

**Chapter 1 : Elders manual-WTF?**

*View or download manuals and textbooks used by Jehovah's Witnesses.. Here you will find manuals used by the branch offices of Jehovah's Witnesses around the world. There are textbooks used by Jehovah's Witnesses to deal with child custody battles, where a spouse is an ex-Witness or non-Wi.*

To become an elder, a male member of the congregation must be approved for the position by the Watchtower Bible and Tract Society. The arrangement of having a group of elders oversee the congregations began on October 1, Prior to this congregations were overseen by a Congregational Servant. In order to assist the elders in handling various congregational matters and situations, the Watchtower Society has published a manual that describes their approved protocols for handling the matters which arise. Elders are expected to adhere strictly to the manual as published. Therefore, elders are expected to keep their copies secured away from the eyes of others. This is clearly stated in the beginning of the manual: No copies are to be made of any part of this publication. A copy is issued to each appointed elder. If an elder is deleted for reasons other than moving to another congregation with a favorable recommendation, he should turn over this handbook to the Congregation Service Committee. Neither is it to be converted into any electronic format. Although both versions of the manual are meant for directing the elders in various situation which arise, there are some differences between the two versions of the manual most of the following blurbs are taken word-for-word from the manuals themselves, our comments in brackets: When the disfellowshipping is upheld by the Appeal Committee, there is no further right to appeal. However, if an individual persists in believing a serious error in judgment has occurred, the Appeal Committee should inform him that he may submit his allegations in writing to the Appeal Committee within seven days for transmittal to the branch office. When the disfellowshipping is upheld [after a Judicial Committee and Appeal Committee] if an individual persists in believing a serious error in judgment has occurred, the Appeal Committee should inform him that he may submit his allegations in writing to the Appeal Committee within seven days for transmittal to the branch office [of the Watchtower Society]. The Appeal Committee should not mention this provision unless the individual indicates that he believes a serious judgment in error has occurred. If members of the congregation are known to have undue association with disfellowshipped or disassociated relatives who are not in the household elders should counsel and reason with those members of the congregation from the Scriptures. If it is clear that a Christian is violating the spirit of the disfellowshipping decree in this regard and does not respond to counsel, it may be that he would not qualify for congregation privileges, which require one to be exemplary. He would not be dealt with judicially unless there is persistent spiritual association or he openly criticizes the disfellowshipping decision. Willful, continued, unnecessary association with disfellowshipped non-relatives child sexual abuse pursue a romantic relationship with a person though not legally or Scripturally free to marry. Seeks to distinguish between items that can be handled by individual elders and those needing attention by the entire body of elders Makes sure that there is appropriate follow-through on decisions made by elders. Arranges for monthly Service Meeting schedule, and makes sure of appropriate rehearsals of demonstrations, interviews Arranges for public talks Approves all announcements made to the congregation Takes the lead in caring for details in preparation for the circuit overseer s Visit. Serves as chairman of the service committee when considering regular or auxiliary pioneer applications, unassigned territory applications Calls a meeting of the body of elders when judicial matters arise Arranges for two elders to meet with each person desiring to become a new publisher Arranges for elders to consider questions with baptismal candidates. Arranges for quarterly audit of congregation accounts. Makes certain there is a written record of such and that an appropriate announcement regarding the audit is made to the congregation. Authorizes payment of all normal operating expenses of the congregation. Also included are sexual abuse of children, including practices involving a catamite a boy kept for purposes of sexual perversion. Victims of sexual abuse need to be treated with extreme thoughtfulness and kindness. The branch office will then give direction based on the circumstances involved in each situation Never suggest to anyone that they should not report an allegation of child abuse to the police or other authorities. If you are

asked, make it clear that whether to report the matter to the authorities or not is a personal decision for each individual to make and that there are no congregation sanctions for either decision. Elders will not criticize anyone who reports such an allegation to the authorities. If the victim wishes to make a report, it is his or her absolute right to do so. Of course, this is just a small sampling of the differences between the two versions of the manual; we could probably write an entire book on this topic and probably get our heads chopped off for copyright infringement. Therefore, we will leave it at this. Are these changes a good thing or a bad thing? Nowhere in Scripture is it taught that important matters concerning the congregation should be kept secret. Quite the opposite, when Jehovah established protocols and procedures for His people He publicized them to the entire congregation; whether it dealt with sin or dealt with congregational procedures, God ensured that all things were transparent Exodus , Leviticus

**Chapter 2 : Branch, Child Custody, Elders & Pioneer Manuals Textbooks**

*View or download Handbooks, Manuals and Textbooks used by elders of Jehovah's Witnesses.. These documents are meant to be kept secret by the elders. They are not to be viewed by anyone but themselves.*

