



WATCHTOWER

BIBLE AND TRACT SOCIETY OF NEW YORK, INC.

25 COLUMBIA HEIGHTS, BROOKLYN, NEW YORK 11201-2483, U.S.A. PHONE (718) 560-5000

July 1, 2000

TO ALL BODIES OF ELDERS IN THE UNITED STATES

Dear Brothers:

From time to time, questions arise as to the extending of hour credits to regular pioneers who are asked to assist on different theocratic construction projects. These involve work on Kingdom Hall and Assembly Hall construction projects. Thus, we are pleased to supply the following information.

Primarily, the Society would like pioneers to concentrate on the field ministry with as little interruption as possible. There is still much to do in 'the harvest work.' (Matt. 9:37, 38) At times, however, some pioneers have special skills that are not otherwise available. When that is the case, they may be approved to receive hour credit toward their pioneer hour requirement for the time spent in working on a project, preferably on one involving their own congregation or circuit. Details regarding this arrangement were discussed previously in the Society's letter of April 15, 1998, to all bodies of elders in the United States.

Kingdom Hall and Assembly Hall Construction: Only those on the Regional Building Committee or Assembly Hall Building Committee supervising the project are to authorize the use of regular pioneers with special skills. As with all skilled volunteers, a pioneer who is used on a project would remain only until his specific job is completed. Then he returns to his home and congregation. This provision would not apply to other Assembly Hall or Kingdom Hall work after the major construction is completed. Hour credits could be extended to a skilled pioneer—even when working on his own Kingdom Hall—if this is done at the request of the regional committee and the pioneer has submitted a Kingdom Hall Volunteer Worker Questionnaire (S-82) that has been approved by his body of elders.

Procedure for Posting Hour Credits: When a pioneer's assistance is authorized by a Regional Building Committee or an Assembly Hall Building Committee, what procedure should be followed in extending hour credits? Pioneers should receive from the committee in charge of the project a Field Service Report slip (S-4) with the number of hours spent working on the project shown on the back of the slip. This slip should be signed, acknowledging the time noted, only by a Society-appointed member of the committee. A member of the Regional Building Committee (for Kingdom Hall construction) or Assembly Hall Building Committee (for major Assembly Hall construction) should sign the slip. The slip is then to be turned in to the congregation secretary by the pioneer. In posting the pioneer's Congregation's Publisher Record card, the congregation secretary should note in the box where hours spent in field service are normally posted only the actual hours spent by the pioneer in field service. (Some time should be spent in the ministry during the month.) Time spent on special projects should not be included with field service hours. The time for which an individual received credit should be noted in the "Remarks" column on the Congregation's Publisher Record card.

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How much credit should be noted for a pioneer sharing in such projects? Those properly authorized are given credit for hours actually worked, up to the extent that the total number of hours actually spent in field service plus time spent on special projects does not exceed the monthly goal of 70 hours. No credit will be carried over to any other month.

We trust your having this information will aid you in caring for the pioneers in your congregation. We very much appreciate the zeal and effort being put forth by our faithful pioneers. As those taking the lead in the ministry, they are accomplishing much good. We know you brothers will continue to do what you can to assist and support them, helping them make a success of their ministry. We send our warm Christian love.

Your brothers,

Watchtower B. V. G. Society

OF NEW YORK, INC.

cc: Traveling Overseers
Regional Building Committees
Assembly Hall Committees
Assembly Hall Building Committees