trustee is an active volunteer director, who is not

already a Trustee, on the WSO Board of Directors.

Non-Addict Trustee: Non-Addict Trustees are from the various designated Groups.

Trustee-at-Large: The Trustee will be chosen from the Groups of Pills Anonymous.

Trustees at Large are chosen for their special experience, talents or background. They should: have the ability to be versatile, fill in positions where needed on various committees, in the purest sense, a servant to the entire Fellowship.

At This Time: The WSBT consists of the following:

World Service Trustee 5

World Service Office Trustee 0

Trustee-at-Large 3

Non-Addict Trustee 0

QUALIFICATIONS

Qualifications of Addict Trustees:

1. Willingness to serve.
2. A commitment to service as shown by experience; working as a member of other P.A. service committees; and contributions to the continuation and growth of the Fellowship.
3. The time and resources necessary for active trusteeship.
4. A minimum of five years of continuous abstinence from pills and all other mind altering Substances at the time of the election.
5. A good working knowledge of the Twelve Traditions.
6. Has to have served as a voting member or committee chair at a prior WSC.
7. A working knowledge of the 12 Concepts and the Conference Charter.

Qualifications of Non-Addict Trustees:

1. Willingness to serve
2. The time and resources necessary for active Trusteeship.
3. A knowledge of the Twelve Traditions.
4. A good understanding of the disease of addiction and the Twelve Step Program of Recovery.

WSBT MEETINGS

1. The Trustees shall hold regular meetings up to four times per year, but a minimum of two, at the discretion

of the WSBT

2. Additional special meetings are held upon 60 percent of WSBT approval, whenever needed.
Trustees will be notified by the Chairperson.
3. Attendance of at least 60 percent of the Trustees constitutes a quorum.
4. Each Trustee is expected to attend three out of four regular meetings. A Trustee who is unable to attend may be asked to resign.
5. Minutes are kept of all meetings.
6. A copy of the minutes is sent to:a) Each Trustee;b) The World Service Office;c) Each Delegate;d) All Conference committee chairpersons;e) All Conference officers.

The WSBT is an advisory board rather than a directive board. It is their responsibility to offer guidance to members, Groups, and service committees in matters concerning the Traditions or matters, which affect P.A. as a whole.

The Trustees do not have the authority to control P.A. or to change the nature of the Fellowship.

Our Second Concept ensures that major policy decisions can only be made by the group conscience of the World Service Conference.

TRUSTEE NOMINEE SELECTION AND ELECTION PROCESS AND TRUSTEE TERM

VACANCY, REPLACEMENT, AND TERM

All Trustee positions shall be selected during the regular Trustee elections at the WS Conference, using the slate

approved at that Conference. The term of such Trustee positions shall commence immediately following the close of the WSC at which that position is filled, and shall end at the close of the fourth successive WSC. The WSO Trustee term shall end at the close of the second successive WSC. No Trustee at Large, Non-Addict Trustee, or World Service Trustee shall serve more than two consecutive terms. The WSO Trustee may serve two consecutive two-year terms.

In the event of a Trustee vacancy for any reason, an individual elected to fill the position shall fulfill a full trustee term. In the interim following a vacancy and prior to a new election, any vacant Trustee position(s) may be filled by any existing Trustee as selected by the WSBT.

CONFERENCE APPROVED SLATE

The candidates nominated shall be submitted to WSC for ratification by two thirds vote of the WSC. All candidates who complete the WSC ratification process successfully shall then be considered the Conference Approved Slate of Trustee candidates. This approved slate expires when the WSC adjourns.

The various Trustee Slates shall be submitted to the Conference for ratification as one of the first substantive orders of business. Each Non-Addict Trustee Slate, and WSO Trustee Slate, shall be presented for approval by a single vote of the Conference. The ratification of the Trustee-at-Large designees and the WS Trustee by another single vote of the Conference. If there is an objection to the slate, or any individual on the slate, then each individual on the slate will be considered separately.

TRUSTEE ELECTION COMMITTEE

Final selection of a Trustee shall be made by a Trustee Election Committee consisting of the following:

Full Board of Trustees

All Trustees, except the WSO Trustee, shall be selected from the Conference Approved Slate pursuant to the procedures outlined in this Manual. The WSO Trustee shall be selected from the candidates selected by the WSO Board not already a Trustee. In order to be elected Trustee, a candidate must receive a vote of two-thirds of the Trustee Election Committee.

Duties, Responsibilities and Qualifications of WSC Delegates Serving on the Trustee Election Committee:

1. Eight current WSC Delegates shall be selected to serve as Trustee Election Delegates by a caucus conducted at the WSC. An alternate shall also be selected.
2. It is recommended that each Delegate have previous WSC experience.
3. During the Delegate's term on this committee, that Delegate may not be included in any slate of nominee candidates.
4. During the Delegates term on this committee, a Delegate may not serve as a WSC Committee Chair.
5. A Delegate's term on this committee shall commence the day following the WSC and continue until the closing of the following WSC.
6. A Delegate serving the final year of his or her term at the WSC is not eligible for this position.
7. If a Delegate cannot fulfill his or her term for any reason, the Committee must replace the Delegate for the balance of the term.

