

LAKESIDE UNITY WEBSITE SUB COMMITTEE BY-LAWS

Approved June 2014

Section 1: The Website Service Committee of Narcotics Anonymous

A. Name

This body shall be known as the Lakeside Unity Area Website Committee of Narcotics Anonymous, hereafter referred to as Website Committee.

B. Purpose and Function

1. The Website Committee shall serve the Lakeside Unity Area Groups and its service bodies as directed by the GSR's.
2. To maintain and continuously update the Lakeside Unity Web page –utahna.org-

Section II: Committee Membership

A. The committee shall be made up of:

1. Chairperson
2. Vice-Chairperson
3. Website Committee Members

B. All committee members are approved by the chairperson and vice-chairperson unanimously.

Section III: Election of Committee Members

A. Nominations for Website Committee chair and vice-chair shall be in May, at the LUASC meeting. Voting of these trusted servants positions shall be in June, at the LUASC meeting, with service beginning forthwith (immediately).

B. A term of office is one year, no more than a two consecutive terms. No one person shall serve more than 30 months total in any service position.

C. An election to fill a vacancy in any position will occur at the LUASC meeting the month following it becoming vacant. It will be the duty of the Lakeside Unity Area Chairperson to notify the L.U.A.S.C. and the fellowship of the vacancy so intent to fill the vacancy can be given to the fellowship for a minimum of 30 days.

D. Attendance of Trusted Servants

1. All elected trusted servants have by acceptance of a nomination committed to attend all service meetings required to fulfill their duties.
2. If the commitment becomes more than a person can fulfill, please out of respect to others and you, come to the next service meeting and ask for help or solutions to the issues that have arisen.
3. If you need to miss a meeting, please send a report or cover you position with a fill-in, remember that you choose to take a position. Commitment and Integrity are fundamental principles that the program of Narcotics Anonymous has given us all. The very best teaching example comes from action not words.

Section IV: Removal of Committee Members

A. Any member of the Website Committee may be removed from office by the LUASC GSR's for any of the following reasons, but not limited to:

- (a) Relapse

- (b) Excessive absence without prior notice
- (c) Neglect of duties
- (d) Disregard for Area Conscience
- (e) Disrespect for the Guiding Documents
- (f) Misuse of funds
- (g) Falsification of financial reports
- (h) Any act of theft or violence in the Committee or towards NA Members.

- B. Any committee member may resign from their position by providing written notice to the Website Committee Chairperson at the regular meeting prior to their resignation.
- C. A six month moratorium from service will be required for any committee member who resigns and a twelve month moratorium from service if removed from office before the end of their regular term is up, except when that resignation is to assume the duties of a newly elected position. Moratorium is defined as a suspension of activity.
- D. Any member of the Website Committee may be removed at any time by the LUASC, with proper motion and vote.

Section V: Requirements and Duties of Committee Members

To anyone considering the following positions the principle of good stewardship is not only required, it is only through true moral integrity, gained thru the application of the program of narcotics anonymous, that we practice this principle.

- A. Chairperson: **THIS POSTION IS NOMINATED (MAY) AND ELECTED (JUNE) AT AREA**
Requirements and Duties:
 - 1) Must own, read and understand the 12 concepts and 12 traditions of Narcotics Anonymous thru personal study and APPLICATION!
 - 2) Understanding of the LUASC policies and guidelines.
 - 3) Must own, read and understand the WSO PR Handbook (chapter 10), Service Bulletin-Social Media and Our Guiding Principles and any other literature that may become available.
 - 4) Must be willing to go to any length to insure adherence to the Website Committee By-laws by all sub-committee members
 - 5) One year commitment
 - 6) Minimum three (3) years clean time.
 - 7) Minimum of one year of N.A. service.
 - 8) Must resign all other elected position at Area levels of service.
 - 9) Experience on and understanding of their sub-committee function and guidelines.
 - 10) Willingness to go to any length to follow established polices.
 - 11) Must attend all LUASC meetings and submit a written report as per the general provisions sections of these bylaws.
 - 12) Will sign a statement of responsibility agreement.
 - 13) Implement the actions submitted thru the annual area inventory.
 - 14) Has passwords and user ids for website and hosting company.
 - 15) Implement all actions as outlined in the general provision section of these by-laws.
- B. Vice-Chairpersons **THIS POSTION IS NOMINATED (MAY) AND ELECTED (JUNE) AT AREA**
Requirements and Duties:

- 1) Must own, read and understand the 12 concepts and 12 traditions of Narcotics Anonymous through personal study and APPLICATION!
- 2) Understanding of the LUASC policies and guidelines.
- 3) Must own, read and understand the WSO PR Handbook (chapter 10), Service Bulletin-Social Media and Our Guiding Principles and any other literature that may become available.
- 4) One year commitment
- 5) Minimum two (2) years clean time.
- 6) Minimum of one year of N.A. service.
- 8) Experience on and understanding of the sub-committee function and guidelines.
- 9) Willingness to go to any length to follow established guidelines.
- 10) Acts as chairperson in his-her absence. (Not Vacancy)
- 11) Strongly recommended they attend all LUASC meetings and submit a written report as needed.
- 12) Must attend all meetings of the website committee
- 13) Acts as sub-committee chair when necessary.
- 16) Will sign a statement of responsibility agreement.
- 17) Stay aware of the LUASC policy manual in regards to this position/committee and follow all directives given by the LUASC.
- 18) Assist the chairperson as directed in implementation of the LUASC policy manual.

