

No. 1 Do You See the Fiery Chariots?

Note to the speaker:

Talk with video. Make sure attendants have copies of the program in hand to give to those who may not have a copy

WELCOME TO THE 2018 SERVICE YEAR KINGDOM MINISTRY SCHOOL (13 min.)

[Welcome the brothers to the school]

If you do not have a copy of today's program, please raise your hand so that the attendants can provide you one

Please do not talk about this material with elders outside your congregation until every elder in the branch territory has had an opportunity to attend the school

Bear in mind that the school will not conclude in our branch territory until [Date]

No recording of the program in any format is allowed

Electronic devices may be used but should be utilized in a way that does not disturb others

Any personal notes taken should not be given to or be made accessible to anyone else

This applies both to hard-copy notes and to electronic notes

Please turn off phones or set them on vibrate or silent mode so as not to disturb others

Also, transmission of this program via phone or other device is prohibited

Please listen carefully as Brother Mark Sanderson, a member of the Governing Body, introduces our Kingdom Ministry School

<<**PLAY VIDEO [12 min. 41 sec.]**>>

CONCLUSION (1 min.)

We are confident this Kingdom Ministry School will prove to be of great benefit to all of us

As you listen to the various parts presented, take note of points you can personally apply to improve your effectiveness as a shepherd

[Encourage all to participate when comments are requested. Make any other necessary announcements]

We are receiving the highest education so that we can carry out our God-given assignment (Isa 2:2, 3)

As stated by Brother Sanderson, the Governing Body wants you to see the fiery chariots today

We hope this course strengthens your confidence that Jehovah is directing and protecting his organization

[Introduce the next part on the program]

No. 2 Jehovah's Celestial Chariot Is on the Move—Are You?

Note to the speaker:

Talk with audience participation and videos. Emphasize the importance of prayer and personal study to keep up with organizational adjustments and our current understanding of the Scriptures

A GLIMPSE INTO THE HEAVENS (4 min.)

Just prior to receiving his commission “as a watchman to the house of Israel,” Ezekiel saw a magnificent vision of the heavenly part of Jehovah's organization (Eze 1:1-28; 3:17; *w13* 4/15 23-24 ¶6)

Jehovah's celestial chariot can move swiftly and change direction instantly (Eze 1:12-19)

Jehovah is the glorious Rider of the chariot and directs its movement with his powerful holy spirit (Eze 1:20-28)

Just as the heavenly part of Jehovah's organization is directed by holy spirit, so also is the earthly part (*w10* 4/15 9-10 ¶12)

Jehovah had this vision recorded in his Word for our benefit

What effect should this vision have on us?

As we fulfill our responsibilities, we must never forget that we have the support of the heavenly part of Jehovah's organization (2Ki 6:15-17)

Meditating on Jehovah's dynamic organization should move us to action (Isa 6:1, 8)

HOW IS JEHOVAH ACCOMPLISHING HIS WILL TODAY? (5 min.)

Today, Jehovah is not keeping his will secret [**Read 1 Timothy 2:3, 4**]

In response, the earthly part of his organization is working diligently to preach the good news “in all the inhabited earth” (Mt 24:14)

To that end, Kingdom publishers have used a variety of innovative methods, including newspapers, information marches, picture presentations, testimony cards, phonographs, radio, and the Internet

In recent years, historic changes have also been made in theocratic organization (*kr* 171-179)

In 2009, the organization emphasized the importance of family worship by adjusting the schedule of midweek meetings (*kr* 175, box)

In 2014, the Governing Body directed that a Local Design/Construction Department be formed in each branch office to coordinate the construction of Kingdom Halls and Assembly Halls (*kr* 202-208 ¶1-18)

In some countries, congregations may be relocated or even merged in order to make better use of existing Kingdom Halls

Since September 1, 2014, in harmony with the Scriptural pattern, circuit overseers have been entrusted with the weighty responsibility of appointing and deleting elders and ministerial servants (Acts 14:23; *w14* 11/15 pp. 28-29)

As organizational adjustments are received and implemented, the congregations are made firm and continue to increase (Ac 15:28, 29; 16:4, 5)

As Jehovah's chariot continues to move, we should expect that changes in theocratic organization will continue to be made

By giving our whole-hearted support to these changes, we show our firm faith that Jehovah is directing the earthly part of his organization

KEEP ADVANCING WITH JEHOVAH'S ORGANIZATION (3 min.)

Meaningful personal study helps us keep pace with refinements in our understanding of Scriptural truth [**Read Proverbs 4:18**]

Personal study and meditation deepen our understanding of and appreciation for Jehovah's superior ways and qualities (Isa 55:9)

They inspire unwavering loyalty to Jehovah's channel of instruction (Mt 24:45-47)

Daily Bible reading and regular personal study help us to recognize the important but relatively small role we play in Jehovah's grand organization (De 17:19, 20)

VIDEO INTERVIEWS (10 min.)

We would now like to introduce you to two faithful servants of Jehovah who have been endeavoring to keep up with the celestial chariot for decades—Brother Joel Adams and Brother Claudius Johnson. Take note of what these faithful men have done to keep moving with Jehovah's organization

<<**PLAY VIDEO [4 min. 55 sec.]**>>

Question: What did you learn from these brothers about keeping pace with Jehovah's celestial chariot?

TRAIN BROTHERS—YOUNGER AND OLDER—TO KEEP PACE WITH THE CELESTIAL CHARIOT (10 min.)

The rapid movement of the celestial chariot has produced tremendous growth in Jehovah's organization

In many congregations, more needs to be done to train brothers—younger and older—to help care for the flock

Your good example, positive attitude, and practical encouragement can do much to help others reach out

Elders should never be too busy to train others (*w15 4/15 5 ¶8-10*)

Delaying training may harm the spiritual well-being of the congregation (*w15 4/15 4 ¶4*)

It could result in a lack of sufficient qualified brothers to care for all that needs to be done (*w15 4/15 4 ¶6*)

Note in the following video how Jesus showed an interest in training others

<<**PLAY VIDEO [1 min. 50 sec.]**>>

Questions:

1. What challenge did this conscientious elder face?
2. What did he learn from Jesus when it comes to training? [Jesus showed trust in others by giving them assignments and the tools they needed to accomplish them]
3. How does it show modesty on our part to train and delegate?

In imitation of Jesus, what can elders do to encourage baptized brothers to reach out?

Identify a brother—perhaps in your field service group—who has potential

Do not overlook teenagers or newly baptized brothers (*od 54 ¶14*)

Show genuine interest in him and his spiritual progress (Php 2:3, 4; *w14 6/15 30 ¶9-10*)

Spend time in the ministry together, explain organizational matters, impart practical wisdom and thinking ability, and discuss spiritual goals (Pr 3:21; *w15 4/15 10 ¶5*)

The brother may wish to reach out but may not know how to qualify or may be hesitant to ask

No. 2 **Jehovah's Celestial Chariot Is on the Move—Are You?**—Page 3

Encourage him to read the *Organized* book and to do research in our publications, which explain the qualifications to serve as a ministerial servant or an elder [Refer to chapters 5 and 6 of *Organized*] (*w14* 9/15 3-6)

Mention specific areas for advancement (1Ti 4:15)

Check with him periodically to see if he has applied the suggestions given

Express appreciation for well-handled assignments or praiseworthy efforts

Young ones and others whose circumstances permit should be encouraged to consider prayerfully serving as auxiliary or regular pioneers

Full-time service can deepen a person's spirituality, broaden his experience in helping others, and strengthen his trust in Jehovah (*mwb16.07* 4, 8)

Periodically discuss as a body of elders what further training is needed to help all exemplary baptized brothers—including those who are not appointed servants—take on greater responsibility (Pr 9:9; *od* 52 ¶9; *w10* 6/15 12 ¶8-9)

Make definite assignments to assist each one to reach out (*w11* 4/15 11-12)

Brothers who desire to be used and who are reliable can be given assignments by the elders (*km* 7/13 2-3)

Be generous in giving commendation, as this often motivates brothers to make progress (Pr 12:25; 25:11; Mt 3:17)

Help them to set theocratic goals and to keep in step with Jehovah's celestial chariot

A THOUSAND YEARS AND BEYOND! (2 min.)

The changes now taking place in Jehovah's organization pale in comparison to the earth-shaking events soon to come (2Pe 3:10-13)

New scrolls will be opened in the new world (Re 20:12)

Jehovah will always be in control of his celestial chariot

At the end of the Thousand Year Reign of Christ, Jehovah will continue to exercise loving dominion over all creation (1Co 15:28)

May it remain our heartfelt resolve to move ahead with Jehovah's organization!

[Introduce the next part on the program]

No. 3 **Keep Jehovah Before You Constantly**

Note to the speaker:

Talk with audience participation and videos. Help the brothers to see the importance of being spiritual men

WHAT IS SPIRITUALITY? (4 min.)

The word “spirituality” as used in the Bible refers to an attitude or an approach to life (Jude 17-19)

For appointed men, spirituality means being sensitive to and firmly adhering to the direction that has come to us by God’s spirit

Those with a spiritual attitude value God’s standards

Spirituality involves “setting the mind on the spirit” **[Read Romans 8:6]**

This means letting our mind be influenced by and dominated by Jehovah’s holy spirit and being in harmony with God and his thoughts

Paul explained the difference between a physical man and a spiritual one (1Co 2:14-16)

A physical man follows the impulses of the flesh

A spiritual man is characterized as having the mind of Christ

The spiritual man thinks as Jesus does and walks in his footsteps

The more a person imitates Christ, the deeper his spirituality becomes

THE SPIRITUAL MAN KEEPS JEHOVAH BEFORE HIM CONSTANTLY (16 min.)

One way to resemble Christ is to keep Jehovah before you constantly **[Read Psalm 16:8]**

In your private meditations, always regard yourself as in the presence of Jehovah

Jehovah’s dealings with Moses were so real that he reacted as if he had seen “the One who is invisible” (Heb 11:27)

Joseph kept Jehovah before him constantly when tempted by Potiphar’s wife (Ge 39:9)

Jesus kept Jehovah before him constantly when tempted by the Devil (Mt 4:4, 7, 10)

Your actions should demonstrate that Jehovah is constantly before you in all you do, whether teaching, shepherding, evangelizing, or engaging in other activities related to your service to Jehovah

A spiritual man must avoid overconfidence

Note in the following video what could happen if an elder fails to keep Jehovah before him constantly

<<**PLAY VIDEO [2 min. 10 sec.]**>>

Questions:

1. What could have happened if this brother had failed to keep Jehovah before him?
2. What subject did the brother research to help him get Jehovah’s viewpoint?
3. How can overconfidence make us lose sight of Jehovah?

Regular Bible reading, personal study, and meditation are essential (w00 10/1 8 ¶3-5)

[Briefly highlight the suggestions for Bible reading found in the August 1, 2009, issue of *The Watchtower*, pages 13-18]

The congregation benefits from elders and ministerial servants who are known to be serious students of God’s Word, able to “explain spiritual matters with spiritual words” (1Co 2:11-13)

A spiritual man must feed exclusively at “the table of Jehovah”

Some appointed men have privately engaged in defiling practices, damaging their conscience and disqualifying themselves

No. 3 **Keep Jehovah Before You Constantly**—Page 2

“The table of demons” promotes disgraceful sexual perversions, pornography, and violent and debasing entertainment (1Co 10:21; w02 4/1 30)

Improper entertainment continues to be a plague that causes some to lose sight of Jehovah

What can help us if we struggle in this area?

Note in the following video what this brother had to do so that Jehovah was before him constantly

<<PLAY VIDEO [1 min. 51 sec.]>>

Questions:

1. How is viewing pornography or *anything that stirs up immoral desires* like feeding at “the table of demons”? (1Jo 5:18, 19)
2. How does Galatians 6:7, 8 apply when it comes to immoral entertainment?
3. What can we do to make our resolve like that of David at Psalm 101:3? (*lv* 104, box)

When you make decisions on types of entertainment, whether other humans can see you or not, remember that your choices affect your relationship with Jehovah (1Co 10:23; Col 3:17)

Constant heartfelt prayer helps to keep Jehovah before us (1Th 5:17)

Before making major decisions, request Jehovah’s spirit and direction (w07 8/1 6 ¶1)

Research the publications to make sure your thinking agrees with Jehovah’s

Willingly submit to Jehovah’s powerful holy spirit and display its fruitage in your life (Ro 8:5-8; w07 8/1 5 ¶2; w01 3/15 15)

Our thinking, inclinations, and aspirations must come under the influence of God’s active force and not be undermined by worldly thinking (Ro 12:2; w16.5 21 ¶14)

Regular attendance and participation at the meetings are important to keep the spiritual man and his family built up and stabilized (Ps 26:12)

Commenting is an expression of your faith and builds up the spirituality of others

KEEP JEHOVAH AT YOUR RIGHT HAND (4 min.)

Look at **Psalm 16:8** one more time [**Read**]

How do we keep Jehovah at our “right hand”?

Like Jesus, we let God’s Word and spirit guide us in every aspect of life (Ps 119:105)

What assurance do we have that we can maintain our spirituality and face the future with confidence? [**Read Psalm 73:23, 24**]

What a warm picture that conveys—Jehovah grasping your hand!

Allow Jehovah to strengthen you as you strengthen and support the congregation

Be led by Jehovah’s counsel, fully confident that he will ‘hold us by the right hand’ and support us

Jehovah will ‘lead us to glory’ in numerous ways, including bestowing the honor of a close personal relationship with him

May it be your resolve to keep Jehovah before you constantly

[Introduce the next part on the program]

No. 4 Humility or Ability—Which Does Jehovah Prefer?

Note to the speaker:

Talk with audience participation and videos. Stress the importance of continually cultivating humility, especially in view of the responsibility entrusted to appointed men

JEHOVAH IS NOT IMPRESSED BY HUMAN WISDOM OR ABILITIES (3 min.)

From Jehovah's perspective, humans are like green grass or like grasshoppers (Isa 40:6, 7, 22)

None of us have a valid reason to boast about our abilities or possessions [**Read 1 Corinthians 4:7**]

Meditating on Jehovah's greatness and our own insignificance can help us to maintain a proper view of ourselves (Ro 12:3)

Because Jehovah is humble, he honors us with privileges of service (Ps 18:35; w04 8/1 8 ¶5)

One member of the Governing Body said: 'The more responsibility I have, the less authority I realize that I have. Christ is in charge'

The greater a brother's responsibility, the harder he must work at seeking humility (Zep 2:3, fn.)