TRUSTEE SELECTION AND ELECTIONS PROCESS SUMMARY

World Service Trustees:

1. The candidates will be submitted to the Trustee Election Committee for qualification.
2. The Trustee Election Committee will submit the candidates to the World Service Conference for ratification by two-thirds vote of the WSC.
3. The Trustee Election Committee will make its selection from the Conference Approved Slate.

World Service Office Trustee:

1. All volunteer Directors not already a Trustee serving on the PAWSO Board may be considered as candidates for any World Service Office Trustee vacancy.
2. Candidates are nominated for WSOB Trustee and a minimum of two candidates shall be elected by majority vote of the WSOB. The candidates are then submitted to the Trustee Election Committee for qualification. If two candidates are not elected, the WSOB has failed to select a slate.
3. The Trustee Election Committee will submit the candidates to the World Service Conference for ratification by two-thirds vote of the WSC. The Trustee Election Committee will make its selection from the candidates ratified by two-thirds vote of the WSC.

Trustee-at-Large:

1. Two candidates will be submitted to the Trustee Election Committee for qualification.
2. The Trustee Election Committee will submit the candidates to the World Service Conference for ratification by two-thirds vote of the WSC.
3. The Trustee Election Committee will make its selection from the Conference Approved slate.

Non-Addict Trustee:

1. One or more nominee candidates may be submitted from each Group.
2. The candidates will be submitted to the Trustee Election Committee for qualification.
3. The Trustee Election Committee will submit the candidates to the World Service Conference for ratification by two-thirds vote of the WSC.
4. The Trustee Election Committee will make its selection from the Conference Approved Slate.

TRUSTEE ELECTION COMMITTEE

GUIDELINES FOR THE ELECTION PROCESS

Procedures for all Trustee elections by the Trustee Election Committee.

All members of the TEC must either be present for each interview or listen to the recording of any interview for which they are not present. If a TEC member misses more than two questions of an

interview, that member will be required to listen to the

recording of that interview in order to participate on the vote for that trustee position. If, for some reason, a member of the TEC is unable to be present for a candidate interview and/or listen to the recorded interview, then that TEC member shall not participate in the election for that slate.

All service resumes should be submitted on the approved service resume form.

1. The TEC Chairperson shall conduct the elections and also be eligible to cast a vote on each ballot. The TEC Chairperson may also participate in the discussion phases of the election process.
2. All voting will be done by secret ballot. TEC members have the choice of either voting for one candidate or voting for none of the candidates. Abstentions are counted as votes for none of the candidates.
3. FIRST BALLOT: If a candidate receives 2/3 of the vote, that candidate is the elected Trustee. If not, proceed.
4. Discussion of the candidates.
5. SECOND BALLOT: Run-off between the top two (2) vote-receiving candidates. (If, on the first ballot, there is a tie among the candidates, all candidates receiving the top two (2) amounts of votes will be included in the run-off. For example, if A receives six (6) votes, B receives three (3) votes, C receives three (3) votes, and D receives two (2) votes, the run-off includes A, B, and C).
If a candidate receives 2/3 of the vote, that person is the elected Trustee. If no candidate receives 2/3 of the vote, then continue.
6. Discussion of the candidates.
7. THIRD BALLOT: Run-off between the top two (2) vote-receiving candidates (same procedure as second ballot). If a candidate receives 2/3 of the vote, that person is the elected Trustee. If no candidate receives 2/3 vote, then continue.

8. Discussion of the candidates.
9. FOURTH BALLOT: If no candidate receives 2/3 vote on the first three (3) ballots, the top vote receiving candidate is put up for 2/3 ratification vote. For ratification purposes, TEC members have the choice of either voting "yes" or "no"; abstentions are counted as "no" votes. If that candidate receives the required 2/3 vote, then that person is the elected Trustee. If not, the same procedure will take place with the 2nd top vote-receiving candidate.
10. If neither candidate receives the required 2/3 ratification vote, the position will remain open until the next Conference. The members of the Board of Trustees will assume the duties of that position.
11. Once the candidate has been selected, it is the responsibility of the TEC Chairperson to first notify those candidates that are not selected for the position that they were not selected. After all candidates not chosen have been notified, the TEC Chair will inform the chosen candidate. After all candidates have been notified, the new trustee will be announced to the Conference floor.

WORLD SERVICE OFFICE (WSO)

The WSO will be the main contact and distribution point of P.A. Its main purpose will be to maintain contact with members, and Groups. Contact is sustained through correspondence, newsletters, e-mail, the website, and representatives within our service structure.

WSO will offer services to:

1. New Groups
2. Existing Groups with special problems
3. Institutional Groups
4. International Groups
5. National meeting services
6. International meeting services
7. Loners (isolated people)
8. Conventions
9. Conference Committees
10. On-line PA Groups

The World Service Office Board ("PAWSO Board") will be responsible to the World Service Board of

Trustees ("WSBT") and act upon directives from the World Service Conference ("WSC"). Each of the board positions approved by the WSC will have a voice and a vote at the Conference. The PAWSO Board will be subject to and must abide by the Twelve Traditions.

The WSO has volunteer committees that correspond to WSC committees that service the diverse needs of the WSO and the fellowship as a whole.