C. Website Committee Member

Requirements and Duties:

- 1) Willingness, time and resources to serve **and acquire a copy of the 12 Traditions and 12 Concepts.**
- 2) Minimum of six (6) months clean.
- 4) An understanding of the Twelve Steps, Twelve Traditions and Twelve Concepts of Service of NA or a willingness to learn.
- 5) Must commit to participating in the sub-committee.
- 7) Approved by the Website committee.
- 10) Must follow direction to insure that all work is accomplished in a professional and timely manner.
- 12) Should attend the LUASC monthly meeting from time to time to reaffirm support. Always welcome and invited
- 13) Must attend Sub-committee meetings that pertain to their involvement.

Section VI: Guideline Amendment Process

Written submission of the exact change with reasoning for the change can be presented to the chairperson at any regular area committee meeting. The item will be placed on the next two open forum agenda's for consensus building discussion. On the month following the last open forum discussion the item will be placed as old business on the agenda and voted on it must pass by a ¾ super majority. If it fails by more than 2/3 majority the issue cannot be represented in any form or true modification (the chairperson will discern) for a period no less than 12 months. The manipulation of section VIII to bypass this section is grounds for removal from all trusted servant positions.

Section VII General Provisions

- A. Will ensure the safe keeping of all relevant username, passwords and access information and provide a copy to the LUASC chair and RCM for backup and safekeeping.

- B. Will ensure the ownership of all aspects of the Lakeside Unity Area website and related content, domain name, etc. remains in the Lakeside Unity Area name.
- C. Will ensure that all documents posted to the website are NA related only, if a question of NA related arises the website chair will confer with at least one other trusted servant or more from the following: LUANA chair, vice-chair, RCM or the PR chair. If such an action accrues the website chair will include the action in their monthly report to the GSR's at the next regular area meeting.
- D. When the website receives an email through the contact us link the email will be sent to at least two trusted servants. 1st the website chair and 2nd the area chair and or the RCM. This is to ensure that no one person speaks from the Lakeside Unity Area and to protect the website chair from false accusation.
- E. If a request to remove content is made the website chair shall discuss the issue with at least three trusted servants from the area committee (any one elected by the GSR's) and comply with that group conscience, and report it to the GSR's at the next area business meeting.
- F. Home Group Input/Oversight
 - 1. Any homegroup thru their GSR may request clarification of any issue or concern that their homegroup member may have (content, removal of content, no removal of content, etc.), the website chair must comply with all request in a timely manner, within thirty days or less. Request and reply with be included in the website report at the next regular area business meeting.

Section VIII Theft Policy

Most of NA's money gets where it is supposed to go. NA members serving in positions of financial responsibility for the fellowship volunteer countless hours to make sure everything adds up. All of these things happen because NA communities and members utilize responsible accounting practices, and carefully selected trusted servants who believe in honesty, and have experience in handling money.

Theft: Safeguarding funds

Theft can most easily be avoided by consistently and diligently following responsible financial principles. Most theft of fellowship funds occur when precautionary measures are not in place, or are in place, but are not used. The very best safeguard against theft is to remove the opportunity to steal.

Selecting trusted servants

Our Fourth Concept tells us "Leadership qualities should be carefully considered when selecting trusted servants." These qualities include honesty, integrity, maturity, and stability, both in recovery and in personal finances.

Substantial clean time and financial stability should be required for positions where money is handled. Clean time requirements should not be waived for these positions, and questions regarding financial stability should be asked when candidates are nominated.

When safeguards fail

If we develop and follow sensible financial procedures, we will make it almost impossible for anyone to misappropriate or steal NA funds. If someone does steal from us, the first question we should ask is one of ourselves: Did we adhere to all of our accounting procedures and safeguards? If the answer is no, we as a service committee also bear a substantial responsibility for the theft. We will want to review our procedures to ensure that they are complete and resolve to adhere to them in the future.

When Theft Does Occur

When theft does occur, regardless of procedures and policies, our initial reactions may range from denial to anger or outrage. However, we don't want our initial emotional reaction to dictate the outcome of the situation.