Humility is more important than ability

JEHOVAH "TAKES NOTE OF THE HUMBLE" (4 min.)

Humble ones attract Jehovah's attention [**Read Psalm 138:6**]

Humility is lowliness of mind, freedom from pride or arrogance (Php 2:3, fn.)

One Hebrew word translated "humble yourself" literally means "stamp yourself down" (Pr 6:3; *it-1* 1157)

Although humility is not listed as an aspect of the fruitage of Jehovah's holy spirit, it is a godly quality that requires deliberate cultivation and involves our state of mind (Ga 5:22, 23; w04 8/1 11-12 ¶15-16)

Humility can be lost

When circumstances in life change, our humility may be tested

Greater privileges of service can inflate a person's ego (Jer 17:9)

Constantly scrutinize your motives to avoid developing an inflated view of yourself

If we remain humble, we remain useful to Jehovah and his organization (Lu 1:51, 52)

HUMBLE MEN ACCEPT COUNSEL (10 min.)

Elders can greatly impact the lives of fellow worshippers

You may be gifted in teaching or in helping publishers to resolve problems

You may be a talented speaker and be known for your diligence and hard work in behalf of the brothers

Work hard not to let responsibility or ability inflate your opinion of yourself (Pr 26:12)

If some deficiency is brought to your attention, accept the counsel and make adjustments

Note in the following video how a brother detected a prideful attitude in himself when counseled by a fellow elder and what he did to correct it

<<**PLAY VIDEO [1 min. 51 sec.]**>>

Questions:

1. What was this brother's initial reaction to personal counsel?
2. What did he do to adjust his attitude?
3. Why might an elder hold back from giving needed counsel to a fellow elder?

No. 4 Humility or Ability—Which Does Jehovah Prefer?—Page 2

4. Why is it neither wise nor loving to hold back needed counsel? (Pr 27:5, 6a)
5. If we are given counsel, how should we respond? (Ps 141:5)
6. On occasion, why should we take the initiative to ask fellow elders, perhaps younger elders, for suggestions?

HUMILITY UNITES THE BODY OF ELDERS (10 min.)

Elders work to promote unity among themselves and within the congregation [**Read 1 Peter 3:8**]

Our goal is to be “harmoniously joined together” and to cooperate with one another (Eph 4:15, 16)

We need humility to achieve such unity and cooperation

Elders should be friends with one another (Pr 17:17; 18:24b)

Question: What have you done within your body of elders to become friends with one another?

No one brother should feel he is superior or has special authority or prominence over the rest

All elders must possess genuine humility and modesty by appreciating the value of each elder on the body

In the following video, note how presumptuousness can set in when an elder fails to cultivate humility

<<PLAY VIDEO [1 min. 21 sec.]>>

Questions:

1. What did this elder do that showed a lack of humility and modesty?
2. How can elders assist a fellow elder who oversteps his authority? [Provide loving counsel]

Note in this next video how a humble overseer carries out his responsibilities

<<PLAY VIDEO [1 min. 46 sec.]>>

Questions:

1. How did the elder’s response this time show his modesty and humility?
2. How do his actions promote unity among a body of elders?

“CLOTHE YOURSELVES WITH HUMILITY” (2 min.)

Humility must be worn like clothing [**Read 1 Peter 5:5**] (*cf* 33 ¶22)

Beg for Jehovah’s help to root out all traces of competition and pride (Pr 8:13)

Cultivate the desire to slave for fellow Christians (Ga 5:13)

Continually remind yourself that it is humility that Jehovah prefers

He gives undeserved kindness to the humble ones

[Announce the break]

No. 5 “Continue Applying Yourself . . . to Teaching”

Note to the speaker:

Talk with videos. Encourage the brothers to put their heart into their teaching

YOU ARE TEACHERS! (3 min.)

Shortly after Jesus was resurrected, he commanded his followers to be teachers (Mt 28:19, 20)

Later, the apostle Paul urged the Christian elder Timothy to ‘continue applying himself to his teaching’ (1Ti 4:13-15)

As elders, you have the opportunity to nourish the faith of your brothers and strengthen the congregations through your teaching

In June 2014, the Teaching Committee presented a seminar for brothers at Bethel who serve as branch representatives at circuit assemblies

The program helped these speakers to reevaluate the effectiveness of their teaching

The Governing Body wishes to share this practical information with all elders

It will be presented in a series of four videos: (1) “How to Attack an Outline,” (2) “Were Not Our Hearts Burning?,” (3) “Be Aglow With the Spirit,” and (4) “Practice! Practice! Practice! —And Do So Out Loud!”

Each speaker is a helper to the Teaching Committee

The principles they present will be helpful as you prepare and deliver talks

These excellent reminders will focus on ways all of us can continue to apply ourselves to teaching

Please take notes and seek to apply these helpful suggestions right away

<<**PLAY VIDEOS IN SUCCESSION (45 min.)**>>

ENCOURAGE AND MOTIVATE (6 min.)

Our brothers are under great pressure from the world, and they may get discouraged (Pr 24:10)

They should find the meetings to be a place of refuge and encouragement (Heb 10:25)

To that end, your talks should motivate and inspire others to love Jehovah (Mt 22:37)

Help your listeners to draw hope and strength from Jehovah and his provisions (Job 16:5; Ro 15:13)

The congregation deserves more than a lackluster delivery

Your talks should stimulate the brothers to share fully in the field ministry and other Kingdom-related activities

Even when you are tired, if you have prepared well and meditated on the practical value of your material, Jehovah’s holy spirit will energize you (Isa 40:28, 29)

The Governing Body wishes to express deep appreciation for your fine efforts to teach and to encourage the congregation by means of your talks

Use research tools available to you, such as *Watchtower Library*, *Watchtower ONLINE LIBRARY*, the *Research Guide*, and the *Index*

Love the truths you convey, and love the people you teach

As you make a diligent effort in preparing “delightful words” and “accurate words of truth,” you will be more effective in motivating others in their service to Jehovah (Ec 12:9, 10)

[Introduce the next part on the program]

No. 6 “Continue Applying Yourself to . . . Reading”

Note to the speaker:

Talk with audience participation and videos. Highlight the need for public readers to prepare well and to be familiar with studies 11 and 14 in the *Ministry School* book when handling reading assignments

READING IS A GIFT FROM GOD (2 min.)

The greatest benefit that comes from reading is that it can enable us to “find the knowledge of God” (Pr 2:5)

The way we read scriptures and Bible-based publications at congregation meetings can do much to help others comprehend God’s thoughts (Ne 8:8; Ac 13:15)

Our effectiveness in the field ministry is greatly affected by the way we read (Heb 4:12)

For these reasons, do your best to “continue applying yourself to public reading” (1Ti 4:13)

OUR MOTIVATION TO READ WELL (9 min.)

In February 2014, the Teaching Committee presented a reading seminar for members of the Bethel family who serve as readers for our audio publications

Later, this seminar was shared with all members of the Bethel family

The program helped all to reevaluate the effectiveness of their public reading

The Governing Body felt that this valuable and practical information would benefit congregation elders and ministerial servants

We are pleased to share some excerpts that should prove helpful to you when handling public reading assignments

Each speaker is a helper to the Teaching Committee

This presentation is entitled “Our Motivation to Read Well”

<<PLAY VIDEO [3 min. 12 sec.]>>

Question: What is our motivation to read well?

The effective reading of Bible verses and material at the *Watchtower* Study and Congregation Bible Study is a part of good teaching and contributes to the spiritual progress of others

It requires more than pronouncing words correctly

You must understand the meaning of the words and comprehend how the thoughts they express relate to the main points and the theme of the material (*be* 105)

Thorough preparation and practice are needed to improve our public reading skills

HOW TO ACHIEVE NATURALNESS (30 min.)

Key elements to being an effective reader involve reading with warmth, feeling, and naturalness (*be* 118-120; 128-130)

As a spirited delivery persuades the mind, reading with warmth and feeling stimulates the heart

Strive to express the emotion that the Bible text conveys by your tone of voice and facial expressions; visualize yourself in the scene (*be* 120 ¶1)

To highlight the importance of naturalness in our public reading, we will now give attention to the next video

Listen carefully and try to identify four key points that will help you improve your reading

The part is entitled “How to Achieve Naturalness”

<<PLAY VIDEO [25 min. 20 sec.]>>

No. 6 **“Continue Applying Yourself To . . . Reading”**—Page 2

Question: What four things will help us to read with naturalness? [Awareness of the meaning of the text that we are reading; phrasing; tempo; and empathy]

Naturalness in public reading requires identifying the principal ideas and understanding how they are being developed in the material (*be* 130 ¶2-4)

Read in a way that makes the material live

Consider altering your voice slightly for each character in a Bible passage without being overly dramatic

Applying the suggestions in study 11, “Warmth and Feeling,” and study 14, “Naturalness,” of the *Ministry School* book will enable you to put appropriate feeling, emotion, and conviction into your reading

PUBLIC READING THAT TEACHES OTHERS (11 min.)

Brother Geoffrey Jackson, a member of the Governing Body, will now present a summary of the reading seminar

<<**PLAY VIDEO [9 min. 6 sec.]**>>

CONTINUE APPLYING YOURSELF TO PUBLIC READING (2 min.)

Effective public reading involves understanding the meaning of the words and comprehending the thoughts they express

Only then can we convey the ideas correctly and reproduce the emotions accurately

So prepare well for each reading assignment and follow Paul’s exhortation to “continue applying yourself to public reading”

[Introduce the song and announce the break]

No. 7 Making Recommendations—A Serious Responsibility (Part 1)

Note to the speaker:

Audience discussion with video. You may use auxiliary questions to highlight main points and read and apply scriptures from the cited material as time allows. Help the elders to exercise care when recommending brothers as elders and ministerial servants

MAKING RECOMMENDATIONS—A SERIOUS RESPONSIBILITY (3 min.)

Recommending brothers as elders and ministerial servants is a serious responsibility [Read 1 Timothy 5:22]

This counsel to Timothy meant not to appoint a man without due consideration of his qualifications. If the man was not truly qualified, this could harm the congregation and Timothy would bear a measure of the responsibility for the difficulty caused

Appointed men must meet the requirements set out in God’s Word. Only if they qualify can it be said that they are appointed by holy spirit (Acts 20:28)

Brothers should not be recommended prematurely. Neither should bodies of elders be overly strict in evaluating the qualifications of those reaching out (Mt 7:1-3)

While the Scriptural standards are high, they are not so high that they cannot be met by Christian men who have real love for Jehovah and are willing to be used by him

CLOSELY EXAMINE SCRIPTURAL QUALIFICATIONS (28 min.)

Please open your copy of the *Shepherding* textbook as we consider direction found in chapter 3

Questions for paragraphs 1-2:

1. What should *each* elder do before meeting as a body to consider recommending brothers as elders or ministerial servants?
2. Why is prayer such an important part of the recommendation process?

Please note in part 1 of the following video the improper way to consider a brother’s qualifications

<<START VIDEO>>

[57-second segment]

<<PAUSE VIDEO>>

Question: What weaknesses did you see in the way these brothers handled this recommendation? [The brothers did not really consider beforehand whom they would recommend. There was no reference made to the Scriptures or the *Shepherding* textbook. The decision was based on personal feelings. The record of the publisher’s field service activity was not available for review]

Questions for paragraph 3:

1. Why is it essential for a brother to be a spiritual man to qualify for appointment? (2Ti 1:14; w01 1/15 14 ¶11)
2. How can elders determine whether they are recommending a truly spiritual man?

Questions for paragraphs 4-5:

1. Why is a zealous and balanced ministry an important part of a brother’s qualifications?
2. What balanced view is needed when considering a brother’s activity in the field ministry?

With regard to baptized brothers who regularly assist with the construction or maintenance of theocratic facilities or who support the work at Bethel, the March 17, 2013, letter to all bodies of elders stated: “These brothers and sisters deserve our commendation, encouragement, and support for their part in caring for these theocratic responsibilities. Their caring for this important work may affect their field service activity as well as their share in other congregations.”

gation activities. Elders in their congregation can show appreciation for brothers caring for other organizational needs by filling in for them locally when they must be away and not being critical of their reduced field service activity. Consideration along these lines should also be extended when reviewing brothers' qualifications for recommendation as elders and ministerial servants."

3. What aspects of a brother's household must be taken into consideration before recommending him to serve?

Now we will give attention to part 2 of the video. This time the brothers will try to apply the direction we have discussed

<<START VIDEO>>

[1-minute 15-second segment]

<<PAUSE VIDEO>>

Question: Why is it good for each elder to read over the Scriptural qualifications and the material in the *Shepherding* textbook and *Organized* book before meeting to discuss recommendations as a body?

Now we will give attention to part 3 of the video. The elders are considering whether to recommend a brother as a ministerial servant and are discussing his example in the field ministry

Follow along in your copy of the *Shepherding* textbook as the discussion continues with the reading of chapter 3, paragraph 4

Keep in mind that what you are about to see is not meant to establish rules as to how the recommendation process should take place. Rather, the purpose of the demonstration is simply to emphasize the importance of giving careful consideration to brothers who are recommended

<<START VIDEO>>

[3-minute 15-second segment]

Question: What indicates that careful thought was given to this recommendation? [The brothers came well-prepared. They freely referred to the Scriptures and the *Shepherding* textbook. The group overseer had a good grasp of the brother's progress. The record of the publisher's field service activity was available for review. The activity of the brother's family was noted. It was verified that the brother had been baptized for more than one year. Consideration was given to the congregation's view of the brother]

We recognize that it took time to consider the qualifications of the brother, but being thorough is well worth the time spent

CAUTIONS BEFORE RECOMMENDING CERTAIN BROTHERS (12 min.)

Elders should make sure they have full and complete information on brothers they intend to recommend

This is especially vital when recommending brothers who have had problems in the past

Your thorough preparation will be a great help to the circuit overseer when he discusses your recommendations during his visit

Questions for paragraphs 7-8:

1. What questions should elders consider before recommending a brother who was previously reprovved or disfellowshipped?
2. What should be done if the wrongdoing took place in another congregation?
3. If a brother who was guilty of serious wrongdoing in the past is recommended prematurely, what effect could this have on him and others?

