



WATCH TOWER

BIBLE AND TRACT SOCIETY OF BRITAIN

THE RIDGEWAY LONDON NW7 1RN

TELEPHONE 020 8906 2211

September 5, 2007

TO ALL BODIES OF ELDERS

Re: Pioneers Working on Kingdom Hall and Assembly Hall Construction Projects

Dear Brothers:

We are outlining adjustments in the manner in which consideration is extended to regular pioneers who assist on theocratic construction projects, including Kingdom Halls and Assembly Halls. This letter replaces the July 1, 2000, letter to all bodies of elders, which should be destroyed.

Many other brothers and sisters offer themselves willingly in this form of sacred service, and what they do is very much appreciated. It is an indication of their desire to serve Jehovah whole-souled during these momentous times, and they are to be warmly commended.—Matt. 22:37.

As far as pioneers are concerned, primarily they 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) Of course, the schedule of many pioneers allows them to volunteer to help with Kingdom Hall and Assembly Hall construction projects without adversely affecting their field service time. Their efforts are very much appreciated.

At times, though, when other publishers are not available, some pioneers are used extensively because of a particular need that they can fill. It may be that a regular pioneer has special skills and there is no one else who can do the work needing to be done. When that is the case, Regional Building Committees and Assembly Hall Building Committees may assign regular pioneers to assist with a particular project.

Kingdom Hall and Assembly Hall construction: Only those on the Regional Building Committee or Assembly Hall Building Committee are authorized to extend hour credits to regular pioneers. This provision would generally not apply to other Assembly Hall or Kingdom Hall work after the major construction is completed. Hour credits could also be extended to a regular pioneer when working on his own Kingdom Hall if this is done at the request of the regional committee and if the pioneer has submitted a *Kingdom Hall Volunteer Questionnaire* (S-82) that has been approved by his body of elders.

Procedure for extending and recording hour credits: When a pioneer’s assistance is authorized by a Regional Building Committee or 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* (S-4) with the number of hours spent working on the project shown on the back of the slip. 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 by the pioneer. When filling in the pioneer’s *Congregation’s Publisher Record*

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(S-21) 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 can be noted in the "Remarks" column on the *Congregation's Publisher Record* card. How much credit can a pioneer receive for sharing in such projects? Those properly authorized are given credit 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.

Special consideration: In some situations, pioneers spend more hours in a month on Kingdom Hall or Assembly Hall construction activity than can be counted under the arrangement outlined above. Later in the service year, they may need to take a vacation, spend time in secular work, or care for some other pressing issue that precludes their reaching the 70-hour goal for that month(s). They may thus fall short of the 840 hours for the service year. In that circumstance, when the body of elders reviews the activity of the regular pioneers at the end of the service year, they should take into consideration all that such pioneers are doing on behalf of Kingdom interests and grant special consideration to them. A pioneer would not lose his privileges if he has worked extensively on Kingdom Hall or Assembly Hall construction projects. The elders, being aware of the pioneer's work to support Kingdom interests, will offer warm commendation. The *Congregation's Publisher Record* card should be marked in accord with the direction in paragraph 18 of the article "Continued Increase Calls for Simplification of Procedures" in the August 1986 *Our Kingdom Ministry*. There is no need to notify the branch office when this is done.

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

Your brothers,

Watch Tower B. & J. Society
OF BRITAIN

cc: Assembly Hall Building Committees
Assembly Hall Committees
Regional Building Committees
Travelling overseers

PS to the secretary: This letter should be retained in the congregation's permanent file of policy letters.