The PAWSO Board shall not exceed nine directors. Except for the Paid Director and Trustees, qualifications to be selected as a WSO Director shall include membership on a WSO committee, or prior

Group service committee. The PAWSO Board shall consist of the following:

Chairperson

Vice Chairperson

Secretary Treasurer

Director(s)-At-Large

World Service Trustee

Paid Director (or equivalent) World Service Office Trustee

World Service Office Board of Directors Interview Process:

Directors of the World Service Office Board (WSOB) to be interviewed by the World Service Board of

Trustee's (WSBT):

1. The WSOB Chairperson
2. The WSOB Treasurer
3. The WSO Paid Director(s)

Directors or Volunteers of the World Service Office Board (WSOB) to be interviewed by the current World Service Office Board:

1. All Directors other than the WSOB Chair, WSOB Treasurer and WSO Paid Director(s).
2. The Newsletter Editor
3. The Webservant
4. Archives

Process of the Candidate Interview:

1. Except for the Paid Director, the potential candidate must have attended at least two WSOB meetings prior to submitting their resume to either the WSBT or the WSOB.
2. Except for the Paid Director, complete a service resume and submit it to the Chair of the applicable interviewing board.
3. Chair of the interviewing Board to set time of the

interview.

4. Chair of the interviewing Board to introduce the process of the questions to the candidate.
5. Chair of the interviewing Board shall contact candidates not selected during the process and advise them of the outcome prior to notifying the candidate chosen.
6. The list of interview questions for the candidates shall remain confidential.

The Board of Directors of PAWSO shall be elected as follows:

1. All Directors, other than the Paid Director or Trustee Directors, will be elected by the Board of Trustees after consideration of the specific qualifications of each prospective Director.
2. The Paid Director, being a Director automatically after employment, will be installed by the PAWSO
3. Board of Directors at the first meeting of the Board after the hiring of the Paid Director.
4. Trustee Directors will be elected in accordance with Trustee election procedures contained elsewhere in this manual and become a Director of PAWSO immediately upon the beginning of their term of office.

Quorum of any meeting of PAWSO will consist of a simple majority (51%) of all currently filled Director positions.

PAWSO BOARD QUALIFICATIONS AND RESPONSIBILITIES

CHAIRPERSON

1. Elected by vote of the Board of Trustees from one of the existing Directors, excluding Paid

Director, World Service Office Trustee and World Service Trustee.

2. Overall administration and coordination of all WSO activities.
3. Develops candidates for future openings of the Board of Directors and forwards all qualifying service resumes to the Board of Trustees after a ratifying vote by the existing Board of Directors.
4. Directly responsible for supervising the office personnel; all tasks the office workers perform should be coordinated through the Chairperson.
5. Chairs the WSO board meetings.
6. Sets the Agenda for the Board Meetings.
7. Sits on a WSC committee.

VICE CHAIRPERSON

1. Assists the Chairperson.
2. Chairs WSO board meeting when the chair is not present.
3. Sits on a WSC committee.
4. Administrates the coordination of the Conference with the WSC Conference Committee.

SECRETARY

1. Maintain records of all proceedings of the WSO Board meetings (Minutes).
2. Maintain files of all committee reports.
3. Make minutes and records available to PAWSO Board and WSBT members upon request.
4. Maintain record book(s) in which the bylaws, special rules of order, standing rules, and minutes are entered with any amendments to these documents properly recorded and to have the record book(s) on hand at every meeting.
5. Provide the Chairperson minutes of the previous Board meeting at least 2 days prior to the next scheduled meeting, in order that the Chairperson can prepare an Agenda.

6. In the absence of the chairperson and the vice-chairperson, call the meeting to order and preside until the immediate election of a Chairperson.
7. Sits on a committee of the WSC.

TREASURER

1. Should have prior Group Treasurer experience or professional experience in the fields of finance or accounting.
2. Responsible for supervising all financial matters at the WSO including:
 - a. Accounts payable
 - b. Accounts receivable
 - c. All bank accounts
 - d. Coordinates negotiations with vendors
 - e. Contacts outside accounting firms
 - f. Supervises all tax filings
3. Chairperson of the WSO Finance/Spending committee.
4. Supervises policies regarding financial matters.
5. Has prepared by outside firm of Certified Public Accountants quarterly financial statements for PAWSO Board and WSBT. In addition, prepare any additional reports or explanations to describe noteworthy changes or trends in the financial condition of PA World Services.
6. Sits on WSC Finance Committee.

DIRECTOR

1. Should have publication or communications experience.
2. Coordinates the various WSO committees.
3. Sits on a committee of the WSC.

PAID DIRECTOR (or equivalent)

1. Duties/job description of the WSO Director shall be

determined by the PAWSO Board and administered through the Chairperson.

2. A current job description shall be maintained on file at the WSO.
3. Sits on a committee of the WSC.

The WSO Trustee shall not concurrently serve as Chairperson of the PAWSO Board except on a temporary basis, not to exceed 120 days.