No. 7 Making Recommendations—A Serious Responsibility (Part 1)—Page 3

4. What questions must be answered before recommending a brother who was guilty of adultery in the past?

Situation: In the past, a brother was experiencing marital problems with his Witness wife. He confided in a worldly female workmate. They developed an attraction to each other and talked of leaving their respective mates to marry each other. In time, they committed adultery. The judicial committee decided that he should be disfellowshipped. Initially, his wife desired to forgive him and to reconcile. However, he refused to resume sexual relations with his wife and repeatedly told her he did not want to be with her anymore. In time, his wife acceded to his wishes and initiated a divorce. Soon thereafter, he married the worldly female workmate. Eventually he was reinstated. The elders are now considering whether to recommend his appointment as a ministerial servant

Since his wife indicated her rejection of him by initiating the divorce, he did not enter into an adulterous marriage (*ks10* 12:14, first bullet)

Thus, the questions “Is the innocent mate still alive?” and “Did the innocent mate remarry?” mentioned in chapter 3, paragraph 8, do not apply in this situation

However, since there was evidence that he schemed to put away his former mate and pressured her to seek a divorce, many years must pass before he might qualify for special privileges

[Read *Shepherding* textbook, chapter 12, paragraph 17]

Question for paragraphs 9-10: What questions should elders consider before recommending a brother who is separated or unscripturally divorced?

LET HOLY SPIRIT GUIDE YOUR RECOMMENDATIONS (1 min.)

Each body of elders has the solemn duty to review thoroughly the Scriptural qualifications of the brothers they recommend for appointment in God’s congregation

Do all you can to ensure that holy spirit guides your recommendations (*w14* 11/15 28)

[Introduce the next part on the program]

No. 8 Making Recommendations—A Serious Responsibility (Part 2)

Note to the speaker:

Audience discussion with video. You may use auxiliary questions to highlight main points and read and apply scriptures from the cited material as time allows. Highlight the importance of following organizational direction when recommending the appointment and deletion of elders and ministerial servants

HOW ELDERS SUPPORT THE ARRANGEMENT (3 min.)

Effective September 1, 2014, the Governing Body entrusted each circuit overseer with the serious responsibility to appoint and delete elders and ministerial servants in the congregations in his circuit (*w14 11/15 28-29*)

The body of elders supports this theocratic arrangement by carefully following Scriptural and organizational procedures before recommendations for appointment and deletion are submitted to the circuit overseer

We commend you for your willing support of this arrangement

During this part, we will review additional material in chapter 3 of the *Shepherding* textbook as well as selected portions of the July 13, 2014, letter to all bodies of elders. Please follow along in your copy of the letter

APPOINTMENT OF ELDERS AND MINISTERIAL SERVANTS (15 min.)

Question for paragraph 2: How far in advance of the regular visit of the circuit overseer should the Congregation Service Committee submit the *Recommendations for Appointment of Elders and Ministerial Servants* (S-62) form?

Those who are able to access jw.org should use the Web version of the S-62 form. The following video will prove helpful to those who care for this responsibility

<<PLAY VIDEO [5 min. 25 sec.]>>

Questions for paragraph 3:

1. A day or two before the start of the visit, what information should you provide the circuit overseer?

It is the responsibility of the circuit overseer and the body of elders—not the branch office—to review thoroughly all pertinent factors including age, marital status, and theocratic history that could affect a brother's qualifications (1Ti 5:22)

[Refer to key points from *Shepherding*, chapter 3, paragraphs 6-10, such as: Was he previously reprovved or disfellowshipped? Was he guilty of adultery in the past? Did he serve in an appointed position in the past? In situations such as these, the circuit overseer should be provided with complete background information]

If a brother has been baptized for many years but was not recommended to serve in an appointed position in the past, the circuit overseer will want to know why the brother is only now being recommended

When a brother in his late teens is being considered for appointment as a ministerial servant, the circuit overseer will want to know how the brother has been used in the congregation, what makes him outstanding as a youth, what his theocratic goals are, whether he is zealous for the field ministry, and so forth (*km 5/00 p. 8 pars. 1-4*)

2. How should elders respond if the circuit overseer determines that a brother they recommended does not meet the Scriptural qualifications to serve in an appointed capacity at this time?

No. 8 Making Recommendations—A Serious Responsibility (Part 2)—Page 2

Elders should not be discouraged if the circuit overseer after careful and prayerful consideration determines that a brother does not qualify at this time. Trust that Jehovah is guiding the process through holy spirit [Read James 3:17]

Question for paragraph 4: Under what circumstances is it necessary to ask the three questions mentioned in paragraph 4?

If a brother answers yes to being involved in child sexual molestation, two elders should call the Legal Department immediately as directed in the August 1, 2016, letter to all bodies of elders, paragraphs 5-7

Question for paragraph 7: When would the body of elders submit recommendations to the circuit overseer between his regularly scheduled visits, and what procedure would they follow?

Question for paragraph 8: How should the need for a change in the coordinator of the body of elders be handled when it occurs between visits of the circuit overseer?

DELETION OF ELDERS AND MINISTERIAL SERVANTS (10 min.)

Questions for paragraph 9:

1. When an appointed servant demonstrates poor judgment that is not of a judicial nature, why is it usually best that any recommendation for deletion be considered at the next visit of the circuit overseer?

When a recommendation for deletion is handled during the visit, the circuit overseer will be able to speak directly with the elders and the brother in question in order to obtain a more complete view of the matter (Pr 15:22)

2. What are some situations that may raise questions about an appointed man's qualifications? [The following examples should be conveyed]
 - He confesses to viewing pornography
 - He frequently misses congregation meetings and has limited participation in the field ministry because of his secular work
 - He or a member of his immediate family is pursuing university education
 - His child becomes involved in serious wrongdoing while living at home
3. Based on *Shepherding* chapter 3, paragraph 22, what steps should the body of elders take prior to the circuit overseer's visit?
 - Establish the facts and consider the specific circumstances of the brother
 - Do research and consider current direction that may apply [Briefly refer to *Shepherding*, chapter 3, paragraph 15-25; the April 10, 2012, letter to all bodies of elders regarding pornography; and the March 6, 2012, letter to all bodies of elders regarding considering the qualifications of appointed men in connection with higher education]
 - Avoid dogmatic viewpoints or quick decisions based solely on personal preferences (Php 4:5)
 - Seek to help the brother to make needed adjustments (Ga 6:1)
4. At the time of the circuit overseer's visit, if the decision is to delete and the brother agrees with the decision, when should the deletion be announced?

If the brother disagrees with the decision, he will be informed of his right to appeal

Question for paragraph 10: If the body of elders concludes that there is an exceptional need for a recommendation for deletion to be considered prior to the next visit of the circuit overseer, what steps should be followed?

No. 8 Making Recommendations—A Serious Responsibility (Part 2)—Page 3

Of course, the circuit overseer may decide to wait until his next visit to consider the matter. In such a case, he will inform the body of elders accordingly. Meanwhile, the brother will continue to serve as an elder or a ministerial servant, and the body of elders will determine what congregation responsibilities he will have in the interim, according to the circumstances (*ks10* 3:25, second bullet point)

Questions for paragraph 13:

1. How can a brother appeal the decision?

If the brother appeals, the announcement of deletion should be held in abeyance and any letter of deletion should be destroyed

2. How does the Service Department handle these requests?

The provision to appeal a decision to delete reflects Jehovah's loyal love (*Zec* 7:9)

It ensures that the brother has an opportunity to express himself fully if he feels a mistake has been made

Therefore, it would be inappropriate to pressure a brother not to appeal if he wishes to do so, for example, by suggesting that it would take longer for him to be reappointed or that the branch office would view him negatively

Even if the original decision is upheld, being granted an appeal may help him to be more receptive to any counsel he may have received (*Job* 42:3)

Questions for paragraph 15:

1. What information regarding appointments and deletions should be retained indefinitely in the congregation file?
2. Why is it important for the elders to keep a brief explanation of the reason for any deletion in the congregation file?

If you have not already done so, confirm that your copy of the textbook has been updated in harmony with the adjustments noted in paragraph 16

KEEP PROVING YOURSELF FAITHFUL (1 min.)

The circuit overseer relies on your good judgment and spiritual discernment in making recommendations

Continue giving your full support to the decisions of the circuit overseer and following the direction provided by the faithful slave

This will help to ensure that men appointed to privileges of service will honor Jehovah and be a blessing to the congregation

[Introduce the next part on the program]

Note to the speaker:

Talk with audience participation and videos. You may use auxiliary questions to highlight main points and read and apply scriptures from the cited material as time allows. Help the elders to understand that by loyally adhering to the Bible's guidance and the instructions from the faithful and discreet slave, they will handle matters with balance and discernment

WHY BE BALANCED? (2 min.)

Overseers who have consistently proved to be balanced in thinking and judgment are of great value and are deeply appreciated (1Ti 3:2)

Brothers and sisters who are experiencing difficulties find it easy to turn to an elder who is respected for his balanced judgment

When you offer balanced spiritual help to others, they are refreshed and encouraged to continue in Jehovah's service (Mt 11:28-30)

HOW IS BALANCED JUDGMENT ACQUIRED? (10 min.)

While none of us are perfect, with the help of holy spirit we can train our thinking to reflect Jehovah's balanced view on matters

How is balanced judgment acquired?

Jehovah has provided the Scriptures for us to acquire godly wisdom, knowledge, and good judgment (Pr 1:2-7)

Rather than relying on faulty human reasoning, we prepare our minds using God's Word to know "what is just" and to develop thinking ability (Pr 1:3, ftn.)

Personal study and daily Bible reading are vital for elders to maintain balanced judgment and are a demonstration of humility and "reverence for" Jehovah (Pr 1:7, ftn.)

When prayerfully studying God's Word, ask yourself: 'What do I learn about Jehovah and his way of doing things? How can I handle matters in the congregation in a similar way?'

You will grow in wisdom and thinking ability and be better equipped to imitate Jehovah's balanced view of matters

Keeping up-to-date with instructions from the faithful and discreet slave is essential if elders are to exercise balanced judgment

Many inquiries from bodies of elders to the branch office can be answered by referring to direction found in letters to all bodies of elders, the *Shepherding* textbook, and other Bible-based publications

Before contacting the branch office, it is generally best to do thorough research and discuss matters as a body of elders first

Questions: How have you benefited from the letters, forms, and search features for elders on jw.org? Why is it good to check jw.org regularly for instruction from the organization?

Jehovah will answer our prayers for "the wisdom from above," including requests for balanced judgment (Jas 3:17)

WHY IS BALANCED JUDGMENT NEEDED WHEN CONSIDERING APPLICATIONS FOR PIONEER SERVICE? (10 min.)

During this part, we will review selected portions of the May 15, 2017, letter to all bodies of elders. Please follow along in your copy of the letter

Before approving regular and auxiliary pioneers, the Congregation Service Committee must use balanced judgment in determining whether they qualify

No. 9 Exercise Balance When Evaluating Regular Pioneers—Page 2

When publishers who have not first ‘calculated the expense’ or who are not exemplary are approved to serve as regular pioneers, it can be discouraging to the individual and have a negative effect on the attitude that others have toward the pioneer service (Lu 14:28)

Situation: A sister learns that several of her friends have submitted applications for regular pioneer service. Excited about the possibility of attending Pioneer Service School with them, she also asks for an application. However, the last two times she served as an auxiliary pioneer she did not meet the hour requirement

Question: Although first serving as an auxiliary pioneer is not a requirement before being approved to serve as a regular pioneer, what guideline in paragraph 2 of the May 15, 2017, letter should the Congregation Service Committee keep in mind when considering this sister’s application? [In view of her past difficulties, they should be satisfied that she has organized her personal affairs and prepared a practical schedule for meeting the hour requirement]

Situation: A teenage brother from a single-parent family is responding to the elders’ efforts to help him progress spiritually and establish theocratic goals. At times, though, his dress and grooming is sloppy and he has a tendency to speak disrespectfully to his mother. He asks for a regular pioneer application

Questions:

1. Which guideline in paragraph 2 of the May 15, 2017, letter should the Congregation Service Committee especially keep in mind when considering this brother’s application? [The applicant must be an exemplary Christian]
2. How might the elders allow emotion to cloud their judgment in considering this request?

Elders with balanced judgment recognize that those approved to serve as regular pioneers should be exemplary and meet the requirements (*od* 102 ¶13)

If applicants are not setting the proper example in the congregation, then it is best that they be given further assistance rather than granting them this privilege of service

EXERCISE BALANCE WHEN EVALUATING THE ACTIVITY OF REGULAR PIONEERS (36 min.)

Balanced judgment is also needed when reviewing the field service activity of regular pioneers who did not meet the annual hour requirement

Sometimes elders become sentimental and do not wish to delete those who obviously cannot meet the hour requirement of regular pioneer service

How can elders exercise balance when evaluating the activity of regular pioneers?

In the following video, note how one Congregation Service Committee considers the circumstances of a regular pioneer sister who is no longer able to meet the hour requirement

<<START VIDEO>>

[9-minute 34-second segment]

<<PAUSE VIDEO>>

Questions:

1. How could the service committee have been better prepared for the meeting? [By carefully reading the May 15, 2017, letter]
2. What did the elders do that showed their desire to handle matters in a balanced way? [In their discussion they read from the May 15, 2017, letter to help guide their thinking. They also consulted beforehand with the group overseer about the individual’s circumstances. They took a sufficient amount of time to consider the matter and did not rush to a conclusion]

No. 9 Exercise Balance When Evaluating Regular Pioneers—Page 3

3. How did the elders display balanced judgment in how they initially handled Sister Lowe's health difficulties? [They allowed her time to recover from surgery. After that, they met with her again to see how she was doing]
4. What helped them to determine that her situation was not of a temporary nature?
5. What thought did they give to how they would explain their decision to Sister Lowe? [They considered Biblical examples that would help her to have the right viewpoint of no longer serving as a regular pioneer]
6. Why would this be a kind and effective way to care for the matter?
7. Why is it unloving to allow a pioneer to continue when he is not able to meet the hour requirement?

