



WATCHTOWER

BIBLE AND TRACT SOCIETY OF NEW YORK, INC.

25 COLUMBIA HEIGHTS, BROOKLYN, NEW YORK 11201-2483, U.S.A. PHONE (718) 625-3600

October 2, 1995

TO ALL BODIES OF ELDERS

Dear Brothers:

The yeartext for the past service year encouraged all in the congregation to "be harmoniously joined together in love." (Col. 2:2) You have done, and continue to do, much to promote a spirit of love among the brothers by the unselfish interest you manifest toward all in the congregation. Among those who very much need and appreciate your loving attention are the regular pioneers.—Prov. 27:23; Isa. 32:1, 2.

Life in this system is getting harder for everyone. Yet, pioneers put forth extra effort in behalf of Kingdom interests. They encounter additional hardships that can be discouraging and may result in their having to discontinue regular pioneer service. Thus, to provide greater care for the pioneers, the Society is making some adjustments that should prove to be beneficial to all.

Up until now, at the end of each service year, the elders reported the total number of hours for each pioneer on the back of the annual S-10 form and then provided comments to the Society regarding those who had failed to meet the hour requirement. This helped the elders to see who needed extra attention and which ones needed to discontinue regular pioneer service to care for other matters. However, often the problems experienced by the pioneers occurred during the service year and not just at the end of it. Is there more that can be done to assist the pioneers throughout the year?

When problems arise that limit what a pioneer is able to do in the ministry, it would be good for the elders to assist him at that time. What can be done to help the pioneer to overcome the problem? Can he make adjustments to improve his schedule for service? Can others in the congregation provide needed assistance? Would the arrangement for showing pioneers consideration discussed in the insert of the August 1986 *Our Kingdom Ministry* be applicable? Might it be better for the pioneer to discontinue regular pioneer service temporarily until the problem is resolved? We would like to see the pioneer continue if at all possible. However, at times it may be more appropriate that he discontinue regular pioneer service until his situation improves. Perhaps the pioneer has a serious health problem. Would temporarily going off the list allow him to recuperate and alleviate the stress caused by being far behind in his time? Often, though, it is difficult to determine just how long a problem may last. The adjustment outlined below should prove to be of assistance.

When the circuit overseer visits the congregation, he will take special note of the activity of the pioneers. From his reviewing of the records and his talking with the elders, the circuit

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overseer will see who is experiencing difficulties, and he will put forth a special effort to encourage such ones. During his visit, he will especially try to work personally with those having difficulties or those needing more training in the ministry. He will offer commendation and loving suggestions on how their problems might be overcome or how they might be more effective in the ministry. The service overseer may be asked to join him in discussing matters with a pioneer who is having some temporary problems that limit his service. During the elders' meeting later in the week, the circuit overseer will review what he has done and how the elders might follow through to assist pioneers needing further help. The elders will want to follow through diligently, helping the pioneer to make improvement and thus to find greater joy in his ministry.

If it is evident after help has been offered to a pioneer over a reasonable period of time that his circumstances will not permit him to fulfill the requirements, then the circuit overseer and a member of the service committee, preferably the service overseer, will meet and discuss the matter further with the pioneer. Appreciation should be expressed for the pioneer's work and sincere efforts. They will kindly reason with him as to why they are recommending his discontinuing as a regular pioneer. They may explain that, at least for the present, it seems best that he concentrate on being a good publisher, perhaps auxiliary pioneering from time to time. The circuit overseer will then submit the S-206 form to the Society.

As you can see from the above, the Society is asking the circuit overseer to take a more active role with regard to the regular pioneers. We feel this will help to provide better assistance on a more timely basis. With this adjustment, we would also like to encourage *all the elders* to become more actively involved with the pioneers. Rather than waiting for certain times of the year to review the pioneers' activity, it would be good to provide ongoing assistance. Hopefully this adjusted arrangement will help many more pioneers to continue on the pioneer list. Thus, with this adjustment, it is no longer necessary to list the pioneers on the back of the annual S-10 form or to send a letter to the Society providing reasons why the pioneers failed to meet their hour requirement.

We appreciate that increased pressures and the cost of living make it more and more difficult for pioneers to meet their hour requirement. It is important, however, to maintain a high standard for those in regular pioneer service. Therefore, it is vital that the elders take a personal interest in the pioneers and do as much as they can to provide assistance. Help them to improve the quality of their teaching. Provide refreshing commendation so that they may avoid becoming discouraged. We are confident that you brothers appreciate the good work the pioneers do and are glad to be able to care for their needs. With you, we look forward to even greater increases in the coming year. We take this opportunity to assure you of our warm brotherly affection and best wishes.

Your brothers,

Watchtower B. I. Society
OF NEW YORK, INC.