Each PAWSO board member shall serve a two-year term and be ratified no less than once per year at a meeting by each of the PAWSO board and WSBT. Such ratification vote or votes can be called for by a two-thirds majority of members of either board. If a PAWSO board member is not ratified and does not resign at the request of the WSBT the WSBT may remove said PAWSO member by a two-thirds majority vote. The first term of each PAWSO Board member begins upon ratification by the WSBT and ends at the close of the third WSC. No member shall serve more than three consecutive terms. For the purposes of this paragraph the term "PAWSO Board member" shall not include the paid Director, or the World Service Trustee. In the case of the World Service Office Trustee, when elected Trustee, the WSO Trustee shall not serve more than four consecutive years on the WSBT and:

1. If less than two terms remain as a PAWSO Board member the WSO Trustee term will not exceed the remaining years on the PAWSO Board or;
2. If more than two terms remain as a PAWSO Board member, the WSO Trustee term will not exceed the four-year WSBT limitation.

All actions regarding the PAWSO Board terms, nominations and elections shall be reflected in the PAWSO Board minutes.

The PAWSO Board as a whole shares responsibility for reviewing and publishing all WSO publications,

i.e., the Newsletter, directories, etc.

All WSO Directors serve on the WSO Spending Committee. The Spending Committee guidelines are as

follows:

1. The purpose of the Spending Committee is to research and approve all expenditures over \$500.00.
2. Purchasing guidelines are:a) A minimum of three independent bids per item over \$500.00 shall be obtained.b) A majority vote by the PAWSO Board is required for approval of expenditure and must be obtained after an informed discussion.

The PAWSO Board has authority during the PAWS fiscal year to authorize spending relative to a specific line item, money greater than authorized in the Conference approved budget, so long as:

1. The specific Committee, office, or Trustee total period budget is not exceeded; and
2. The total period PAWS budget is not exceeded.

PILLS ANONYMOUS WORLD SERVICE CONFERENCE CHARTER

1. Purpose: The World Service Conference of Pills Anonymous is the guardian of the world services and of the Twelve Steps and Twelve Traditions of Pills Anonymous. The Conference shall be a service body only, never a government for Pills Anonymous.
2. Composition of World Service Conference: The World Service Conference shall be composed of Delegates, the World Service Board of Trustees, Directors of the World Service Office, staff members of the World Service Office, and any other members of the Fellowship who wish to attend.

3. Conference Relation to P.A.: The Conference will act for P.A. in the perpetuation and guidance of its world services and it will also be the vehicle by which the P.A. movement can express its view upon all matters of vital P.A. policy and all hazardous deviations from P.A. Tradition. Delegates should be free to vote as their conscience dictates; they should also be free to decide what questions should be taken to the Group level, whether for information, discussion, or their own direct instruction. But no change in Article 10 of the Charter or in the Twelve Traditions of P.A., or in the Twelve Steps of P.A. may be made with less than the written consent of three-quarters of the P.A. Groups.
4. Conference Relation to the World Service Board of Trustees and its Corporate Services: It will be understood, as a matter of tradition, that a two-thirds vote of a Conference quorum shall be considered binding upon the World Service Board of Trustees and its related corporate services. A quorum shall consist of two-thirds of all the voting Conference members registered and present. But no such vote ought to impair the legal rights of the World Service Board of Trustees and the service corporation to conduct routine business and make ordinary contracts relating thereto. It will be further understood, regardless of the legal prerogatives of the World Service Board of Trustees, as a matter of tradition, that a three-quarters vote of all the voting Conference members registered and present may bring about a reorganization of the World Service Board of Trustees and the Directors and staff members of its corporate services, if or when such reorganization is deemed essential. The term "reorganization" shall mean the removal of one or more Trustees and/or directors. Under such a proceeding, the WSC may:
 - a) request resignations of WSBT and/or WSOB members,
 - b) remove members of WSBT and/or WSOB,
 - c) nominate new Trustees and/or WSOB members;

d) make all other necessary arrangements, regardless of the legal prerogatives of the World Service Board of Trustees.

5. Term of Office of Delegates: The Delegates are to be elected for a term of four (4) Conferences. It is suggested that the spirit of rotation be followed.
6. Annual Meeting: The Conference will meet at least once a year within 100 miles of the World Service Office, unless otherwise agreed upon by voting Conference members. Special meetings may be called as necessary by voting Conference members. The Conference may also render advisory opinions at any time by mail, email or telephone poll in aid of the World Service Board of Trustees or its related services.
7. The World Service Board of Trustees: Composition, Jurisdiction and Responsibilities: The World Service Board of Trustees of Pills Anonymous shall be an incorporated trusteeship, composed of addicts and non-addicts who's successors are elected by the Trustee Election Committee, these choices being subject, however, to the approval of the Conference. The World Service Board of Trustees is the chief service arm of the Conference and is essentially custodial in its character. Except for decisions upon matters of policy, finance, or P.A. Tradition, liable seriously to affect P.A. as a whole, the World Service Board of Trustees has entire freedom of action in the routine conduct of the policy and business affairs of the P.A. service corporations and may name suitable committees and elect Directors to its subsidiary corporate service entities in pursuance of this purpose. Except in great emergency, neither the World Service Board of Trustees nor any of its related services ought ever to take any action liable greatly to affect P.A. as a whole without first consulting the Conference.
8. The World Service Conference: Its General Procedures: The Conference will hear the financial and policy