In the next video, consider how the service committee reaches a balanced decision when determining whether a longtime pioneer sister qualifies to be an infirm regular pioneer

<<START VIDEO>>

[5-minute 14-second segment]

<<PAUSE VIDEO>>

Questions:

1. Paragraph 18 of the May 15, 2017, letter explains that to qualify for consideration as an infirm regular pioneer, the pioneer must be (1) over 50 years old and (2) have pioneered for at least 15 cumulative years. What other requirement did the service committee identify? [The individual must also have a heartfelt desire to serve always as a regular pioneer]
2. How would the elders determine whether it was the sister's sincere desire to serve always as a regular pioneer? [They would ask her. Paragraph 18 states: "If an older pioneer who develops health problems is willing to transfer to the publisher ranks, there is no need to give consideration to allowing this brother to serve as an infirm regular pioneer"]
3. Who else must be consulted before a decision is made as to whether one could be designated as an infirm regular pioneer? [The circuit overseer]

Elders should be supportive of regular pioneers who provide valuable help to Jehovah's organization in a number of ways apart from the field ministry (1Co 15:58)

Many are assisting with the construction and maintenance of Kingdom Halls and Assembly Halls

Some work with Disaster Relief Committees, Convention Committees, Hospital Liaison Committees, or Patient Visitation Groups

Others serve as substitute circuit overseers or do temporary or remote Bethel work

Some brothers coordinate prison witnessing and special metropolitan public witnessing arrangements

Bodies of elders would not want to make it difficult for regular pioneers to participate in these aspects of sacred service

Such pioneers should not be made to feel guilty because they are unable to support local arrangements fully

How much better it is for elders to support these self-sacrificing servants so they can put their whole heart into assisting God's organization in such ways

In the next video, let's see how the Congregation Service Committee displays reasonableness when considering the circumstances of a regular pioneer brother whose additional theocratic responsibilities limit his ability to meet the regular pioneer hour requirement

<<START VIDEO>>

[5-minute 14-second segment]

No. 9 Exercise Balance When Evaluating Regular Pioneers—Page 4

Question: How did the service committee show insight when considering the circumstances of the brother? [They understood that he spends many more hours in theocratic projects than he can receive hour credit for. They recognized that it is not inappropriate for him to take a vacation. They determined that it would be good to remind the body of elders of written organizational direction so that all of the elders would have the proper view of his activity]

When the secretary and service overseer monitor closely the activity of the pioneers and address situations as they arise, it contributes to the pioneers being productive and setting a good example

STRIVE TO BE BALANCED AND REASONABLE (1 min.)

There are many areas in which you will be called upon to prove yourselves trustworthy by showing balanced judgment

 Strive to become known for your reasonableness (Php 4:5)

 Rely on God's Word as well as the direction from the faithful and discreet slave when assisting our brothers and sisters

As you prayerfully take the time to consider the needs of the congregation, Jehovah God will help you to exercise balanced judgment (Jas 3:13)

[Announce the break]

No. 10 Protecting Minors From Abuse

Note to the speaker:

Audience discussion. Be sure the main points are highlighted. Read and apply scriptures from the cited material as time allows. Highlight the importance of closely adhering to the guidelines provided by the branch office when handling child abuse matters. If questions arise regarding the material in this outline, please direct the elders to contact the Service Department

INTRODUCTION (6 min.)

During this part, we will review the September 1, 2017, letter to all bodies of elders. Please follow along in your copy

When handling matters involving child abuse, be sure to review this letter along with pertinent direction in the *Shepherding* textbook

Question for paragraph 2: What does child sexual abuse include?

Questions for paragraph 3:

1. What is our view of child sexual abuse?
2. What will the congregation *not* do in behalf of someone who sexually abuses a child?
3. When an individual reports an allegation of child sexual abuse to the elders, of what should the elders inform him?

A person who reports such an allegation to the elders should be clearly informed that he has the right to report the matter to the secular authorities. Elders do not criticize anyone who chooses to make such a report (Ga 6:5)

Questions for paragraph 4:

1. What responsibility do parents have?
2. What help is available to parents?

LEGAL CONSIDERATIONS (5 min.)

Paragraphs 5-9 present *legal considerations* regarding accusations of child abuse

Question for paragraphs 5-7: What immediate action should be taken when the elders learn of an accusation of child abuse and why?

Two elders should call the Legal Department in all of the situations listed in paragraph 6 to ensure that the body of elders complies with any child-abuse reporting laws. (Ro 13:1-4) After being informed of any legal obligation to report, the call will be transferred to the Service Department

Question for paragraphs 8-9: In what other situations should two elders immediately call the Legal Department?

PROVIDING SPIRITUAL ASSISTANCE TO VICTIMS (10 min.)

Paragraph 10 presents *congregation considerations* regarding accusations of child sexual abuse

As stated, “We are referring to an adult guilty of sexually abusing a minor who is a young child, or an adult guilty of sexual involvement with a minor who is approaching adulthood but was not a willing participant”

Paragraphs 11 and 12 outline factors to be considered in *shepherding* victims of abuse and their families

As you provide ongoing spiritual shepherding, it is especially important that you demonstrate empathy and compassion to victims of child sexual abuse and their families (Isa 32:1, 2)

Questions for paragraph 11:

1. Who should be included when the elders shepherd a child abuse victim who is still a minor?

No. 10 Protecting Minors From Abuse—Page 2

2. In addition to spiritual shepherding, what other assistance may a victim or her parents choose?

Questions for paragraph 12:

1. When the elders are approached by an adult who is concerned or distraught about past abuse, how should they deal with the person?
2. What should elders remember when it comes to shepherding a sister who is a victim of child abuse?

INVESTIGATING ALLEGATIONS (5 min.)

Questions for paragraph 13:

1. Regardless of the source of the allegation and if the accused is a member of the congregation, what should the body of elders do after receiving assistance from the branch office?

Every accusation made against a member of the congregation should be Scripturally investigated

2. What is a victim of child sexual abuse not required to do during the investigation process or during the judicial committee process?

A victim of child sexual abuse is not required to make her allegation in the presence of the alleged abuser

3. In the exceptional event that the two elders conducting the investigation believe it is necessary to speak with a minor who is a victim of child sexual abuse, what should they do before proceeding?

The elders should first contact the Service Department. Such a request is considered exceptional because in most cases elders should be able to obtain necessary information from the parents. In addition, sufficient evidence needed to establish wrongdoing on the part of an alleged abuser may already be available to the elders (*ks10* 5:37-39)

JUDICIAL AND REINSTATEMENT PROCEDURES (8 min.)

Questions for paragraph 14:

1. If judicial action is warranted on the grounds of child sexual abuse, what should the coordinator of the body of elders do?

If the elders determine that a baptized member of the congregation is guilty of child sexual abuse as explained in paragraph 10, the abuser will be handled judicially. Victims of child sexual abuse are not handled judicially. However, if the body of elders believes that congregation action may be warranted in the case of a mature minor who was a willing participant in wrongdoing, two elders should call the Service Department before proceeding

2. What is the role of the circuit overseer in such matters?
3. If the wrongdoer is repentant, why is an announcement of reproof always necessary?

Questions for paragraph 15:

1. If a person who has been disfellowshipped for child sexual abuse applies for reinstatement, what should the coordinator of the body of elders do?
2. If the decision is to reinstate, what should two elders do, and when?

This step is taken before the reinstatement is announced to the congregation so that the Service Department can outline to the elders the steps that should be taken to protect minors from one who has engaged in child sexual abuse

Questions for paragraph 16:

1. If a person who has been disfellowshipped for child sexual abuse has moved and applies for reinstatement, what should the coordinator of the body of elders of the new congregation do?

No. 10 Protecting Minors From Abuse—Page 3

2. What should be done if the reinstatement committee in the new congregation recommends that the person be reinstated?
3. If both reinstatement committees agree to reinstate, what should two elders from each congregation do, and when?

This step is taken before the reinstatement is announced to the congregation so that the Service Department can outline to the elders the steps that should be taken to protect minors from one who has engaged in child sexual abuse

BRANCH-IMPOSED RESTRICTIONS (3 min.)

Question for paragraph 17: Under what circumstances should elders expect to receive direction from the Service Department?

Paragraph 18 adds that in such cases, the Service Department will outline restrictions to be imposed on the individual's activity within the congregation. The Service Department will direct elders to inform family heads of minors within the congregation of the need to monitor their children's interaction with the individual. The elders would take this step *only* if directed to do so by the Service Department

Question for paragraph 19: What should be done if the body of elders believes that one who has engaged in child sexual abuse decades ago may now qualify for minor privileges?

MOVING TO ANOTHER CONGREGATION (3 min.)

Question for paragraph 21: When an individual who has been accused of child sexual abuse (established or not) moves from the congregation, what is the procedure to follow?

The Congregation Service Committee should not send any information to the new congregation until after receiving legal advice from the Legal Department and direction from the Service Department

Question for paragraph 22: When an individual who has been accused of child sexual abuse (established or not) moves into the congregation, what steps should the elders take?

If the individual is disfellowshipped and living within the congregation's territory, the elders should list that address on the appropriate congregation territory card as a "Do Not Call"

SEXUAL MISCONDUCT INVOLVING ONLY MINORS (2 min.)

Question for paragraph 24: What steps should the elders take when minors engage in sexual misconduct with one another?

NOTATIONS IN THE *SHEPHERDING* TEXTBOOK (1 min.)

If you have not already done so, confirm that your copy of the *Shepherding* textbook has been updated in harmony with the adjustments noted in paragraph 26

JEHOVAH WILL BLESS THE SPIRITUAL CARE YOU PROVIDE (1 min.)

It is imperative that you adhere closely to organizational direction each time a matter involving child abuse comes to your attention

By carefully following this direction, you will uphold the sanctity of Jehovah's name and protect minors as you "shepherd the flock of God under your care" (1Pe 2:12; 5:2)

[Introduce the next part on the program]

No. 11 Needs in Our Branch Territory

Note to the speaker:

Talk with audience participation. Encourage the brothers to maintain their resolve to remain morally and spiritually clean

WHAT WE SEE AFFECTS US (2 min.)

Commercial advertisers well know the power of eye appeal

They spend millions of dollars each year and are successfully motivating the public to buy what they promote

Satan understands that what we see with our eyes can intensify our ambitions and desires of the heart (*lv* 65-66 ¶10-11)

Eve, disobedient angels, and Achan all suffered disastrous consequences for allowing their eyes to dwell on things that were forbidden (Ge 3:6; 6:2; Jos 7:20, 21)

It is imperative that we, as appointed men, take this to heart and restrain our eyes from looking at anything worthless! **[Read Psalm 119:37]**

IMMORAL ENTERTAINMENT IS WORTHLESS (15 min.)

Appointed men are not immune to the desire of the eyes and flesh

We must exercise self-restraint as did Job **[Read Job 31:1]**

Today, many view pornography in magazines, on television, or on the Internet

The branch office continues to receive reports that appointed men have become involved in deliberately viewing pornography

Pornography is one of Satan's most effective devices to corrupt the mind and heart (2Co 11:3)

We must maintain "a clean conscience" (1Ti 3:9)

If the conscience becomes warped, it becomes unreliable and can send out defective messages

Even a temporary or an accidental brush with pornography can bring sad consequences

Pornographic images linger (*lv* 71-72 ¶19)

A guilty conscience and feelings of worthlessness are extremely difficult to alleviate

The problem is compounded if the appointed man is married

If his wife discovers that he is viewing pornography, she can be made to feel cheap, dishonored, and emotionally damaged

Situation: While using the Internet, a brother begins to pay attention to advertisements to enter pornographic websites

Questions:

1. How can **James 1:14, 15** help the brother to avoid taking the next step? **[Read]**
2. According to **Romans 12:9**, unhypocritical love for God's moral standards requires what action? **[Read]**
3. If his curiosity moves him to enter the pornographic websites, what might this reveal about him according to **Matthew 15:18, 19**? **[Read]**

Question: If an elder or ministerial servant has developed a pattern of deliberately viewing pornography, what Scriptural qualifications listed at 1 Timothy 3:2, 7-9 and Titus 1:6-8 would be called into question?

The body of elders should not minimize the need to establish the facts and then consider the brother's qualifications. The steps to be followed were reviewed in the part "Making Recommendations—A Serious Responsibility (Part 2)." [With regard to pornography, remind the elders to be guided by the April 10, 2012, letter to all bodies of elders, particularly the subheading on

No. 11 Needs in Our Branch Territory—Page 2

considering qualifications to continue serving. As time allows, cite some of the factors to be considered that are outlined in that section]

To maintain God's viewpoint, we must be resolved to reject pornography in any form (w06 8/1 25 ¶20)

We do not even want to get close to unclean entertainment (Isa 52:11)

Make every effort to examine your heart objectively (Jer 17:9)

Although Paul wanted to do what was right, he acknowledged his weaknesses (Ro 7:18, 22)

Be willing to face up to your weaknesses, acknowledge them, and then work at conquering them

If you are struggling with this unclean practice, pray to Jehovah to give you the strength to do what is right

This includes seeking the help of your fellow elders, who will deal with you in a loving manner

You can then restore your relationship with Jehovah and enjoy peace of mind and heart

VIOLENT ENTERTAINMENT IS WORTHLESS (10 min.)

The world today is infatuated with and saturated with violence

Violence is featured in music, video games, movies, websites, sports, and even the news

An *Awake!* article noted: “‘If it bleeds, it leads’ is the guiding principle for many TV-news producers. News is big business, and newsmen know that violence attracts viewers” (g 8/12 5)

Appointed men are not immune to the effects of violent entertainment

Filling our minds with such entertainment is deadly

It can affect our relationships with others, causing us to display a violent, combative spirit

We begin to take on the characteristics of those we allow to entertain us (Pr 13:20)

Situation: An elder or ministerial servant views movies and television shows that feature violence and bloodshed. At first, he was offended by the violence. But after a while, it did not affect him as much

Question: How might **2 Corinthians 2:11 and its footnotes** and **Psalms 11:5** help this brother to reevaluate his entertainment? **[READ]**

Our mind should be held captive by Christ, not by entertainment that promotes violence, bloodshed, and death **[Read 2 Corinthians 10:5]**

All such entertainment is “good-for-nothing,” “worthless” (Ps 101:3, fn.)

Appointed brothers who are fathers have a responsibility before Jehovah and their family to set an example in being selective

They must also carefully monitor what their children are allowed to view

LIVE UP TO YOUR DEDICATION, AND MAINTAIN A GOOD CONSCIENCE (3 min.)

You cannot avoid seeing some worthless things, even as Jesus had such set before him (Mt 4:8)

Nonetheless, Jesus refused to let his heart be enticed, not even contemplating the Devil's offer **[Read Matthew 4:10]**

Our dedication includes a solemn promise to adhere to Jehovah's Word and turn away from what is worthless **[Read Psalm 119:101]**

Do not wait for a confrontation; decide now that you will restrain your eyes from looking at anything worthless (lv 73 ¶23)

At your baptism, Jehovah granted your request for a good conscience

As long as you maintain a good conscience, heeding its proddings, you remain in a saved condition and will not suffer Jehovah's adverse judgment

No. 11 Needs in Our Branch Territory—Page 3

Living up to your dedication will result in your being preserved alive in Jehovah's own way (Ps 119:37)

For the sake of Jehovah's name, your family, and the congregation, be resolved never to be entertained by what is worthless!