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**Chapter 3 : Shepherd The Flock Of God. 1 Peter**

*i just found a copy of the elders handbook on another site, and before i go gun-ho with it at some members of my family, i would like to know whether anyone here can corroborate its authenticity. i've posted a link to it here. elders handbook.*

At the time of writing this article, Watchtower headquarters will not confirm or deny the existence of this book. Elders are told to keep this information under lock and key. Even family members are not allowed to see it. The secretive nature of this book and protective measures that are to be taken is carefully detailed in writing when new Elders receive their copy. Even if you study the Bible with an Elder, they are not allowed to tell you what they know. Preoccupation with outward appearances is evident throughout this page publication. In many cases, wrong doing can be forgiven and swept under the carpet. This is especially true if a Witness of Jehovah is repentant and has a healthy attitude towards the organization. However if wrong doing is public knowledge, or rumors are being spread, the punishment can be more severe. They believe that everyone who gets disfellowshipped must have done something immoral or evil. As you read these organizational rules, ask yourself if this is true. Summary of the Rules. They cannot get remarried unless their former spouse commits adultery first. Manslaughter deliberate or unintentional due to carelessness. Porneia is not allowed. Brazen and loose conduct is not allowed. Willful, continued, and unnecessary association with disfellowshipped non relatives is said to be brazen conduct. Child sexual abuse is considered brazen conduct. Cannot date a person who is not legally or scriptural free to marry. Gross uncleanness may include heavy petting and sexually arousing activities between unmarried persons. Casual dating without the intention of getting married is said to be gross uncleanness. Viewing pornography that is sexually degrading is unclean. This can lead to disfellowshipping. Misuse of addictive drugs. Association with disfellowshipped or disassociated relatives is not allowed. If the behavior is generally unknown and poses no threat to the spiritual well being of others, Elders should talk with the individual. An Elder should not marry a baptized JW to an unbaptized, disassociated, or disfellowshipped person. An Elder should not remarry a couple who was married years ago as this would imply the first wedding was not valid. Use of a Kingdom Hall for marriage ceremonies. Only music from Kingdom Melodies or their songbook may be used. Elders are not to tell humorous stories, read poems, entertain, or amuse the audience during a marriage talk. Exceptions would include getting a divorce, child custody and support, alimony, insurance compensation lawsuits, Disassociation is similar to disfellowshipping. Persons who disassociate themselves are shunned and treated as apostates. When this happens, no judicial committee investigation is required. Disassociated individuals are treated in the same way as disfellowshipped ones. Joins another religious organization. Joining an organization that is not neutral or taking employment that makes a person a party to non neutral activities. A person should be given a period of time up to six months to make an adjustment. If he does not, he has disassociated himself.

**Chapter 4 : Elder's Handbooks - Jehovah's Witnesses**

*The elders' manual provides for the accused to bring witnesses in defense (p. ). The fear of being labeled as a conspirator with the sinner, however, greatly limits the number of Witnesses who would come to the defense of an alleged wrongdoer.*