reports of the World Service Board of Trustees and its related corporate services. The Conference will advise the Trustees, Directors, and staff members upon all matters presented as affecting P.A. as a whole, engage in debate, appoint necessary committees, and pass suitable resolutions by a two-thirds majority of voting members present for the advice or direction of the World Service Board of Trustees and its related services. The World Service Conference Charter, the Bylaws of Pills Anonymous World Services, Inc., and the World Service Conference Standing Rules, or any amendments thereto, should always be subject to the approval of the World Service Conference by a two-thirds vote of all its voting Conference members present. The Conference may also discuss and recommend appropriate action respecting serious deviations from P.A. Tradition or harmful misuse of the name "Pills Anonymous." The Conference may draft any needed Bylaws and will name its own officers and committees by any method of its own choosing. The Conference at the close of each yearly session will draft a report of its proceedings, to be supplied to all Delegates and committee members; and also a condensation thereof, which will be sent to P.A. Groups throughout the world.

9. General Warranties of the Conference: In all its proceedings, the World Service Conference shall observe the spirit of the P.A. Tradition, taking great care that the Conference never becomes the seat of perilous wealth or power; that sufficient operating funds, plus an ample reserve, be its prudent financial principle; that none of the Conference members shall ever be placed in a position of unqualified authority over any of the others; that all important decisions be reached by discussion, vote, and whenever possible, by substantial unanimity; that no Conference action ever be personally punitive or an incitement to public controversy; that though the Conference may act for the service of Pills

Anonymous, it shall never perform any acts of government; and that, like the Fellowship of Pills Anonymous which it serves, the Conference itself will always remain democratic in thought and action.

BYLAWS OF PILLS ANONYMOUS WORLD SERVICES, INC.

The Board of Directors of Pills Anonymous World Services, Inc. (hereinafter referred to as the "World Service Board" or "W.S.B.") has but one purpose – that of serving the Fellowship of Pills Anonymous. It is in effect an agency created and designated by the World Service Conference of Pills Anonymous to maintain services for those who seek, through Pills Anonymous, the means for arresting the disease of Pill addiction through the application to their own lives, in whole or in part, of the Twelve Steps which constitute the recovery program upon which the Fellowship of Pills Anonymous is founded.

These Twelve Steps are as follows:

1. We admitted we were powerless over our addiction to pills and all other mind-altering substances – that our lives had become unmanageable.
2. Came to believe that a Power greater than ourselves could restore us to sanity.
3. Made a decision to turn our will and our lives over to the care of God, as we understood Him.
4. 4. Made a searching and fearless moral inventory of ourselves.
5. 5. Admitted to God, to ourselves, and to another human being the exact nature of our wrongs.
6. 6. Were entirely ready to have God remove all these defects of character.

7. 7. Humbly asked Him to remove our shortcomings.
8. 8. Made a list of all persons we had harmed, and became willing to make amends to them all.
9. 9. Made direct amends to such people wherever possible, except when to do so would injure them or others.
10. 10. Continued to take personal inventory, and when we were wrong promptly admitted it.
11. 11. Sought through prayer and meditation to improve our conscious contact with God, as we understood Him, praying only for knowledge of His will for us and the power to carry that out.
12. 12. Having had a spiritual awakening as the result of these steps, we tried to carry this message to addicts, and to practice these principles in all our affairs.

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The World Service Board claims no proprietary right in the recovery program, for these Twelve Steps, as all spiritual truths, may now be regarded as available to all mankind. However, because these Twelve Steps have proven to constitute an effective spiritual basis for life which, if followed, arrests the disease of addiction, the World Service Board asserts the negative right of preventing, so far as it may be within its power so to do, any modification, alteration or extension of these Twelve Steps, except at the instance of the Fellowship of Pills Anonymous in keeping with the Charter of the World Service Conference of Pills Anonymous as the same may from time to time be amended (hereinafter referred to as the "Charter").

Members of the World Service Conference of Pills Anonymous are hereinafter referred to as "Conference Delegates."

4 THE TWELVE STEPS OF ALCOHOLICS ANONYMOUS: 1. We admitted we were powerless over alcohol— that our lives had become unmanageable. 2. Came to believe that a Power greater than

ourselves could restore us to sanity. 3. Made a decision to turn our will and our lives over to the care of God, as we understood Him. 4. Made a searching and fearless moral inventory of ourselves. 5. Admitted to God, to ourselves and to another human being the exact nature of our wrongs. 6. Were entirely ready to have God remove all these defects of character. 7. Humbly asked Him to remove our shortcomings. 8. Made a list of all persons we had harmed, and became willing to make amends to them all. 9. Made direct amends to such people wherever possible, except when to do so would injure them or others. 10. Continued to take personal inventory, and when we were wrong promptly admitted it. 11. Sought through prayer and meditation to improve our conscious contact with God as we understood Him, praying only for knowledge of His will for us and the power to carry that out. 12. Having had a spiritual awakening as the result of these steps, we tried to carry this message to alcoholics, and to practice these principles in all our affairs.