LOCAL NEEDS (14 min.)

[Introduce the next part on the program]

kms18-E No. 11 3/17

TO BE COVERED IN 44 MINUTES

No. 12 “Jehovah Was Listening”

Note to the speaker:

Talk with video. Highlight the need for appointed men to exercise godly fear in their thoughts and speech by showing respect for those whom Jehovah is using to take the lead and by quickly obeying the direction received through God’s organization

JEHOVAH—A GOD WHO HEARS (3 min.)

We love Jehovah because he hears us [**Read Psalm 116:1, 2**]

We derive comfort, strength, and hope from knowing that Jehovah hears us

It is sobering to know that Jehovah hears us even when we are not speaking (Ps 19:14; 139:4)

What does God hear when he listens to us?

Do our speech and conduct indicate that we fear God and obey his commands? (Ec 12:13; Re 14:7)

Does our godly fear move us to be respectful to those taking the lead? (Eph 5:21; 1Th 5:12)

“JEHOVAH WAS LISTENING” (6 min.)

During their initial journey to the Promised Land, “Jehovah was listening” when Miriam and Aaron spoke against Moses [**Read Numbers 12:1, 2**]

Perhaps familiarity, family connection, age, or their own personal abilities led Miriam and Aaron to criticize Moses (*w98* 8/15 12-13 ¶13-14)

Miriam and Aaron’s disrespectful words, though directed at Moses, showed a lack of godly fear and incurred God’s burning anger and discipline (Nu 12:8-10)

In the first century, the apostle John provided a loving warning to those who spoke out against those taking the lead in the congregation (3Jo 9-11)

Today, the faithful and discreet slave is lovingly reminding all appointed brothers of the need to display godly fear and respect for those taking the lead (Mt 25:40)

When we demonstrate respect and obedience toward those whom Jehovah uses in positions of responsibility, we show Jehovah that we fear him (Heb 13:17; *lv* 39-40 ¶8-9)

JEHOVAH LOVES AND TRUSTS THOSE WHO ARE “READY TO OBEY” (10 min.)

When the 12 spies returned from spying out the Promised Land, only Joshua and Caleb gave a good report (Nu 14:6-9)

They showed a readiness to obey because they were convinced that it was really God, not a mere man, who was leading His people

Their words and conduct showed that they feared Jehovah and respected those whom Jehovah was using

Jehovah was listening, and he rewarded their “different spirit” (Nu 14:24, 30)

We too must show our fear of God and be “ready to obey” [**Read James 3:17**]

The Greek word rendered “ready to obey” conveys the idea of being “easy to be persuaded” and “submissive” (*cl* 224 ¶14)

In other words, we readily submit to “the wisdom from above,” and we are convinced that those taking the lead have our best interests at heart

Jehovah God, Jesus Christ, and the faithful and discreet slave have put great trust in the appointed men in the congregation

Each of us must ask himself: ‘Will I be found faithful? Am I living up to the trust that has been placed in me?’ [**Read 1 Corinthians 4:1, 2**] (Ex 18:21; Da 6:4)

No. 12 **“Jehovah Was Listening”**—Page 2

What spirit do I display when I receive direction from the organization? Do I contribute to the spirituality of those around me by manifesting a readiness to obey? Do I have a reputation for being obedient? When Jehovah listens to my words, what does he hear? (Lu 6:45; Php 2:12; *w16.11* 11 ¶11; *w08* 10/15 24 ¶14; *w07* 4/1 28 ¶9)

JEHOVAH REWARDS GODLY FEAR (3 min.)

As Jehovah leads us through these critical last days into his righteous new world, we will encounter challenges that will test our godly fear and obedience

Godly fear in the congregation leads to peace, unity, and growth [**Read Acts 9:31**]

Ultimately, our daily effort to demonstrate godly fear leads to life [**Read Malachi 3:16**]
(Pr 14:27; 23:17; Heb 6:10; *w12* 12/1 11)

VIDEO CONCLUSION (8 min.)

Let us now give our attention to a video presentation. Brother David Splane, a member of the Governing Body, will offer final words of encouragement to us

<<**PLAY VIDEO [7 min. 57 sec.]**>>

[Introduce song and concluding prayer]

No. 13 Do You See the Fiery Chariots?

Note to the speaker:

Talk with video. Make sure attendants have copies of the program in hand to give to those who may not have a copy

WELCOME TO THE 2018 SERVICE YEAR KINGDOM MINISTRY SCHOOL (13 min.)

[Welcome the brothers to the school]

If you do not have a copy of today's program, please raise your hand so that the attendants can provide you one

Please do not talk about this material with ministerial servants outside your congregation until every ministerial servant in the branch territory has had an opportunity to attend the school

Bear in mind that the school will not conclude in our branch territory until [Date]

No recording of the program in any format is allowed

Electronic devices may be used but should be utilized in a way that does not disturb others

Any personal notes taken should not be given to or be made accessible to anyone else

This applies both to hard-copy notes and to electronic notes

Please turn off phones or set them on vibrate or silent mode so as not to disturb others

Also, transmission of this program via phone or other device is prohibited

Please listen carefully as Brother Mark Sanderson, a member of the Governing Body, introduces our Kingdom Ministry School

<<**PLAY VIDEO [12 min. 41 sec.]**>>

CONCLUSION (1 min.)

We are confident this Kingdom Ministry School will prove to be of great benefit to all of us

As you listen to the various parts presented, take note of points you can personally apply to improve your effectiveness as a ministerial servant

[Encourage all to participate when comments are requested. Make any other necessary announcements]

We are receiving the highest education so that we can carry out our God-given assignment (Isa 2:2, 3)

As stated by Brother Sanderson, the Governing Body wants you to see the fiery chariots today

We hope this course strengthens your confidence that Jehovah is directing and protecting his organization

[Introduce the next part on the program]

No. 14 Jehovah's Celestial Chariot Is on the Move—Are You?

Note to the speaker:

Talk with audience participation and videos. Emphasize the importance of prayer and personal study to keep up with organizational adjustments and our current understanding of the Scriptures

A GLIMPSE INTO THE HEAVENS (4 min.)

Just prior to receiving his commission “as a watchman to the house of Israel,” Ezekiel saw a magnificent vision of the heavenly part of Jehovah's organization (Eze 1:1-28; 3:17; *w13* 4/15 23-24 ¶6)

Jehovah's celestial chariot can move swiftly and change direction instantly (Eze 1:12-19)

Jehovah is the glorious Rider of the chariot and directs its movement with his powerful holy spirit (Eze 1:20-28)

Just as the heavenly part of Jehovah's organization is directed by holy spirit, so also is the earthly part (*w10* 4/15 9-10 ¶12)

Jehovah had this vision recorded in his Word for our benefit

What effect should this vision have on us?

As we fulfill our responsibilities, we must never forget that we have the support of the heavenly part of Jehovah's organization (2Ki 6:15-17)

Meditating on Jehovah's dynamic organization should move us to action (Isa 6:1, 8)

HOW IS JEHOVAH ACCOMPLISHING HIS WILL TODAY? (5 min.)

Today, Jehovah is not keeping his will secret [**Read 1 Timothy 2:3, 4**]

In response, the earthly part of his organization is working diligently to preach the good news “in all the inhabited earth” (Mt 24:14)

To that end, Kingdom publishers have used a variety of innovative methods, including newspapers, information marches, picture presentations, testimony cards, phonographs, radio, and the Internet

In recent years, historic changes have also been made in theocratic organization (*kr* 171-179)

In 2009, the organization emphasized the importance of family worship by adjusting the schedule of midweek meetings (*kr* 175, box)

In 2014, the Governing Body directed that a Local Design/Construction Department be formed in each branch office to coordinate the construction of Kingdom Halls and Assembly Halls (*kr* 202-208 ¶1-18)

In some countries, congregations may be relocated or even merged in order to make better use of existing Kingdom Halls

Since September 1, 2014, in harmony with the Scriptural pattern, circuit overseers have been entrusted with the weighty responsibility of appointing and deleting elders and ministerial servants (Acts 14:23; *w14* 11/15 pp. 28-29)

As organizational adjustments are received and implemented, the congregations are made firm and continue to increase (Ac 15:28, 29; 16:4, 5)

As Jehovah's chariot continues to move, we should expect that changes in theocratic organization will continue to be made

By giving our whole-hearted support to these changes, we show our firm faith that Jehovah is directing the earthly part of his organization

KEEP ADVANCING WITH JEHOVAH'S ORGANIZATION (3 min.)

Meaningful personal study helps us keep pace with refinements in our understanding of Scriptural truth [**Read Proverbs 4:18**]

Personal study and meditation deepen our understanding of and appreciation for Jehovah's superior ways and qualities (Isa 55:9)

They inspire unwavering loyalty to Jehovah's channel of instruction (Mt 24:45-47)

Daily Bible reading and regular personal study help us to recognize the important but relatively small role we play in Jehovah's grand organization (De 17:19, 20)

VIDEO INTERVIEWS (10 min.)

We would now like to introduce you to two faithful servants of Jehovah who have been endeavoring to keep up with the celestial chariot for decades—Brother Joel Adams and Brother Claudius Johnson. Take note of what these faithful men have done to keep moving with Jehovah's organization

<<**PLAY VIDEO [4 min. 55 sec.]**>>

Question: What did you learn from these brothers about keeping pace with Jehovah's celestial chariot?

ENCOURAGE OTHER BROTHERS TO KEEP PACE WITH THE CELESTIAL CHARIOT
(10 min.)

The rapid movement of the celestial chariot has produced tremendous growth in Jehovah's organization

In many congregations, more needs to be done to train brothers—younger and older—to help care for the flock

While elders have the primary responsibility to train others in the congregation, your good example and positive attitude can do much to help others reach out (1Ti 4:12, 13)

Note in the following video how Jesus showed an interest in training others

<<**PLAY VIDEO [1 min. 50 sec.]**>>

Questions:

1. What challenge did this conscientious elder face?
2. What did he learn from Jesus when it comes to training? [Jesus showed trust in others by giving them assignments and the tools they needed to accomplish them]
3. How does it show modesty on our part to train and delegate?

What can ministerial servants do to encourage baptized brothers to reach out?

With input from the elders, identify a brother—perhaps in your field service group—who has potential

Do not overlook teenagers or newly baptized brothers (*od* 54 ¶14)

Show genuine interest in him and his spiritual progress (Php 2:3, 4; *w14* 6/15 30 ¶9-10)

Spend time in the ministry together, explain organizational matters, impart practical wisdom and thinking ability, and discuss spiritual goals (Pr 3:21; *w15* 4/15 10 ¶5)

The brother may wish to reach out but may not know how to qualify or be hesitant to ask

Encourage him to read the *Organized* book and to do research in our publications that explains the qualifications to serve as a ministerial servant or elder [Refer to chapters 5 and 6 of *Organized*] (*w14* 9/15 3-6)

Mention specific areas for advancement (1Ti 4:15)

No. 14 Jehovah's Celestial Chariot Is on the Move—Are You?—Page 3

Express appreciation for well-handled assignments or praiseworthy efforts

Young ones and others whose circumstances permit should be encouraged to prayerfully consider serving as auxiliary or regular pioneers

Full-time service can deepen a person's spirituality, broaden his experience in helping others, and strengthen his trust in Jehovah (*mwb16.07* 4, 8)

Brothers who desire to be used and who are reliable can be given assignments by the elders (*km 7/13* 2-3)

Be generous in giving commendation, as this often motivates brothers to make progress (Pr 12:25; 25:11; Mt 3:17)

Help them to set theocratic goals and to keep in step with Jehovah's celestial chariot

A THOUSAND YEARS AND BEYOND! (2 min.)

The changes now taking place in Jehovah's organization pale in comparison to the earth-shaking events soon to come (2Pe 3:10-13)

New scrolls will be opened in the new world (Re 20:12)

Jehovah will always be in control of his celestial chariot

At the end of the Thousand Year Reign of Christ, Jehovah will continue to exercise loving dominion over all creation (1Co 15:28)

May it remain our heartfelt resolve to move ahead with Jehovah's organization!

[Introduce the next part on the program]

No. 15 **Keep Jehovah Before You Constantly**

Note to the speaker:

Talk with audience participation and videos. Help the brothers to see the importance of being spiritual men

WHAT IS SPIRITUALITY? (4 min.)

The word “spirituality” as used in the Bible refers to an attitude or an approach to life (Jude 17-19)

For appointed men, spirituality means being sensitive to and firmly adhering to the direction that has come to us by God’s spirit

Those with a spiritual attitude value God’s standards (*w11 11/1 13-14*)

Being a spiritual person is more than a matter of personal preference or inclination [**Read Romans 8:6**]

Spirituality involves the deliberate action of “setting” our mind on the spirit

Paul explained the difference between a physical man and a spiritual one (1Co 2:14-16)

A physical man follows the impulses of the flesh

A spiritual man is characterized as having the mind of Christ

The spiritual man thinks as Jesus does and walks in his footsteps

The more a person imitates Christ, the deeper his spirituality becomes

THE SPIRITUAL MAN KEEPS JEHOVAH BEFORE HIM CONSTANTLY (16 min.)

One way to resemble Christ is to keep Jehovah before you constantly [**Read Psalm 16:8**]

In your private meditations, always regard yourself as in the presence of Jehovah

Jehovah’s dealings with Moses were so real that he reacted as if he had seen “the One who is invisible” (Heb 11:27)

Joseph kept Jehovah before him constantly when tempted by Potiphar’s wife (Ge 39:9)

Jesus kept Jehovah before him constantly when tempted by the Devil (Mt 4:4, 7, 10)

Your actions should demonstrate that Jehovah is constantly before you in all you do, whether teaching, evangelizing, or engaging in other activities related to your service to Jehovah

A spiritual man must avoid overconfidence

Note in the following video what could happen if an elder fails to keep Jehovah before him constantly. While the video applies particularly to elders in view of their role as shepherds in the congregation, similar dangers could face ministerial servants

<<**PLAY VIDEO [2 min. 10 sec.]**>>

Questions:

1. What could have happened if this brother had failed to keep Jehovah before him?
2. What similar situation may confront ministerial servants?
3. What subject did the brother research to help him get Jehovah’s viewpoint?
4. How can overconfidence make us lose sight of Jehovah?

