

***What is Refuge Recovery World Services position regarding volunteer service, money and professionalism in Refuge Recovery?***

1. From the local groups business meetings to the World Service Convention delegate level, the Refuge Recovery service structure is entirely non-professional and peer-led. This service structure is separate from Refuge Recovery World Services, the non-profit service board, and is composed entirely of Refuge Recovery members.

2. Refuge Recovery World Services will employ special workers at its service centers and offices. This will include an Executive Director, web developers and others as needed. A fair and not excessive wage will be paid to these workers.

3. Refuge Recovery approves of the standard royalty paid to the author of the book, Refuge Recovery by the publisher. Refuge Recovery World Services reserves the right to hire and pay qualified professional authors, artists, designers, developers and manufacturers to create the most attractive and dynamic literature and other works for

the benefit of RR, thereby bringing our message of recovery to the widest audience possible.

4. Refuge Recovery Retreats will provide qualified, abstinent teachers and facilitators, who practice the RR program, to lead non-profit RR retreats and RR workshops. These trained individuals will receive compensation to support them in this work, from both individual RR members who attend these events, and from scholarship funds designated for this purpose.

5. Refuge Recovery Treatment Services trained and certified treatment professionals will receive compensation from treatment centers for teaching Refuge Recovery treatment modalities. Treatment Centers will pay a licensing and curriculum fee to Refuge Recovery Treatment Services.