The World Service Board in its deliberations and decisions shall be guided by the Twelve Traditions of

Pills Anonymous, hereinafter referred to as the "Traditions" which are as follows:

1. Our common welfare should come first; personal recovery depends upon P.A. unity.
2. For our group purpose there is but one ultimate authority – a loving God as He may express Himself in our group conscience. Our leaders are but trusted servants; they do not govern.
3. The only requirement for P.A. membership is a desire to stop using pills.
4. Each group should be autonomous except in matters affecting other groups or P.A. as a whole.
5. Each group has but one primary purpose – to carry its

message to the addict who still suffers.

6. A P.A. group ought never endorse, finance or lend the P.A. name to any related facility or outside enterprise, lest problems of money, property or prestige divert us from our primary purpose.
7. Every P.A. group ought to be fully self-supporting, declining outside contributions.
8. Pills Anonymous should remain forever non-professional, but our service centers may employ special workers.
9. P.A., as such, ought never be organized; but we may create service boards or committees directly responsible to those they serve.
10. Pills Anonymous has no opinion on outside issues; hence the P.A. name ought never be drawn into public controversy.
11. Our public relations policy is based on attraction rather than promotion; we need always maintain personal anonymity at the level of press, radio, television and films.
12. Anonymity is the spiritual foundation of all our traditions, ever reminding us to place principles before personalities.

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The World Service Board shall use its best efforts to insure that these Twelve Traditions are maintained, for it is regarded by the Fellowship of Pills Anonymous as the custodian of these Traditions and, accordingly, it shall not itself nor, so far as it is within its power so to do, permit others to modify, alter, or amplify these Traditions, except in keeping with the provisions of the Charter.

5 THE TWELVE TRADITIONS OF ALCOHOLICS ANONYMOUS: 1. Our common welfare should come first; personal recovery depends upon A.A. unity. 2. For our group purpose there is but one ultimate authority – a loving God as He may express Himself in our

group conscience. Our leaders are but trusted servants; they do not govern. 3. The only requirement for A.A. membership is a desire to stop drinking. 4. Each group should be autonomous, except in matters affecting other groups or A.A. as a whole. 5. Each group has but one primary purpose – to carry its message to the alcoholic who still suffers. 6. An A.A. group ought never endorse, finance or lend the A.A. name to any related facility or outside enterprise, lest problems of money, property or prestige divert us from our primary purpose. 7. Every A.A. group ought to be fully self-supporting, declining outside contributions. 8. Alcoholics Anonymous should remain forever nonprofessional, but our service centers may employ special workers. 9. A.A., as such, ought never be organized; but we may create service boards or committees directly responsible to those they serve. 10. Alcoholics Anonymous has no opinion on outside issues; hence the A.A. name ought never be drawn into public controversy. 11. Our public relations policy is based on attraction rather than promotion; we need always maintain personal anonymity at the level of press, radio, and films. 12. Anonymity is the spiritual foundation of all our Traditions, ever reminding us to place principles before personalities.

The World Service Board also shall be guided by the spirit of the Twelve Concepts of Pills Anonymous, hereinafter referred to as the "Concepts" which are as follows:

1. The final responsibility and the ultimate authority for P.A. world services should always reside in the collective conscience of our whole Fellowship.
2. The P.A. Groups delegate to the World Service Conference the complete authority for the active maintenance of our world services and thereby make the Conference – excepting for any change in the Twelve Traditions – the actual voice and the effective conscience for our whole Fellowship.

3. As a traditional means of creating and maintaining a clearly defined working relation between the Groups, the Conference, the World Service Board of Trustees and its service corporation, staffs, and committees, and of thus insuring their effective leadership, it is here suggested that we endow each of these elements of World Service with a traditional "Right of Decision."
4. Throughout our Conference structure, we ought to maintain at all responsible levels a traditional "Right of Participation," taking care that each classification or group of our world servants shall be allowed a voting representation in reasonable proportion to the responsibility that each must discharge.
5. Throughout our World Service structure, a traditional "Right of Appeal" ought to prevail, thus assuring us that minority opinion will be heard and that petitions for the redress of personal grievances will be carefully considered.
6. On behalf of P.A. as a whole, our World Service Conference has the principal responsibility for the maintenance of our world services, and it traditionally has the final decision respecting large matters of general policy and finance. But the Conference also recognizes that the chief initiative and the active responsibility in most of these matters should be exercised primarily by the Trustee members of the Conference when they act among themselves as the World Service Board of Pills Anonymous.
7. The Conference recognizes that the Charter and the Bylaws of the World Service Board are legal instruments; that the Trustees are thereby fully empowered to manage and conduct all of the world service affairs of Pills Anonymous. It is further understood that the Conference Charter itself is not a legal document; that it relies instead upon the force of tradition and the power of the P.A. purse for its final effectiveness.
8. The Trustees of the World Service Board act in two

primary capacities: (a) With respect to the larger matters of overall policy and finance, they are the principal planners and administrators. They and their primary committees directly manage these affairs. (b) But with respect to our separately incorporated and constantly active services, the relation of the Trustees is mainly that of custodial oversight which they exercise through their ability to elect all Directors of these entities.