I briefly reviewed this document and there do not appear to be any deep, dark secrets that threaten the world. If the primary interest of Wikileaks "is in exposing oppressive regimes in Asia, the former Soviet bloc, Sub-Saharan Africa and the Middle East, but we also expect to be of assistance to people of all regions who wish to reveal unethical behavior in their governments and corporations", these kind of documents do not fit into the Wikileaks mission. There is nothing unethical in this manual. It is simply a manual to help church leaders fulfill their responsibilities. Ethical behavior would be to obey the law, including those over copyrights. The Organization routinely covers up wrongdoing, which in many cases is a criminal offense. Abuse, both physical and sexual, is not reported to the authorities as a matter of course. This allows these criminal abusers to remain in a situation that makes it easy to keep on abusing people in whatever way they see fit, with an entire supporting staff of Elders to pave their way. The statement below is incorrect. The above paragraph is not true. Witnesses report ALL crimes to the appropriate authorities. Slander can also be reported as a crime, which is exactly what the author of the above paragraph has done. This information has been distributed worldwide as a way to inform parents and protect children. The sad fact is that predators can enter into any group of people, teachers, doctors, even ones own family. Unfortunatly these subhumans have preyed on the innocence of children all over the world, including places where families worship. The fact remains that Witnesses do not hide or approve of this behavior, it is a criminal act and is always reported to authorities. The above response is disingenuous. Witnesses do NOT report all cases of child abuse. Such cases are reported to authorities ONLY in areas where clergy reporting is mandated by law. And even in those areas, reporting is often not done in an above board manner. Rather, elders are instructed by the Watchtower legal department to call from a public pay phone with another elder as a witness, and to report the abuse without identifying themselves. If they are later accused of not reporting, the second elder can serve as a witness that they did. At the same time, the congregation takes no responsibility for the reporting of the crime as might be expected of a group whose leaders really cared about its children. Guidelines never re thought? What it must be like to be so Conceited! Sadly those who have left the organization under less than amicable circumstances have made numerous false statements about the organization as a reprisal. These remarks have been picked up by others and embellished to cast the Watchtower in a bad light. Speaking from experience, there has been no instructions from the Watchtower Legal department to make clandestine calls from pay phones on any difficulty that may arise within the congregation. I have read the same vengeful tripe from those who have left the Catholic, Mormon, Baptist and other religions and wish to spread hateful gossip about their former association. Please edit or remove link from front page This article does not present a unified perspective on the problem. It presents the opinions of two or more individuals in clear disagreement. Please provide an objective review. I also have been a Witness for most of my life until a couple of years ago when I willingly left because of my choice to live as a Gay man. It is not a secret book nor does it tell Elders how to keep secrets from Authorities, rather it encourages full cooperation with Authorities. It is a book on how to handle confidential and private matters within the group in a way that preserves the integrity and respect of the person needing counsel or reproof and balances the need of the organization to maintain a level of morality that they believe God insists on. It also deals with organizational matters that every group deals with. Despite the fact I cannot live a "Gay" lifestyle as a Witness, I respect the level of honesty and integrity I have seen with my own eyes for the previous 40 years. A "real" Witness would not feel the need to read it unless and until they were given the privilege to serve as an Elder. Wake up people the person above has obviously lived a charmed life among these false prophets. They follow what the watchtower tells them, even if it means turning their backs on their own children and grandchildren. This happened to me and I have done nothing wrong except Question things that make no sense to anyone with normal brain function. In connection with the topic under discussion,

it is not easy to make a cut and dry commentary to an outsider. Let me say also, that I left the organization willingly, no longer willing to abide by the rules and regulations that are set forth clearly by the organization. For many years, I had struggled with MANY issues, and felt for the most part that there was something wrong within myself. They also, in my opinion, will not and cannot admit to their wrong decisions and decrees that have negatively affected the MILLIONS of trusting people who look to them as protectors and shepherds. As some have described them: Because of their teachings, many people have lost their lives, needlessly. Because of their teachings, families have been split apart. I have family still in who are following the rules that "The Faithful and Discreet Slave Class, the Mouthpiece of the Great Jehovah of Armies" has decreed and I have no place in their life. I could go on, but, for the sake of time and room I will end this post. I would like to add my opinion here. I was raised in this religion from birth in I left in What this person has stated in the above statement is TRUE according to my experince. This IS a cult composed of very nice genuine people in the rank and file and led by what I would call very insular, deluded sociopaths who have a minimal view of the value of human life in view of their peculiar pre-apocalyptic religious doctrines. I even wonder if these Faithful and Discreet Slave "leaders" truly believe their prophetic spewings or if they just try to keep the dogmatic smokescreen up so that they can continue to live the life to which they have become accustomed. Why are jws such a hot topic! These people are to my knowledge happy! Are our belief or lack off belief systems under fire. Would the world be a better place if everybody adopted the principles that govern their lives? Who are we to take the moral high ground? Isnt it normal to be afraid of what we dont fully understand? Hasnt every organization worth its salt, a handbook with "guidelines" or "rules"? I thought we lived in an age of tolerance? These people, what power do they weild? What huge sums of money do they get paid? You need to get over yourselves and find love in your lives. Go buy a plant, dog or have a baby There are better things to get worked up about. Credit crunch, terrorism, rise in fuel prices, pollution. Ah sorry its easier to attack something that seems defenseless. Watchtower leaders are paranoid lunatics. This cult seeks the ultimate level of control over the lives of its members. The handbook contains so many stupid rules that nickel and dime you to death that you start to wonder if the elders have lives outside of NYC. They and their cult are truly pathetic. They attempt to advise the elders to act like they are as normal as anyone else. I am an author and this happened to me. The WT is afraid of brains, unless it is their brains. I have news for the WT. You are NOT smarter than those of us who left. This document should not be here It is a private, internal document on how witnesses run their church. There is nothing illegal or unethical about anything the manual directs elders to do. Nor is most of it secret, almost all points having been published in Watchtower articles over the years. Surely including it here is unethical, an unwarranted breach of privacy with no particular public interest at stake. Other countries have similarly severe anti-secrecy laws.

