

WATCHTOWER

BIBLE AND TRACT SOCIETY OF NEW YORK, INC.

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TO ALL BODIES OF ELDERS

Dear Brothers:

At the recent Kingdom Ministry School, the Society announced that very soon a program called "Pioneers Assist Others" would be instituted in the congregations. Under this arrangement, regular and special pioneers who have attended the Pioneer Service School will help less-experienced publishers to become more effective in the ministry. The following outlines how the new program will function.

The service overseer will take the lead in implementing the program. He should arrange three meetings at the outset: (1) a meeting with the service committee and all book study conductors; (2) a meeting with the pioneers; (3) a discussion with each pioneer and publisher pair.

Meeting With Service Committee and Book Study Conductors: At the first meeting, the Congregation Service Committee and all Congregation Book Study conductors (including ministerial servants who serve as book study conductors) should consider which publishers would benefit most from assistance. Each regular or special pioneer who has attended the Pioneer Service School may be assigned to help a less experienced publisher. Good discernment should be exercised when making assignments. Pioneer brothers should be assigned to help male publishers. Pioneer sisters should be assigned to assist female publishers. Younger and relatively new pioneers may be assigned to assist young publishers of the same gender. When a minor is to participate in the program, the parent's permission should be obtained.

After the above meeting but *prior* to the meeting with the pioneers, the book study conductor should ask the publisher if he or she is willing to accept assistance. This brother will also be assigned to meet with the pioneer and publisher *after* the meeting with the pioneers.

Meeting With the Pioneers: Once it is determined which publishers are willing to be assisted, the service overseer and at least one other elder should conduct a meeting with all regular and special pioneers who have attended the Pioneer Service School. Using the enclosed outline, the assigned elders should build enthusiasm for the new program and help the pioneers to appreciate the privilege they have to participate in the arrangement. Each pioneer should then be informed privately which publisher he is being requested to assist. At that time, determine whether the pioneer is willing to assist such one and share in this program.

Discussion With Each Pioneer and Publisher Pair: Following the meeting with the pioneers, the book study conductor should hold a discussion with each pioneer-publisher pair in his study group. This will especially benefit the publisher being assisted. The discussion need not last long (perhaps only five or ten minutes) and may be held before or after one of the congregation's weekly meetings or at another mutually convenient time. Let each pioneer and publisher know their respective role. Encourage them to prepare and participate together in the ministry. Outline the need for good cooperation. Emphasize the practical aspects of the program and the benefits to be gained. While it may be helpful to provide a few specific suggestions, it is not necessary to spell out every detail. Allow the pioneer and the publisher to work matters out

between themselves. Both should understand that they can approach the service overseer at any time for assistance if this is needed.

The service overseer is responsible to keep a list of all those in the program and to monitor the progress of each one being assisted. In smaller congregations with only a few pioneers, he may be able to do this personally. In larger congregations with many pioneers, he may need to enlist the assistance of book study conductors. The service overseer and other elders should use available opportunities to work in the ministry with those being assisted in order to observe their progress and offer commendation. When the service overseer visits a book study group, he should make a special point to try to work with these publishers. Further direction can be provided as needed to the pioneers who are giving the assistance. Genuine interest on the part of the elders will help ensure the success of the program.

At quarterly elders' meetings, the service overseer should provide the body of elders with a brief report on the program. Approximately every six months, the service committee can meet with the book study conductors to make new assignments. When the circuit overseer visits the congregation, he will review the service overseer's list and offer any helpful suggestions he deems appropriate.

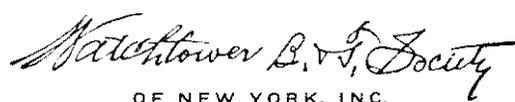
In some congregations, pioneers who have attended the Pioneer Service School may be few in number or may have circumstances that limit their ability to assist others. In such cases, other capable, willing publishers may be used to assist, even though they would not formally be participating in the pioneer assistance program. While not serving as regular or special pioneers, they may have attended the Pioneer Service School in the past.

The new program is not designed to fill every need in the congregation, nor is it meant to be the only avenue of assistance. For example, the Congregation Book Study conductor will continue to help those in his group to have a zealous share in the ministry. This point was emphasized in the article "Cooperating With Our Congregation Book Study Conductor," which appeared on page 1 of the February 1993 issue of *Our Kingdom Ministry*. Paragraph 4 of that article indicated that a book study conductor might arrange for a capable publisher to help another in the group who desires assistance. This may continue to be done *in addition to the new program* as needed. It is not necessary to contact the Society regarding such arrangements, as they are handled according to the good judgment of the local elders.

Upon receipt of this letter, congregations may begin implementing arrangements for pioneers to assist others. Please have the service overseer give a ten-minute talk at the next Service Meeting, explaining and building up enthusiasm for the new program. He should use selected points from the outline for the meeting with the pioneers, highlighting how the entire congregation will benefit from the special training pioneers have received and encouraging all to support the arrangement. The time allotted for the other Service Meeting parts may be adjusted accordingly.

We pray that Jehovah's rich blessing will be upon this provision to strengthen the congregations of his people, and we send with this letter a warm expression of our Christian love.

Your brothers,


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