9. Good service leaders, together with sound and appropriate methods of choosing them are at all levels indispensable for our future functioning and safety.
10. Every service responsibility should be matched by an equal service authority – the scope of such authority to be always well defined, whether by tradition, by resolution, by specific job description or by appropriate charters and bylaws.
11. While the Trustees hold final responsibility for P.A.'s world service administration, they should always have the assistance of the best possible standing committees and service boards, staffs and consultants. Therefore the composition of these underlying committees and service boards, the personal qualifications of their members, the manner of their induction into service, the system of their rotation, the way in which they are related to each other, the special rights and duties of our staffs and consultants, together with a proper basis for the financial compensation of these special workers will always be matters for serious care and concern.
12. General Warranties of the Conference: In all its proceedings, the World Service Conference shall observe the spirit of the P.A. Tradition, taking great care that the Conference never becomes the seat of perilous wealth or power; that the sufficient operating funds, plus an ample reserve, be its prudent financial principle; that none of the Conference members shall ever be placed in a position of unqualified authority over any of the

others; that all important decisions be reached by discussion, vote, and whenever possible, by substantial unanimity; that no Conference action ever be personally punitive or an incitement to public controversy; that though the Conference may act for the service of Pills Anonymous, it shall never perform any acts of government; and that, like the Fellowship of Pills Anonymous which it serves, the Conference itself will always remain democratic in thought and action.

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6 THE TWELVE CONCEPTS OF ALCOHOLICS ANONYMOUS: 1. Final responsibility and ultimate authority for A.A. world services shall always reside in the collective conscience of our whole Fellowship. 2. The General Service Conference of A.A. has become, for nearly every practical purpose, the actual voice and the effective conscience for our whole Society in its world affairs. 3. To insure effective leadership, we should endow each element of A.A. – the Conference, the General Service Board and its service corporation, staffs, committees, and executives with traditional “Right of Decision.” 4. At all responsible levels, we ought to maintain a traditional “Right of Participation,” allowing a voting representation in reasonable proportion to the responsibility that each must discharge. 5. Throughout our structure, a traditional “Right of Appeal” ought to prevail, so that minority opinion will be heard and personal grievances receive careful consideration. 6. The Conference recognizes that the chief initiative and active responsibility in most world service matters should be exercised primarily by the trustee members of the Conference acting as the General Service Board. 7. The Charter and Bylaws of the General Service Board are legal instruments, empowering the trustees to manage and conduct all of the world service affairs. The Conference Charter is not a legal document; it relies upon

tradition and the A.A. purse for final effectiveness. 8. The trustees are the principal planners and administrators of overall policy and finance. They have custodial oversight of the separately incorporated and constantly active services, exercising this through their ability to elect all the directors of these entities. 9. Good service leadership at all levels is indispensable for our future functioning and safety. Primary world service leadership, once exercised by the founders, must necessarily be assumed by the trustee. 10. Every service responsibility should be matched by an equal service authority, with the scope of such authority always well defined. 11. The Trustees should always have the best possible committees, corporate service directors, executives, staffs and consultants. Composition, qualifications induction procedures, and rights and duties will always be matters of serious concern. 12. The Conference shall observe the spirit of the A.A. tradition, taking care that it never becomes the seat of perilous wealth and power; that the sufficient operating funds and reserves be its prudent financial principle; that it place none of its members in a position of unqualified authority over others; that it reach all important decisions by discussion, vote, and whenever possible, by substantial unanimity; that its actions never be personally punitive nor an incitement to public controversy; that it never perform acts of government, and that, like the Society it serves, it will always remain democratic in thought and action.

In some instances, the Concepts refer to practices or customs, which may change with the passage of time. The World Service Board should make allowances for such changes in observing the spirit of the Concepts.

The Directors of the World Service Board shall consist of the World Service Board of Trustees.

Each Trustee shall automatically become a Director upon qualifying as a Trustee and shall automatically cease to be a

Director upon ceasing to be a Trustee of the World Service Board.

As a condition of election as a Director and election as a Trustee of the World Service Board, each person shall, before qualifying to serve as a Director and Trustee, execute an appropriate instrument addressed to the World Service Board of Pills Anonymous, stating that he or she agrees to comply with and be bound by all the terms and provisions of these Bylaws.

The Certificate of Incorporation of Pills Anonymous World Service, Inc. divides Director Trustees into two categories: non-addicts and addicts.

Non-addict Director Trustees shall be persons who are not and have not been afflicted by the disease of Pill addiction and who express a profound faith in the recovery program upon which the Fellowship of Pills Anonymous is founded.

An addict Director Trustee is a member of the Fellowship of Pills Anonymous who has arrested their addiction and is living so far as they find is possible within the Twelve Steps, which constitute the recovery program.

In the event that any Director Trustee shall resign, or shall die or not be ratified, the Trustee Election Committee shall elect a new Director Trustee at the regular Trustee elections at the next World Service Conference. Notwithstanding the foregoing, Director Trustees are expected, subject to the laws of the State of Arizona and to these Bylaws, at the request of the World Service Conference of Pills Anonymous to resign their trusteeship and directorship even though their terms of office as Director Trustees may not have expired.