Regular Bible reading, personal study, and meditation are essential (*w00 10/1 8 ¶3-5*)

[Briefly highlight the suggestions for Bible reading found in the August 1, 2009, issue of *The Watchtower*, pages 13-18]

The congregation benefits from elders and ministerial servants who are known to be serious students of God’s Word, able to “explain spiritual matters with spiritual words” (1Co 2:11-13)

A spiritual man must feed exclusively at “the table of Jehovah”

No. 15 Keep Jehovah Before You Constantly—Page 2

“The table of demons” promotes disgraceful sexual perversions, pornography, and violent and debasing entertainment (1Co 10:21; w02 4/1 30)

Improper entertainment continues to be a plague that causes some to lose sight of Jehovah

When you make decisions on types of entertainment, whether other humans can see you or not, remember that your choices affect your relationship with Jehovah (1Co 10:23; Col 3:17)

Constant heartfelt prayer helps to keep Jehovah before us (1Th 5:17)

Before making major decisions, request Jehovah’s spirit and direction (w07 8/1 6 ¶1)

Research the publications to make sure your thinking agrees with Jehovah’s

Willingly submit to Jehovah’s powerful holy spirit and display its fruitage in your life (Ro 8:5-8; w07 8/1 5 ¶2; w01 3/15 15)

Our thinking, inclinations, and aspirations must come under the influence of God’s active force and not be undermined by worldly thinking (Ro 12:2; w16.5 21 ¶14)

Regular attendance and participation at the meetings are important to keep the spiritual man and his family built up and stabilized (Ps 26:12)

Commenting is an expression of your faith and builds up the spirituality of others

KEEP JEHOVAH AT YOUR RIGHT HAND (4 min.)

Look at **Psalm 16:8** one more time [**Read**]

How do we keep Jehovah at our “right hand”?

Like Jesus, we let God’s Word and spirit guide us in every aspect of life (Ps 119:105)

What assurance do we have that we can maintain our spirituality and face the future with confidence? [**Read Psalm 73:23, 24**]

What a warm picture that conveys—Jehovah’s grasping your hand!

Allow Jehovah to strengthen you as you strengthen and support the congregation

Be led by Jehovah’s counsel, fully confident that he will ‘hold us by the right hand’ and support us

Jehovah will ‘lead us to glory’ in numerous ways, including bestowing the honor of a close personal relationship with him

May it be your resolve to keep Jehovah before you constantly

[Introduce the next part on the program]

No. 16 Humility or Ability—Which Does Jehovah Prefer?

Note to the speaker:

Talk with audience participation and videos. Stress the importance of continually cultivating humility, especially in view of the responsibility entrusted to appointed men

JEHOVAH IS NOT IMPRESSED BY HUMAN WISDOM OR ABILITIES (3 min.)

From Jehovah's perspective, humans are like green grass or like grasshoppers (Isa 40:6, 7, 22)

None of us have a valid reason to boast in our abilities or possessions [**Read 1 Corinthians 4:7**]

Meditating on Jehovah's greatness and our own insignificance can help us to maintain a proper view of ourselves (Ro 12:3)

Because Jehovah is humble, he honors us with privileges of service (Ps 18:35; w04 8/1 8 ¶5)

One member of the Governing Body said: 'The more responsibility I have, the less authority I realize that I have. Christ is in charge'

The greater a brother's responsibility, the harder he must work at seeking humility (Zep 2:3, ftn.)

Humility is more important than ability

JEHOVAH "TAKES NOTE OF THE HUMBLE" (4 min.)

Humble ones attract Jehovah's attention [**Read Psalm 138:6**]

Humility is lowliness of mind, freedom from pride or arrogance (Php 2:3, ftn.)

One Hebrew word translated "humble yourself" literally means "stamp yourself down" (Pr 6:3; it-1 1157)

Although humility is not listed as an aspect of the fruitage of Jehovah's holy spirit, it is a godly quality that requires deliberate cultivation and involves our state of mind (Ga 5:22, 23; w04 8/1 11-12 ¶15-16)

Humility can be lost

When circumstances in life change, our humility may be tested

Greater privileges of service can inflate a person's ego (Jer 17:9)

Constantly scrutinize your motives to avoid developing an inflated view of yourself

If we remain humble, we remain useful to Jehovah and his organization (Lu 1:51, 52)

HUMBLE MEN ACCEPT COUNSEL (10 min.)

It is not always easy to accept counsel from an imperfect human, no matter how tactfully and lovingly the counsel is presented

This is especially true when it touches a sensitive area, such as dress, grooming, or choices in entertainment

It takes humility to "listen to counsel and accept discipline" (Pr 19:20)

But when we respond favorably, we will become even more useful to Jehovah and his organization

Moses was blessed for listening to the counsel of his father-in-law (Ex 18:13-24)

Peter accepted strong counsel from the apostle Paul, yet Peter called him his "beloved brother" (2 Pe 3:15, 16; Ga 2:14)

If some deficiency is brought to your attention, accept the counsel and make adjustments

Note in the following video how a brother detected a prideful attitude in himself when counseled by an elder and what he did to correct it

<<**PLAY VIDEO [1 min. 51 sec.]**>>

Questions:

1. What was this brother's initial reaction to personal counsel?
2. What did he do to adjust his attitude?
3. If we are given counsel, how should we respond? (Ps 141:5)
4. On occasion, why should we take the initiative to ask an elder for suggestions?

MANIFEST HUMILITY WHEN GIVEN PRAISE (10 min.)

Ministerial servants possess fine talents and abilities

Many of you are fine speakers and teachers, and the brothers may be generous with their commendation and praise

Because we are imperfect, we have to be careful even when praise is well-deserved (Pr 27:21)

When we have success, it primarily results from God's blessing, not our abilities (2Co 3:5)

We must continually work to cultivate humility [**Read Proverbs 27:2**]

Otherwise, our strength could easily become our weakness

Note how this happened to a ministerial servant in the following video

<<**PLAY VIDEO [1 min. 44 sec.]**>>

Questions:

1. What indicated to you that this brother lacked humility?
2. How do others view a brother who thinks too much of himself?
3. Why is his usefulness limited in the congregation?

Note in this next video how a humble brother should respond to praise he receives

<<**PLAY VIDEO [59 sec.]**>>

Questions:

1. How did this brother manifest humility?
2. Why are we naturally drawn to a humble person?
3. How does the quality of humility increase a brother's usefulness in the congregation?

We do not exaggerate our own worth but humbly acknowledge good that others have done

We do not reach out for privileges of service in order to receive praise from men (Col 3:23)

If we are pleasing to Jehovah, we will please all those who love him

Cultivating humility leads to praise from Jehovah (Jas 4:10)

“CLOTHE YOURSELVES WITH HUMILITY” (2 min.)

Humility must be worn like clothing [**Read 1 Peter 5:5**] (*cf* 33 ¶22)

Beg for Jehovah's help to root out all traces of competition and pride (Pr 8:13)

Cultivate the desire to slave for fellow Christians (Ga 5:13)

Continually remind yourself that it is humility that Jehovah prefers

He gives undeserved kindness to the humble ones

[Announce the break]

No. 17 Ministerial Servants—Desirous of A Fine Work

Note to the speaker:

Talk with audience participation and videos. Highlight the practical ways in which ministerial servants assist the elders and serve the congregation. Highlight the importance of self-examination and working hard to live up to the qualifications for appointed men

REACHING OUT FOR “FINE WORK” IN THE CONGREGATION (2 min.)

We commend you for being spiritual men capable of “fine work” in the congregation (1Ti 3:1)

A person’s spirituality impels him to reach out

Jehovah and his organization want you to reach out for this work

By cultivating spiritual qualities, you are being prepared to care for weightier responsibilities in the congregation

PRESERVE YOUR SPIRITUAL QUALIFICATIONS (20 min.)

Although you met the Scriptural qualifications at the time of your appointment, you must continue meeting them

We will now review these qualifications along with selected portions of the *Organized* book. Please turn to chapter 6 of the book at this time

[When discussing the following information, refer to additional comments in the *Organized* book, chapter 6, paragraphs 3-6]

[Read 1 Timothy 3:8-10, 12]

“Serious” (1Ti 3:8; w90 9/1 26 ¶13)

This means that you do not take responsibility lightly

It includes being dependable and arriving on time to fulfill your duties

You should set the example when it comes to dress, grooming, speech, and attitude (od 51 ¶5)

“Not indulging in a lot of wine” (1Ti 3:8)

Appointed brothers must use discretion when determining whether to drink alcohol and must use good judgment regarding the amount

They should not have a reputation of being heavy drinkers (Pr 23:20; w04 12/1 18-23)

“Clean conscience” (1Ti 3:9; w90 9/1 26 ¶14)

Maintaining a clean conscience is vital if we are to offer our bodies as an acceptable sacrifice to Jehovah (Ro 12:1)

Some appointed men have privately engaged in defiling practices, damaging their conscience and disqualifying themselves

What can help us if we struggle in this area?

Note in the following video what this brother had to do to maintain a clean conscience before Jehovah

<<PLAY VIDEO [1 min. 51 sec.]>>

Questions:

1. How does viewing pornography or *anything that stirs up immoral desires* damage our conscience? (2Co 1:12; 4:2; 7:1)
2. How does Galatians 6:7, 8 apply when it comes to immoral entertainment?
3. What can we do to make our resolve like that of the psalmist at Psalm 119:37? (*lv* 104, box)

“Serve as ministers” (1Ti 3:10)

No. 17 Ministerial Servants Desirous of A Fine Work—Page 2

Ministerial servants are a wholesome influence on the congregation when they regularly participate in field service

The Scriptures require that you “minister in a fine manner” (1Ti 3:13)

Faithfulness in the field ministry is essential for a brother to continue qualifying as a ministerial servant

“Presiding in a fine manner” (1Ti 3:12; w90 9/1 25 ¶7)

When you preside over your family in an exemplary manner, this helps equip you to assist in shepherding the congregation

A man who is unable to help his own family members to progress spiritually may lack “freedom of speech” to help others to do so (1Ti 3:13)

Set the example by having regular Family Worship sessions

YOUR VALUABLE SERVICE BENEFITS THE CONGREGATION (20 min.)

Your willingness to take on greater responsibility directly benefits the brothers and sisters in the congregation

Note how this is made clear at **Acts 6:3 [Read]**

The governing body sought out men ‘full of wisdom’ to care for a “necessary matter”

This allowed the older men to care better for the spiritual needs of the congregation

Today, you assist the elders in handling many necessary matters

[When discussing the following information, refer to additional comments in the *Organized* book, chapter 6, paragraphs 7-12]

You make sure literature and magazines are available for the congregation in a timely manner

You keep accurate territory and accounts records

You handle microphones, operate video and sound equipment, and care for the needs on the platform

You maintain the Kingdom Hall

You serve as attendants

You may also be used to handle weightier parts in the Life and Ministry Meeting or to give public discourses in the local congregation

Questions:

1. What does it mean to be exemplary? (*od* 52-53 ¶9)
2. Why is it important for ministerial servants to be “exemplary”?
3. What can capable ministerial servants be allowed to do in congregations that have very few elders? (*od* 53 ¶10)
4. What other responsibilities may be given to ministerial servants? (*od* 53-54 ¶12)

While it is good that you are proficient in caring for your assignments, another quality is even more important

Look again at Acts 6:3 to identify that quality

Those certified men were also “full of spirit”

Thus, your primary interest should be in deepening your spirituality and in helping brothers in a spiritual way

Stephen, one of those certified men, was “full of faith and holy spirit,” not necessarily academic knowledge or natural ability (Ac 6:5)

In the next video you will see a brother with much talent and natural ability

But notice what is more valuable

<<PLAY VIDEO [4 min. 48 sec.]>>

Questions:

1. What qualities are more valuable than natural abilities? (Mt 5:3; 1Co 4:2)
2. How did the example of Elisha help Ben?
3. What did Ben learn from Brother Bellow that made him even more valuable to the congregation? (Pr 1:2-4)
4. How can the experience of older men help you?

Your faithfulness and spirituality serve as a valuable example to others in the congregation

Being “full of spirit” moves you to take the lead in the field ministry, manifest humility, and willingly give of yourself in other areas

Paul ‘slaved for the Lord’ with “lowliness of mind” (Ac 20:19, ftn.)

Rendering your valuable service as a spiritual man provides an example worthy of imitation

Without question, ministerial servants render a valuable service that benefits the congregation

CONTINUE MAKING YOUR ADVANCEMENT PLAINLY SEEN (2 min.)

Regardless of our responsibilities, each of us should be concerned with the admonition given at

1 Timothy 4:15b [Read]

Self-examination will help us determine to what degree we are making advancement

Though your work differs from that of the elders, it is valued sacred service to Jehovah and the congregation

Be assured of Jehovah’s blessing and appreciation for your important contribution

[Introduce the next part on the program]

No. 18 Building a Spiritually Strong Family

Note to the speaker:

Talk with audience participation, interviews, and video. Help the brothers to see that how they preside over their family affects their qualifications to serve. Highlight the value of regular family worship

CHRISTIAN FAMILIES ARE UNDER ATTACK IN THESE CRITICAL TIMES (4 min.)

The Devil wars against those obeying God's commandments (Re 12:17)

He craftily seeks to break up marriages and sever family ties

His objective is to ruin the spirituality of God's dedicated people (1Pe 5:8)

Husbands and fathers, fortify your households to oppose the Devil and draw closer to God by the exemplary way in which you preside over your household (Jas 4:7, 8)

Doing so is a divine requirement for married elders and ministerial servants (1Ti 3:4, 5, 12; w90 9/1 25 ¶8)

By fulfilling such responsibility in a loving way and meeting other Scriptural requirements for ministerial servants, you give evidence of being qualified to handle congregation assignments

BALANCING FAMILY RESPONSIBILITIES WITH THEOCRATIC ASSIGNMENTS

(15 min.)