Chapter 5 : Eldersâ€™™ Manual: Then and Now | witnessoutreach

*The manual "Pay Attention to Yourselves and to All the Flock" tells local elders how to conduct closed-door trials and other actions controlling the personal lives of Jehovah's Witnesses. Among the rules enforced through the manual are forced shunning of family members who leave the sect and the requirement that Witnesses refuse blood.*

This book also instructs them on the appointment of new elders, what to do in case of a natural disaster, and so on. Elders can cover their own serious sins. You can read about this in this post. Married women have no rights to confidentiality, but elders cannot reveal details when a man has committed adultery. Note part of a letter that announced this new version of the book: This information was sent to elders after the release of the book: Outside companies, unbelievers, or sisters are not permitted to do this work. Nowhere in the bible does it say that only elders or ones with oversight in the congregation should have special information that is not given to others. The entire process of appealing a disfellowshipping is kept hidden from accused persons. A person is disfellowshipped excommunicated when they commit what is considered a serious sin, and after a judicial committee of at least three elders meets with this person, and determines that he or she does not appear to be repentant. They then meet with a new committee of men from a nearby congregation, who will review their case. If this new committee decides that the disfellowshipping decision stands, the book says: A person in this situation may accept the decision of the committee simply because they assume their appeals are exhausted. I would need to ask the purpose of keeping this option quiet; is the branch simply too busy to worry about these local matters? What is more important than that? A confession of wrongdoing is not always good enough. In the section that covers evidence needed to establish wrongdoing: The book does say that a JW whose spouse has confessed to adultery may write a letter to the elders, explaining why they feel the confession is valid, but the elders need to still consider if they believe it to be genuine. I will agree that some offhand, flippant statement is not always the same as a real confession, but saying that there must be two witnesses to an otherwise believable confession is outright ridiculous. This begs the questions, What else do they need, and who are they to determine if a confession is sincere and genuine? The book does say that elders may leave it up to the innocent spouse to decide if the confession is enough, but again, there have been many cases where elders have made the decision themselves. The innocent mate is then left in a sort of marital limbo, as they are not free to remarry unless adultery has been proven. Elders are told that they sit in judgement of others. Page 9 of the book says: The bible, at John 5: Prayers are not offered with disfellowshipped ones present. When judicial committees meet and they determine that someone will be disfellowshipped, they excuse that person before saying a closing prayer among themselves. When a disfellowshipped person asks to be reinstated, the committee will say a prayer before that person arrives for their meeting. If they decide to reinstate the person, they can then say a prayer with that person present, after that decision has been made. Disfellowshipped ones are not allowed to participate in religious services or preaching, but prayer? These are the 8 most confounding and even a bit shocking things I found in the book.

**Chapter 6 : How Are Jehovah's™s Witness Elders Appointed? A Former Elder Tells the Real Story**

*Jehovah's Witnesses Instruction Manual - pages - Detailed instruction manual given to Elders, Overseers and Bethelites instructing those in positions of authority on how to respond under Watchtower Bible & Tract Society Guidelines to any matter that may arise within their jurisdiction or congregation.*

Start With the Numbers Congregation bodies of elders hold at least 2 meetings per year, during which they discuss individuals that can be recommend to serve as elders or ministerial servants. During these meetings, the elders discuss the qualifications of the individuals to serve in said capacities. A publisher record card contains 2 years of monthly field service reports. If a brother [male member of the congregation] has a sufficient average in the above mentioned categories, then the elders will discuss the requirements as set forth in the scriptures based on 1 Timothy chapter 3 and Titus chapter 2. Brothers that are recommended by the body of elders are then presented to the circuit overseer [a traveling overseer], who is now responsible to make the appointment and report it to the Watchtower Branch previously the Branch needed to approve all appointments. The problem is that neither of these accounts has any requirement for the number of hours preached, nor for an amount of literature placed, etc. Thus the obvious question becomes, How can the Holy Spirit operate when conditions are added onto what is in the Bible? Was the Holy Spirit unable to inspire men to accurately or correctly write the requirements in the Bible? If that is the case, what good is Holy Spirit anyway? So what we truly have here is a process that looks for individuals that are performing for the publishing corporation before the Holy Spirit gets a chance to have a say. Perhaps this prevents many truly qualified individuals from ever being considered, meaning those qualified according to the scriptures alone. At the same time, the movers and shakers for the corporation are propelled to the front of the list. Seem just a bit backwards to you? Such being the case, it is inevitable that individuals with less than desirable traits will be appointed to positions of service in the congregation. Company Men A second huge factor in appointments is the unwritten rule of how well they work with the local elders. Those men are basically the demi-gods of their congregation. That brother was the worst elder I had the misfortune to know. He loved to impose his opinions on others, and became angry when I tried to stop him from doing that. Since the Watchtower publishing company loves to have power over people, they set up the local congregations to run in a similar fashion. Ultimately the elders are responsible to the local Watchtower Branch, but they have wide latitude in how they run their congregation. That being the case, conditions can vary considerably from congregation to congregation. Some bodies of elders actually believe they are serving God, and they actually care for people. I was both surprised and not surprised, knowing the discord I dealt with on my body of elders. I still remember being stunned that the meeting was entirely normal, much like any other business meeting. Elders meetings revolve around the workings of the local congregation, the finances of the local congregation, and most of all the current gossip in the local congregation. Brothers are recommended to serve by the local elders. These recommendations are based on the following: Amount of time spent doing activities that benefit the Watchtower Corporation. Not being so deficient in any particular scriptural requirement as to cause a problem. Working well with the existing body of elders at the congregation. The reality is that the Holy Spirit has nothing to do with appointing elders or ministerial servants. People who serve as elders do not have any more or less Holy Spirit than anyone else in the congregation. Brothers who serve as elders are there to enforce Watchtower corporate policy on the local congregation. Since following Watchtower corporate policy tends to make people less caring and concerned for others, such individuals tend to become elders. Watchtower corporate policy often conflicts directly with the scriptures. How would it be possible for a corporation that goes against the Bible to have Holy Spirit at all?