All Director Trustees shall be ratified by secret ballot no less than once per year at a quarterly meeting of the WSBT. Such a ratification vote can be called at any of the WSBT quarterly meetings by a simple majority vote. Trustee ratification requires a 2/3-majority vote by the WSBT. If a

trustee is not ratified the WSBT shall ask for the trustee's immediate resignation. If the trustee is not ratified and does not resign within 48 hours of such request the WSBT shall immediately vote by secret ballot on whether to remove said trustee. Trustee removal requires a 2/3-majority vote by the WSBT. If there is not a 2/3 majority in favor of removal, the trustee remains on the WSBT. In the event that any trustee shall resign, die, or be removed, the Trustee Election Committee shall elect a new trustee at the regular trustee elections at the next World Service Conference of Pills Anonymous.

The Board of Trustees shall have all the powers provided for in these Bylaws and those that are vested in a Board of Directors under the laws of the State of Arizona.

The Board of Trustees may by general resolution delegate to committees or to officers of the World Service Board such powers, as they deem appropriate in the service of the purposes to which the World Service Board is dedicated.

The members of the Board, subject to the laws of the State of Arizona, are expected to exercise the powers vested in them by law in a manner consistent with the faith that permeates and guides the Fellowship of Pills anonymous, inspired by the Twelve Steps of Pills Anonymous, in accordance with the Twelve Traditions and the Conference Charter of Pills Anonymous.

Other than the right to participate in the disposition thereof during the period of directorship, no Director Trustee shall have any right, title, or interest in the property or assets of the World Service Board and his or her right to vote or otherwise participate in the disposition of property of the World Service shall cease on the termination of their membership and their ceasing to be a Trustee.

The World Service Board may set up new corporate bodies to serve the purpose of Pills Anonymous, provided the World

Service Board shall own all the capital stock of such corporate bodies, and its structure shall be in keeping with that of the World Service Board of Pills Anonymous.

Manifestly, the World Service Board is expected to refrain from forming any new corporate body if a majority of the Conference Delegates shall disapprove of its formation.

In order that the World Service Board may more effectively serve the purposes for which it is formed, the Board of Director Trustees shall at its annual meeting, or at any other meeting, if a vacancy shall occur, elect a President, Vice President, Secretary, a Treasurer and any other officers they may deem necessary.

The President shall have those duties generally attributable by law and custom to a President under the laws of the State of Arizona, with such other greater or lesser duties as may from time to time be determined by the World Service Board of Trustees.

The Vice President shall perform the duties of the President in the event of his or her absence or disability.

The Secretary and Treasurer shall similarly perform those duties generally attributed by law and custom to such offices.

All meetings of the Director Trustees shall take place in the Tempe, Arizona, unless at a meeting of the Board, the Director Trustees shall decide to hold a future meeting or meetings outside the city of Tempe, Arizona. The actual place and time of day of each meeting shall be determined by the President.

At least 10-days notice of the time and place of all meetings shall be given by mail or email signed by the President, or, at his or her request, by the Secretary. The President, at the time of the mailing of notices,

shall determine the order in which matters shall be dealt with

at all meetings, and he or she, or a majority of the Directors present at any meeting may decide to modify such order.

Whenever, in the judgment of one-third of the Director Trustees present at a meeting, a decision to take any action involves a matter of principal or basic policy and in the judgment of at least one-third of the Director Trustees a delay in arriving at a decision will not adversely affect the Fellowship of Pills Anonymous, the matter shall be submitted to a mail or email vote of Conference Delegates, and if a majority of the Conference Delegates votes against the taking of such action, then the Board of Directors will be expected to refrain from deciding to take such action.

Whenever a mail or email vote is taken of Conference Delegates, at least two-weeks notice shall be given, and the vote shall be determined in keeping with an analysis of such vote by the President and Secretary, or in their absence, by the Vice President and Treasurer, at the end of such two-week period. An announcement of the result of such vote shall thereupon be mailed or emailed by the Secretary or Treasurer to Conference Delegates and to Director Trustees.

At all meetings of Director Trustees, two-fifths of the Director Trustees shall be sufficient to constitute a quorum for the conduct of the affairs of the World Service Board, and the vote of a majority of the Trustees present at any meeting at which there is a quorum shall, except as otherwise may be provided by these Bylaws or by statute, constitute a decision of the membership of the Board of Directors, as the case may be. If at any meeting there is less than a quorum present, a majority of those present may adjourn the meeting to a time to be fixed by those present, without further notice to any absent Directors.

No Director of the World Service Board shall at any time have any right, title, or interest in and to the funds or property of Pills Anonymous World Services, Inc.

The Articles of Incorporation of Pills Anonymous World Services, Inc. and these Bylaws may be amended by the affirmative vote of 75 percent of all members of the Board of Directors. However, in keeping with the spirit and principles of the Fellowship of Pills Anonymous, the Board is expected, although not legally required, to submit any amendment or amendments of the Articles of Incorporation and of these Bylaws to Conference Delegates, either by mail, email or at the annual meeting of the World Service Conference of Pills Anonymous. If the Board of Directors may determine and if a majority of such Delegates disapprove of such amendment or amendments, the Director Trustees are expected to refrain from proceeding therewith. Where, however, an amendment or amendments are submitted to Conference Delegates and are not disapproved as foresaid, the amendment or amendments shall require the affirmative vote of only a majority of the members of the Board of Directors present at a meeting of the World Service Board.