When a man marries, he gives up some of the freedom that permitted him to be in "constant devotion to the Lord without distraction" and he must be prepared to shoulder additional responsibilities (1Co 7:35)

He becomes "anxious for the things of the world" and the approval of his wife (1Co 7:33)

Be attentive to your Scriptural duties toward your wife and family (w96 10/15 18 ¶15, 17)

Love and cherish her just as Jesus Christ loves and cherishes the congregation (Eph 5:25, 28, 29)

'Continue dwelling with her according to knowledge, assigning her honor as to a weaker vessel, the feminine one' (1Pe 3:7)

Recognize her need for your special consideration, attention, and affection

As indicated by Peter, a husband who willfully fails in this regard damages his relationship with Jehovah

Do not neglect or view lightly your Scriptural duties as your wife's spiritual head

Daily pray with her and for her

Regularly take time to read the Bible together

Set aside time every week to study with her

Spend some time with her in field service on a regular basis

While a wife is responsible for working out her own salvation, in some cases spiritual problems could have been avoided if her husband had 'fed and cherished' her

The way a man cares for his wife speaks volumes about his Scriptural qualifications

Acts 20:28 exhorts overseers: "Pay attention to yourselves and to *all* the flock." This would include his wife, if he is married

You can do much to help your wife match the description Paul gave of the wives of elders and ministerial servants (1Ti 3:11)

You are showing good balance in the way you care for your family and congregation responsibilities, and we commend you

[Interviews: (5 min.) Interview two brothers. One should be an exemplary parent who is raising one or more children. The other should be a married, regular pioneer without children. Both brothers

No. 18 Building a Spiritually Strong Family—Page 2

should be known as loving husbands and as balanced and diligent workers in the congregation. Ask each to answer the following: What are you doing to help keep your family spiritually strong? How does your wife feel about your congregation responsibilities and the time it takes you to care for them? How are you able to maintain balance in caring for your family and your responsibilities in the congregation so that you can spend needed time with your family?]

FAMILY WORSHIP—A KEY TO SUCCESS (15 min.)

Worship as a family has been a regular and integral part of Jehovah's arrangement for his people (De 6:4-7; Eph 6:4)

This aspect of pure worship must not be neglected

A key to your family's success is regularity in conducting family worship

Let's give our attention to fine instruction that is given to family heads in the following video

Pay particular attention to what is necessary for our family to succeed in this wicked world ruled by Satan (1Jo 5:19)

<<**PLAY VIDEO [5 min. 58 sec.]>>**

Questions:

1. What did this couple do to help their family?
2. How does family worship improve family communication?
3. Although your results may not be exactly the same, how will regular family worship help your family?
4. What kind of schedule for family worship have you brothers found to be practical?
5. What have you done to prevent other activities from interfering with your family worship or personal study?
6. How do you keep the study interesting and practical?
7. What can you do to help the congregation understand the importance of personal study and family worship?

STRONG FAMILIES REAP RICH BLESSINGS IN PRAISING JEHOVAH (5 min.)

All elders and ministerial servants find it beneficial to examine regularly how they are measuring up to the qualifications for their respective assignments

Husbands and fathers especially should be concerned with what Paul stated at 1 Timothy 3:4, 5, 12

As appointed servants, work hard for the salvation of your household by caring for its spiritual needs

Always be mindful of setting a good example for your family; their exemplary way of life will benefit the entire congregation

Only spiritually strong families can withstand pressures from the Devil and avoid the snares of this wicked world (Ps 140:5; 1Ti 6:9)

Our continued success in praising Jehovah comes not merely by "hearing the Word of God" but by applying it every day (Lu 11:28)

By following Bible principles in presiding over your household, you will bring praise to our heavenly Father, the Originator of the family arrangement (Eph 3:14, 15)

No. 19 Fully Accomplish Your Ministry

Note to the speaker:

Talk with audience participation and interviews. Help brothers see the importance of setting goals in the field service and manifesting a self-sacrificing spirit to reach them

ACCOMPLISH YOUR MINISTRY FULLY (4 min.)

The harvest is truly great today [**Read Matthew 9:37, 38**]

Yet the Kingdom good news is being declared throughout the earth

You are all to be commended for faithfully sharing in warning people of the impending destruction of this system of things (Eze 33:8, 9)

Many of you are making sacrifices so that you can have a full share in the disciple-making work (Col 3:23, 24)

What can we do to set the example for those in our congregations and to work hard to accomplish our ministry fully?

ENCOURAGE YOUR FAMILY TO VALUE THE MINISTRY (8 min.)

Field ministry is an integral part of our worship (Ps 40:8)

All in your family should have a full share in the evangelizing work (Ps 148:12, 13)

It may require some persuasion to inculcate heartfelt appreciation for the ministry (1Co 9:16, 17)

If you are a family head, make arrangements for those in your family to share regularly in the ministry

Do you work personally with your wife and children?

Good organization is needed to accomplish the most

Have a definite schedule to share in the ministry with your family

Work with others in the ministry also but not to the neglect of your own family

Teach your children to have a workable schedule for service from an early age

Help them see why it is advantageous to have a good schedule (Joh 4:34)

Recognize that your children have different abilities, just as other publishers do; each child's accomplishments will differ. Is each child rendering whole-souled service in keeping with his or her individual abilities? (Mt 13:18, 23)

Impress upon them the vital importance of preaching to others (Ro 10:13-15)

PURSUE SPIRITUAL GOALS (9 min.)

Setting spiritual goals for your family will ensure that you direct your energies and other resources wisely

Spiritual goals promote spiritual growth and will help us concentrate on the more important things (Php 1:10)

Is the full-time ministry held before your family as a privilege, a gift from Jehovah?

Whole-souled evangelizers have the pioneer spirit (*km* 7/88 1-2)

Do you encourage your wife and children to pioneer?

Can you join or support them as such?

As was so with Paul, self-discipline will enable us to reach our goals successfully [**Read and discuss 1 Corinthians 9:24-27**]

Question: What are some personal goals that you and your family could pursue in connection with the ministry? [Conducting a home Bible study, sharing in the ministry on different days or at different times than we normally do, sharing in various features of the ministry, enrolling as an auxil-

No. 19 Fully Accomplish Your Ministry—Page 2

ary or a regular pioneer or assisting a family member to do so, serving where there is a greater need, learning another language, working in the ministry with each pioneer in the congregation]

[Interviews: (4 min.) Interview two family heads who have various responsibilities and yet are exemplary in the ministry. One should have a child or children that are in the full-time ministry. Ask each to explain: What secular and congregation responsibilities do you have? How do you balance your secular, congregation, and family responsibilities with your field ministry? Why do you feel that a balanced ministry is important? How do you assist your family so that they have a zealous share in the disciple-making work? (Question for brother whose child is in the full-time ministry: What did you do to encourage your child to pursue the full-time service?)]

The example you and your family set by sharing in various features of the ministry has a positive effect on the congregation

TAKE THE LEAD BY WORD AND EXAMPLE (3 min.)

How blessed we are to be ministers of the Kingdom good news today!

Although our appointment requires that we fulfill specific responsibilities, first and foremost we are evangelizers (Eph 4:11)

Since our attitude toward the ministry has an inevitable effect on the spirituality of the congregation, it is important that we take the lead by word and example

May we sense deeply the urgency of our times and do our utmost to share zealously in preaching the good news

[Introduce the song and announce the break]

**No. 20 Symposium: “Continue Applying Yourself . . . to Teaching”
—How to Attack an Outline**

Note to the speaker:

Talk with audience participation and video

YOU ARE TEACHERS! (5 min.)

When on earth, Jesus highlighted his role as a teacher (Joh 13:13)

Shortly before Jesus ascended to heaven, he commanded his followers to be teachers (Mt 28:19, 20)

Later, the apostle Paul also emphasized the importance of being teachers of God’s Word

He gave specific instructions to Timothy [**Read 1 Timothy 4:13-15**]

As ministerial servants, you also have the opportunity to nourish the faith of our brothers and strengthen the congregations through your teaching

Are you ‘applying yourself to teaching’?

In June 2014, the Teaching Committee presented a seminar for Bethel family members who serve as branch representatives at circuit assemblies

The program helped all speakers to reevaluate the effectiveness of their teaching

The Governing Body felt that this valuable and practical information would benefit congregation elders and ministerial servants as well

The video presentation in this symposium is divided into four parts: (1) “How to Attack an Outline,” (2) “Were Not Our Hearts Burning?,” (3) “Be Aglow With the Spirit,” and (4) “Practice! Practice! Practice!—And Do So Out Loud!”

Each speaker is a helper to the Teaching Committee

The principles they present will be helpful as you prepare and deliver talks

These excellent reminders will focus on ways all of us can ‘continue to apply ourselves to teaching’

VIDEO PRESENTATION (23 min.)

Let’s give our attention to the first part of our four-part video presentation. This video will focus on how to prepare outlines effectively. Afterward, we will discuss the main points

<<**PLAY VIDEO [9 min. 47 sec.]**>>

[Use the following questions to discuss the video. As time permits, consider additional information in the cited references]

Questions:

1. [**Read Proverbs 15:28**] In harmony with Proverbs 15:28, what do good talks require?
2. When should we read the material for a talk assignment? Why? (*be* 51 ¶1)
3. Why is it important to consider the audience before preparing an outline? (*be* 33 ¶5)
4. Why is it important not to skim when doing research?
5. How can we make our research more productive when using *Watchtower Library*?

[Use the asterisk (*) and quotation marks (“”) when searching. For example, the following could be added in the search entry box in addition to a key word, phrase, or Scripture citation: **instanc***, **exampl***, **illus***, **experi***, **compar***, **like***, or **appl***]

6. Why must we love the truths we convey and the people we teach? (*w02* 9/1 8 ¶3)
7. What questions should be considered when determining how to handle subpoints? (*be* 54 ¶2)

**No. 20 Symposium: “Continue Applying Yourself . . . to Teaching”
—How to Attack an Outline—Page 2**

IN SUMMARY (1 min.)

Talks require careful and prayerful meditation beforehand

Consider your audience

 What are their needs? How will this material help them?

Utilize the research tools in *Watchtower Library*

Love the truths you convey, and love the people you teach

As you make a diligent effort in preparing “delightful words” and “accurate words of truth,” you will be more effective in motivating others in their service to Jehovah (Ec 12:9, 10)

[Introduce the next part on the program]

**No. 21 Symposium: “Continue Applying Yourself . . . to Teaching”
—“Were Not Our Hearts Burning?”**

Note to the speaker:

Talk with audience participation and video

VIDEO PRESENTATION (28 min.)

Let’s give our attention to the second part of our video presentation. This video will highlight how to use the Scriptures in our talks. Take note of an effective formula to teach from the Scriptures

<<**PLAY VIDEO [12 min. 30 sec.]**>>

[Use the following questions to discuss the video. As time permits, highlight additional points from the video]

Questions:

1. What is our goal in teaching others? [To touch their feelings and motivate them to demonstrate their loyalty to Jehovah]
2. **[Read Luke 24:32]** Why were the disciples’ hearts burning when Jesus spoke with them? [It was not the fact that he was there with them. It was his clear explanation of the Scriptures]
3. In the video, the following point is made: When developing a talk, instead of simply explaining the statements that appear in the outline, it is more effective to discern how those statements are supported by the Scriptures. Then teach the points made in the outline *from the Scriptures*. What does that mean to you?
4. To teach from the Scriptures, what formula can assist us? [“REIA” (read, explain, illustrate, apply)]
5. When introducing a familiar verse, what must we avoid and why?
6. How might we introduce a familiar scripture?
7. Why must we allow sufficient time for the audience to look up the verse?
8. What is involved in explaining a Bible verse? (*be* 53 ¶3) [Make it plain, clear, and obvious. Break down the text. Analyze the context, the background, or the setting. Take into consideration what the audience may be thinking while the verse is being read]
9. What is the purpose of illustrations? (*be* 53 ¶4) [To take listeners to a deeper level of understanding or to help listeners remember the point being discussed. Illustrations paint a picture in the listeners’ minds]
10. Why is application so important? (*be* 53 ¶5) [Helps the audience to grasp the principal point of the teaching. Touches and motivates listeners in a personal way]

IN SUMMARY (1 min.)

Hearts burn when we teach from the Scriptures

Teach the points stated in the outline by means of the Scriptures

Read verses after creating anticipation for the text, even when reading familiar verses

Explain Bible verses in a way that exceeds the expectations of the listener

The point being made must be clear in our minds before we can explain it to others

If a thought cannot be explained simply, it should be rejected

Illustrate with examples or word pictures

Take the audience to a deeper level of understanding

Apply the Scriptures in a way that touches the hearts of listeners

[Introduce the next part on the program]

**No. 22 Symposium: “Continue Applying Yourself . . . to Teaching”
—“Be Aglow With the Spirit”**

Note to the speaker:

Talk with audience participation and video

VIDEO PRESENTATION (28 min.)

Let’s give our attention to the third part of our video presentation. This video will highlight the importance of enthusiasm in your delivery. Take note of the Bible examples

<<**PLAY VIDEO [11 min. 19 sec.]**>>

[Use the following questions to discuss the video. As time permits, elaborate on pertinent points in the cited references]

Questions:

1. Why did Jesus refer to James and John as “Sons of Thunder”? (Mr 3:17) [Likely they showed fiery enthusiasm (*it-1 347*)]
2. [**Read Acts 18:25**] What was Apollos known for?
3. Why is enthusiasm so helpful when delivering talks? (*be 115 ¶1*)
4. Why may some of us have to put forth greater effort to be enthusiastic?
5. What will help us be enthusiastic when giving a talk? (*be 115 ¶3*) [Live your subject; be emotionally involved in it]
6. What are practical ways to manifest greater enthusiasm? [Record part of your talk in your usual manner of delivery, then record the same portion in a manner that you feel is overly dramatic. Compare the two recordings and find a balance. Let your facial expressions, gestures, and voice reflect how you feel. Let your eyes manifest enthusiasm through good audience contact]
7. Why is balance needed when cultivating enthusiasm? (*be 117 ¶1*)
8. Why is extemporaneous delivery helpful to being enthusiastic? (*be 175 ¶1-2*) [Your delivery will be more animated and interesting to your audience]

When provided with an outline to present, do not turn the outline into a manuscript

IN SUMMARY (1 min.)

Be aglow with the spirit when giving talks

Strive to live your subject, and be emotionally involved in it

Regardless of cultural background or personality, it is possible to be enthusiastic

This will capture and keep the attention of the audience

Become thoroughly familiar with your subject so that you can speak extemporaneously

As a result, your delivery will be more animated and interesting to your audience

[Introduce the next speaker on the program]

**No. 23 Symposium: “Continue Applying Yourself . . . to Teaching”
—Practice! Practice! Practice!—And Do So Out Loud!**

Note to the speaker:

Talk with audience participation and video

VIDEO PRESENTATION (23 min.)