### Chapter 7 : The 8 Biggest Shocks From the Elders'™ Secret Handbook " calendrierdelascience.com

*Image Here is a capture of the Jehovah's Witnesses Elder's Manual of the section concerning child abuse. This is a secret book, ONLY elder's are allowed to have it and they have to return it if they step down.*

All traveling overseers are directly appointed by the Governing Body. Additional training is provided at their School for Traveling Overseers, and ongoing pastoral care and instruction is provided to them by senior branch office representatives. In , Witnesses reported that traveling overseers cared for 78, congregations, an average of about 18 congregations each. He is responsible for appointing new elders and ministerial servants, based on recommendations by elders. Each field service group has an appointed "group overseer" an elder or "group servant" a ministerial servant. Elders and ministerial servants are appointed in each congregation for handling various religious and administrative duties. Only male members may serve in the capacity of elder or ministerial servant. In smaller congregations, one man may handle multiple positions until another qualified candidate is available. Baptized female members may perform some of their duties only if a baptized male is unavailable; female Witnesses leading in prayer or teaching are required to wear a head covering. There are no secular educational requirements for elders; however, training programs are offered for elders within the organization. Prospective elders are recommended from among ministerial servants and former elders by the local elder body for appointment by the circuit overseer. Particular roles within the body of elders include: Coordinator of the Body of Elders: Ministerial servants[ edit ] Ministerial servants, equivalent to deacons , are appointed to assist the elders with routine work, including the supply of literature to the congregation, accounts, maintaining the Kingdom Hall, and operating audio equipment. They also present various parts at the meetings. Ministerial servants are appointed in a similar manner to elders. May place special request orders for publishers in their own Kingdom Hall. Baptized publishers[ edit ] Baptized publishers are members who have been publicly baptized following conversion to the faith. Only whole hours are reported; incomplete hours are carried over to the next month. Publishers who fail to report for one month are termed "irregular"; [67] those who do not report for six consecutive months are classed as "inactive". This can be performed on a per month or ongoing basis. Members who have been reprovved or reinstated in the last year may not serve as regular pioneers. Special pioneers receive a stipend for basic living expenses. They spend at least hours per month in preaching. Before assignment to a location, missionaries may receive training at Gilead School. Missionaries receive a stipend for basic living expenses. Children[ edit ] When accompanied by adults, children of baptized Witnesses may participate in organized preaching without formally qualifying. Interested individuals initially contacted by a member of the opposite sex are typically assigned a study conductor of their own gender. Each paragraph is read aloud by the conductor or student, and the student answers pre-printed questions from the material in the paragraph. Students are encouraged to look up cited scriptures in the Bible and include them in their responses.

### Chapter 8 : Jehovah's Witnesses: Is your too secret Elders manual in violation of 1 John ? | Yahoo Answer

*Members of Jehovah's Witnesses, including the elders, are well aware that elders are observed and held accountable to both Jehovah and Jesus. The angels are also always close by. While elders take the lead they are subject to the same laws, principles and discipline as all other members of the congregation.*

### Chapter 9 : Organizational structure of Jehovah's Witnesses - Wikipedia

*Jehovah's Witnesses do not have a paid clergy in their Christian congregation. What is the role of the elders and how do they show personal interest in others?*