Step 1: An ad-hoc committee will be appointed by the Chairperson within 5 days consisting only of executive committee members to thoroughly review all books and financial records, to make sure the funds were actually misappropriated. Can it be definitely be determined how much, by whom and what failing in the accounting procedures and safeguards allowed this to happen?

Step 2: Once they have verified that funds were indeed misused, and have determined who is responsible, the ad-hoc chair will go to them and ask their side of the situation. An ad-hoc committee meeting will be called with the involved person(s) being invited to attend. Their story may reveal that the loss of funds is the result of a misunderstanding, accident or ignorance, rather than an actual intent to steal.

Step 3: The agenda of the committee meeting must include a break period after all sides have been heard to allow all in attendance to get in touch with their Higher Power and focus on spiritual principles, before coming back to determine the best course of action.

Step 4: Courteously encourage the member to make amends, which can then provide healing for all, involved. If the individual admits to the theft and agrees to pay back the missing funds, a restitution agreement will be developed. Such an agreement must include regular payments at any interval acceptable to all involved, though it is best to not drag out the process unnecessarily. The agreement must specify regular weekly or monthly payments until the full amount is repaid.

The agreement will be in the form of a legally binding contract, signed and witnessed (utilizing legal advice if necessary) it will also contain remedies if payments are defaulted on. Utah law requires a minimum 30-day grace period, before further action can be taken. The ad-hoc committee may also choose to supply “friendly and courteous” reminder letters on a regular basis.

Step 5: A report about the situation shall be given by the ad-hoc chairperson at all regular LUASC meetings until the agreement is satisfied. The reports will not contain any names in order to maintain personal anonymity. (All information about the individual(s) involved will be kept in strict confidence of the ad-hoc committee.

Step 6: Again, balancing spirituality with responsibility, the individual involved will be removed from their service position and not considered for another position involving money until they have dealt with the issue through the process of the steps. (The only way to determine this is through the principle of trust. We may however require a letter of reference from the individuals sponsor.)

Options: If the individual is unwilling to meet with the committee, use registered mail to send a letter explaining that an audit of financial records has been preformed; facts show the individual is responsible for the missing money; repayment is expected, along with a suggested repayment schedule. Schedule will include realistic payment intervals and consequences stated if the individual does not respond to the letter. A copy of the letter will be kept for further legal action, if necessary. If the individual agrees to a repayment schedule all collections will be kept within the ad-hoc committee and included in the reports to the LUASC committee. Prior to involving an outside collection source the LUASC must give their approval.

If the individual refuses to repay the money, agrees to a plan but does not follow through with the agreement or if the person has disappeared, it is appropriate to take further legal action. The decision to take legal action is an option that does not compromise traditions or spiritual principles, but it **should be our last resort**, opted for only when everything else has been tried. The decision to prosecute must be made by the LUASC it is strongly recommend that this decision be thoroughly explored before going ahead.

Bad Checks: In order to collect on bad checks, we must first notify people of a bad check policy. A simple sign near merchandise and registration stations will state: **“There is a \$20.00 service fee on all returned checks”**

Usually bad checks are not large amounts by themselves, but collectively, they can cause financial problems to the ANY Committee. Fairly simple procedures will be followed to collect on bad checks.

Step 1: There will be an ad-hoc committee appointed by the LUASC chairperson consisting only of executive committee members. The purpose of this committee will be to collect on all returned checks. The information collected by this committee will be kept confidential to the executive committee only.

Note about phone calls: When contacting the individual by phone, remember to be courteous and non-threatening. Most bad checks are simply mistakes or oversights, and most individuals are highly embarrassed when discovering that a check has bounced. In fact, this has probably happened to all of us.

Step 2: The ad-hoc chairperson will notify the individual, by phone or mail of the bad check, including bank charges, if applicable. (All phone calls will be logged so there is a paper record) Ask for the amount of the check, the return check fee, plus any bank fee charged to our account as a result of the default. The wording in written communications will be polite and non-judgmental.

Step 3: If there is no response within one (1) week, a follow up letter will be sent. The wording of the letter should remain polite but should be a bit stronger than the previous communication.

Step 4: After one (1) more week, a second or third letter will be sent. Letter wording will be more forceful, requesting compliance, and informing the individual of the specific legal consequences of their failure to comply.

If the matter does get resolved using these steps, further collection actions may take place. The decision to collect using outside or legal sources will only be made by the LUASC

Afterwards; resolution and recovery

Even if a successful resolution is reached, many of us will be angry and hurt, and may want to shun the person involved. Although this is understandable, we have to remind ourselves that NA’s primary purpose is to carry the message to the addict who still suffers. We also need to remember that our disease will surface if we are not diligently working a program of recovery.

As NA members practicing spiritual principles, we should all support the individual in continuing his or her recovery; utilizing meetings, a sponsor, and the Twelve Steps. We should offer the same love and support we would to someone who has relapsed by using drugs. At the same time, in the future, positions should not be offered to individuals who have not made appropriate amends.