Let’s now give our attention to the final part of our video presentation. This video emphasizes the final necessary step in preparation for good teaching—rehearsing your talks in advance

<<**PLAY VIDEO [11 min. 28 sec.]**>>

[Use the following questions to discuss the video. As time permits, elaborate on additional points from the video]

Questions:

1. **[Read Ecclesiastes 12:10, 11]** How can our teaching be like that of “oxgoats”? [When we teach effectively, we lovingly move our listeners in the right direction]
2. What does good preparation require? [Practice! Practice! Practice! And do so out loud! This can help us to improve in what we say and how we say it. Clear speech is no accident. We need to vocalize the words we will use]
3. Why should you be well prepared before you give a talk the first time? [Those in the audience have made sacrifices to be present; they deserve your best]
4. Why is it beneficial to listen to a recording of yourself teaching?
5. Before delivering your talk, what questions should you ask yourself? (*be* 54 ¶4)

IN SUMMARY (2 min.)

Our well-prepared and rehearsed teaching can be like oxgoats, moving our listeners in the right direction

Practice is essential to good delivery

Take time to record and listen to yourself teaching; make necessary adjustments

Review pertinent information in the *Ministry School* book during your talk preparation with a view to improving the final product

[Make brief reference to *Reminders for Those Assigned Public Talks* (S-141)]

ENCOURAGE AND MOTIVATE (4 min.)

Our brothers are under great pressure from the world, and they may get discouraged (Pr 24:10)

They should find the meetings to be a place of refuge and encouragement (Heb 10:25)

To that end, your talks should motivate and inspire others to love Jehovah (Mt 22:37)

Help others draw hope and strength from Jehovah and his provisions (Job 16:5; Ro 15:13)

Present more than a lackluster delivery

Your talks should stimulate the brothers to share fully in the field ministry and other Kingdom-related activities

The Governing Body wishes to express deep appreciation to all for your fine efforts to teach and to encourage by means of your talks

Go on helping the brothers reflect on God’s positive words of truth so that they will continue to manifest “fine works” (Tit 3:8; Php 4:8)

[Announce the break]

No. 24 “Continue Applying Yourself to . . . Reading”

Note to the speaker:

Talk with audience participation and videos. Highlight the need for public readers to prepare well and to be familiar with studies 11 and 14 in the *Ministry School* book when handling reading assignments

READING IS A GIFT FROM GOD (3 min.)

The greatest benefit that comes from reading is that it can enable us to “find the knowledge of God” (Pr 2:5)

How we read scriptures and Bible-based publications at congregation meetings can do much to help others comprehend God’s thoughts (Ne 8:8; Ac 13:15)

Our effectiveness in the field ministry is greatly affected by the way we read (Heb 4:12)

For these reasons, do your best to “continue applying yourself to public reading” (1Ti 4:13)

OUR MOTIVATION TO READ WELL (11 min.)

In February 2014, the Teaching Committee presented a reading seminar for members of the Bethel family who serve as readers for our audio publications

Later, this seminar was shared with all members of the Bethel family

The program helped all to reevaluate the effectiveness of their public reading

The Governing Body felt that this valuable and practical information would benefit congregation elders and ministerial servants

We are pleased to share some excerpts that should prove helpful to you when handling public reading assignments

Our first presentation is by Brother Ken Flodin, who serves as a helper to the Teaching Committee

This presentation is entitled “Our Motivation to Read Well”

<<PLAY VIDEO [3 min. 12 sec.]>>

Question: What is our motivation to read well?

The effective reading of Bible verses and material at the *Watchtower* Study and Congregation Bible Study is a part of good teaching and contributes to the spiritual progress of others

It requires more than pronouncing words correctly

You must understand the meaning of the words and comprehend how the thoughts they express relate to the main points and the theme of the material (*be* 105)

Thorough preparation and practice are needed to improve our public reading skills

HOW TO ACHIEVE NATURALNESS (32 min.)

Key elements to being an effective reader involve reading with warmth, feeling, and naturalness (*be* 118-120; 128-130)

As a spirited delivery persuades the mind, reading with warmth and feeling stimulates the heart

Strive to express the emotion that the Bible text conveys by your tone of voice and facial expressions; visualize yourself in the scene (*be* 120 ¶1)

To highlight the importance of naturalness in our public reading, we will now give attention to Brother David Schafer, who serves as a helper to the Teaching Committee

Listen carefully and try to pick up four key points that will help you improve your reading

His part is entitled “How to Achieve Naturalness”

<<PLAY VIDEO [25 min. 20 sec.]>>

No. 24 “Continue Applying Yourself To . . . Reading”—Page 2

Question: What four things will help us to read with naturalness? [Awareness of the meaning of the text that we are reading; phrasing; tempo; and empathy]

Naturalness in public reading requires identifying the principal ideas and understanding how they are being developed in the material (*be* 130 ¶2-4)

Read in a way that makes the material live

Consider altering the voice slightly for each character in a Bible passage without being overly dramatic

Applying the suggestions in study 11, “Warmth and Feeling,” and study 14, “Naturalness,” of the *Ministry School* book will enable you to put appropriate feeling, emotion, and conviction into your reading

PUBLIC READING THAT TEACHES OTHERS (11 min.)

Brother Geoffrey Jackson, a member of the Governing Body, will now present a summary of the reading seminar

<<**PLAY VIDEO [9 min. 6 sec.]**>>

CONTINUE APPLYING YOURSELF TO PUBLIC READING (2 min.)

When the apostle Paul told Timothy to continue applying himself to reading, Paul was specifically referring to reading for the benefit of others (1Ti 4:13)

Effective public reading involves understanding the meaning of the words and comprehending the thoughts they express

Only then can we convey the ideas correctly and reproduce the emotions accurately

So prepare well for each reading assignment and follow Paul’s exhortation to “continue applying yourself to public reading”

[Introduce the next part on the program]

No. 25 Needs in Our Branch Territory

Note to the speaker:

Talk with audience participation. Encourage the brothers to maintain their resolve to remain morally and spiritually clean

WHAT WE SEE AFFECTS US (2 min.)

Commercial advertisers well know the power of eye appeal

They spend millions of dollars each year and are successfully motivating the public to buy what they promote

Satan understands that what we see with our eyes can intensify our ambitions and desires of the heart (*lv* 65-66 ¶10-11)

Eve, disobedient angels, and Achan all suffered disastrous consequences for allowing their eyes to dwell on things that were forbidden (Ge 3:6; 6:2; Jos 7:20, 21)

It is imperative that we, as appointed men, take this to heart and restrain our eyes from looking at anything worthless! **[Read Psalm 119:37]**

IMMORAL ENTERTAINMENT IS WORTHLESS (15 min.)

Appointed men are not immune to the desire of the eyes and flesh

We must exercise self-restraint as did Job **[Read Job 31:1]**

Today, many view pornography in magazines, on television, or on the Internet

Pornography is one of Satan's most effective devices to corrupt the mind and heart (2Co 11:3)

We must maintain "a clean conscience" (1Ti 3:9)

If the conscience becomes warped, it becomes unreliable and can send out defective messages

Even a temporary or an accidental brush with pornography can bring sad consequences

Pornographic images linger (*lv* 71-72 ¶19)

A guilty conscience and feelings of worthlessness are extremely difficult to alleviate

The problem is compounded if the appointed man is married

If his wife discovers that he is viewing pornography, she can be made to feel cheap, dishonored, and emotionally damaged

Situation: While using the Internet, a brother begins to pay attention to advertisements to enter pornographic websites

Questions:

1. How can **James 1:14, 15** help the brother to avoid taking the next step? **[Read]**
2. According to **Romans 12:9**, unhypocritical love for God's moral standards requires what action? **[Read]**
3. If his curiosity moves him to enter the pornographic websites, what might this reveal about him according to **Matthew 15:18, 19**? **[Read]**

Question: If an elder or ministerial servant has developed a pattern of deliberately viewing pornography, what Scriptural qualifications listed at 1 Timothy 3:2, 7-9 and Titus 1:6-8 would be called into question?

To maintain God's viewpoint, we must be resolved to reject pornography in any form (*w06* 8/1 25 ¶20)

We do not even want to get close to unclean entertainment (Isa 52:11)

Make every effort to examine your heart objectively (Jer 17:9)

Although Paul wanted to do what was right, he acknowledged his weaknesses (Ro 7:18, 22)

Be willing to face up to your weaknesses, acknowledge them, and then work at conquering them

No. 25 Needs in Our Branch Territory—Page 2

If you are struggling with this unclean practice, pray to Jehovah to give you the strength to do what is right

Seek the help of the elders, who will deal with you in a loving manner

You can then restore your relationship with Jehovah and enjoy peace of mind and heart

VIOLENT ENTERTAINMENT IS WORTHLESS (10 min.)

The world today is infatuated with and saturated with violence

Violence is featured in music, video games, movies, websites, sports, and even the news

An *Awake!* article noted: “‘If it bleeds, it leads’ is the guiding principle for many TV-news producers. News is big business, and newsmen know that violence attracts viewers” (g 8/12 5)

Appointed men are not immune to the effects of violent entertainment

Filling our minds with such entertainment is deadly

It can affect our relationships with others, causing us to display a violent, combative spirit

We begin to take on the characteristics of those we allow to entertain us (Pr 13:20)

Situation: An elder or ministerial servant views movies and television shows that feature violence and bloodshed. At first, he was offended by the violence. But after a while, it did not affect him as much

Question: How might **2 Corinthians 2:11 and its footnotes** and **Psalms 11:5** help this brother to reevaluate his entertainment? **[READ]**

Our mind should be held captive by Christ, not by entertainment that promotes violence, bloodshed, and death **[Read 2 Corinthians 10:5]**

All such entertainment is “good-for-nothing,” “worthless” (Ps 101:3, fn.)

Appointed brothers who are fathers have a responsibility before Jehovah and their family to set an example in being selective

They must also carefully monitor what their children are allowed to view

LIVE UP TO YOUR DEDICATION, AND MAINTAIN A GOOD CONSCIENCE (3 min.)

You cannot avoid seeing some worthless things, even as Jesus had such set before him (Mt 4:8)

Nonetheless, Jesus refused to let his heart be enticed, not even contemplating the Devil’s offer **[Read Matthew 4:10]**

Our dedication includes a solemn promise to adhere to Jehovah’s Word and turn away from what is worthless **[Read Psalm 119:101]**

Do not wait for a confrontation; decide now that you will restrain your eyes from looking at anything worthless (*lv* 73 ¶23)

At your baptism, Jehovah granted your request for a good conscience

As long as you maintain a good conscience, heeding its proddings, you remain in a saved condition and will not suffer Jehovah’s adverse judgment

Living up to your dedication will result in your being preserved alive in Jehovah’s own way (Ps 119:37)

For the sake of Jehovah’s name, your family, and the congregation, be resolved never to be entertained by what is worthless!

LOCAL NEEDS (14 min.)

[Introduce the next part on the program]

No. 26 “Jehovah Was Listening”

Note to the speaker:

Talk with video. Highlight the need for appointed men to exercise godly fear in their thoughts and speech by showing respect for those whom Jehovah is using to take the lead and by quickly obeying the direction received through God’s organization

JEHOVAH—A GOD WHO HEARS (3 min.)

We love Jehovah because he hears us [**Read Psalm 116:1, 2**]

We derive comfort, strength, and hope from knowing that Jehovah hears us

It is sobering to know that Jehovah hears us even when we are not speaking (Ps 19:14; 139:4)

What does God hear when he listens to us?

Do our speech and conduct indicate that we fear God and obey his commands? (Ec 12:13; Re 14:7)

Does our godly fear move us to be respectful to those taking the lead? (Eph 5:21; 1Th 5:12)

“JEHOVAH WAS LISTENING” (6 min.)

During their initial journey to the Promised Land, “Jehovah was listening” when Miriam and Aaron spoke against Moses [**Read Numbers 12:1, 2**]

Perhaps familiarity, family connection, age, or their own personal abilities led Miriam and Aaron to criticize Moses (*w98 8/15 12-13 ¶13-14*)

Miriam and Aaron’s disrespectful words, though directed at Moses, showed a lack of godly fear and incurred God’s burning anger and discipline (Nu 12:8-10)

In the first century, the apostle John provided a loving warning to those who spoke out against those taking the lead in the congregation (3Jo 9-11)

Today, the faithful and discreet slave is lovingly reminding all appointed brothers of the need to display godly fear and respect for those taking the lead (Mt 25:40)

When we demonstrate respect and obedience toward those whom Jehovah uses in positions of responsibility, we show Jehovah that we fear him (Heb 13:17; *lv 39-40 ¶8-9*)

JEHOVAH LOVES AND TRUSTS THOSE WHO ARE “READY TO OBEY” (10 min.)

When the 12 spies returned from spying out the Promised Land, only Joshua and Caleb gave a good report (Nu 14:6-9)

They showed a readiness to obey because they were convinced that it was really God, not a mere man, who was leading His people

Their words and conduct showed that they feared Jehovah and respected those whom Jehovah was using

Jehovah was listening, and he rewarded their “different spirit” (Nu 14:24, 30)

We too must show our fear of God and be “ready to obey” [**Read James 3:17**]

The Greek word rendered “ready to obey” conveys the idea of being “easy to be persuaded” and “submissive” (*cl 224 ¶14*)

In other words, we readily submit to “the wisdom from above,” and we are convinced that those taking the lead have our best interests at heart

Jehovah God, Jesus Christ, and the faithful and discreet slave have put great trust in the appointed men in the congregation

Each of us must ask himself: ‘Will I be found faithful? Am I living up to the trust that has been placed in me?’ [**Read 1 Corinthians 4:1, 2**] (Ex 18:21; Da 6:4)

No. 26 “**Jehovah Was Listening**”—Page 2

What spirit do I display when I receive direction from the organization? Do I contribute to the spirituality of those around me by manifesting a readiness to obey? Do I have a reputation for being obedient? When Jehovah listens to my words, what does he hear? (Lu 6:45; Php 2:12; *w16.11* 11 ¶11; *w08* 10/15 24 ¶14; *w07* 4/1 28 ¶9)

JEHOVAH REWARDS GODLY FEAR (3 min.)

As Jehovah leads us through these critical last days into his righteous new world, we will encounter challenges that will test our godly fear and obedience

Godly fear in the congregation leads to peace, unity, and growth [**Read Acts 9:31**]

Ultimately, our daily effort to demonstrate godly fear leads to life [**Read Malachi 3:16**]
(Pr 14:27; 23:17; Heb 6:10; *w12* 12/1 11)

VIDEO CONCLUSION (8 min.)

Let us now give our attention to a video presentation. Brother David Splane, a member of the Governing Body, will offer final words of encouragement to us

<<**PLAY VIDEO [7 min. 57 sec.]**>>

[Introduce song and concluding prayer]