

Publishing The Whole Counsel!

How the Spanish-Portuguese LIM keeps up with each complete English Mag!

GBY! WE LOVE YOU & PRAY THIS CLASS WILL BE A HELP TO OTHER LIMS & give you ideas for your own situation. We could surely learn some things from other Centers too & would love to hear from you! We have seen some of you on Videos & you inspire us!

WE GOT THE CONVICTION TO GET OUT THE COMPLETE MAGS with the "KOL Revolution" Letter & other WS advisories. One advisory especially hit the spot when Peter asked us to report what parts of each Mag we were leaving out!

WELL, AT THE TIME OUR MAGS WERE WHAT WE NOW CALL "PUDDING MAGS"—a mixture of an article from this Mag & a Letter from that Mag & something else from yet another Mag, so that a Spanish or Portuguese Mag of a certain number did not really correspond to the same number English Mag. So we really felt we were blowing it & also felt we were failing our disciples.

FROM THE BEGINNING WE HAD TALKED TO OUR PUBS STAFF about doing the whole Mags, but somehow they had changed the plan & gone a little off-course, & we had not supervised properly to correct it. So the Word lit our fires & we got a strong conviction that the whole Mags could be done & that they should be done. We felt that our very job as KOLs was at stake & we were very responsible to get the pubs rolling like never before!

SO WE GOT OUR STAFF TOGETHER & socked it to them for their unbelief & deviating from the plan! "Without a vision the people perish!" We shared with them that despite the fact that some of the pubs staff members

had their doubts, we were going to do the whole Mags! SO THE FIRST THING WE FOUND IS THAT EVERYONE HAS TO HAVE THE SPIRITUAL CONVICTION that it could be done. We also found that we had to have a new-bottle staff with a vision & willingness to do it! We discovered that we were able to do more with some people with the talent & availability, even fresh to pubs, than we were with some old-timers who were set in their ideas & did not want to change!

IN ORDER TO GET OUT THE WHOLE MAGS, WE HAD TO STOP ALL OTHER PROJECTS & just concentrate on the newest Mag! We emphasized the "newspaper office" vision—that they all work together in great cooperation similar to how the system gets out a newspaper, that the people want & need the news & would lose confidence in our "paper" if it does not get out on time! They also want the news while it is still news, not history!—In other words, shortly after the English Mag comes out.

WE GOT EVERYONE WORKING IN ONE CENTRAL OFFICE ROOM, which really lifted the morale of the staff to fight side-by-side, instead of each one off in his bedroom not knowing what the others are doing & perhaps tempted to play with the baby or make the bed etc. WE GOT THEM ALL ON A UNITED SCHEDULE, all getting up at the same time, early in the morning, in order to get off to a good start. It's surprising in an office how easy it is to get away from a good schedule if not emphasized!

WE FOUND IT ESSENTIAL TO CUT OUT EXTRA WORK of all sorts at all stages, & to cut

down on work going back & forth repeatedly, progressing one stage then coming back for corrections various times.

EVERYONE NEEDS TO DO HIS JOB RIGHT THE FIRST TIME! "Nothing short of right is right!" Typists need to correct & proofread their own work & go carefully so as to make the least possible number of mistakes, even slowing down a little if necessary.

WE TOLD ALL TRANSLATORS TO LEARN TO TYPE their own rough drafts, & several had to learn to type from scratch. We let them know that no longer could we accept a handwritten rough draft, as the final typist was then losing her time on typing the rough draft herself!

WE TOLD THEM ALL TO FORGET THE PERFECTIONISM, & "move it", or "get the lead out" as they say! We suggested that each translator type out directly the final copy of the FN & WN portions of the Mag the first time, without any rough draft at all, but in its exact final form, in columns & ready to be photoed & run in the Mag! This would then get a quick proofreading & that's it—no lettraset, no fancy final typing, no late stages in-between, but more like a quick running oral translation for the kids of a field Home! We discovered they could use silk ribbons & sometimes even carbon ribbons which printed nice & clean even in a little hand portable typewriter!

WE EXPERIMENTED & TAUGHT THEM HOW TO LAY-OUT THEIR PAPER before typing so they could type in the correct columns & leave the right margins & spacing to later throw in pictures etc. This all took a bit of research & experimenta-

tion to get the best results, but IT WORKED!

HOWEVER, THESE SHORT-CUT METHODS ARE NOT USED ON THE MO LETTERS where it's essential that things be worked on more to really get the Spirit of David.

WHAT A HUMBLER!—TO FORGET THE PERFECTIONISM which most pubs personnel are used to! Our translators do not translate anything they don't have to, such as commonly used Family initials such as "KOL" which used to be "SRR" in Spanish, & something else in Portuguese, even causing confusion on the field. Keep it simple! If necessary you can publish a little glossary of what the English initials mean. You'd be surprised how cutting out these little things will help speed up the work!

ALSO AVOID LETTING MINOR ITEMS SLOW YOU DOWN & eat up your time. Once, we found out that finishing one Mag was being slowed down & held up by a Wild Wind tape ad they were trying to do all kinds of photo work on to get the lettering right. So we suggested they leave the tape titles in English as the tapes are only available in English so far anyway, & if we translated the titles it would imply to the kids that the tapes are available in Spanish & Portuguese. Also we suggested they "major on the majors & minor on the minors" & not let a little thing like an ad eat up all their time & that they could quickly hand-letter things rather than have to do all kinds of photowork etc.!

SINCE BEGINNING THE DIRECT FINAL TYPING METHOD for FN & WN sections of the Mags, the Lord has given us an even better method—cassette taping! The translator speaks his translation directly into a cassette recorder, then the national final typist listens to the tape

with her transcriber & earphones & final types the final copy directly the first time, in all the proper column sizes etc.

IF YOU WISH TO TRY THIS METHOD, you can very lightly draw guidelines in light blue pencil as a pattern for the typist to follow in order to get the columns right & leave spaces to plop in the photos. If done lightly, such blue marks should not photograph & soon will probably not be necessary when your typist gets used to the method. This really helps the translator & gives him more time on the Letters. Our final typist is very quick & can keep up with the FN, WN & Letters with no trouble.

WE HAVE AN OLIVETTI ET221 final typewriter/composer for each of the final typists, which is a great blessing. These are very quiet & rapid & have a display panel on which you can read what you've just typed before it goes onto the paper, thus cutting almost all errors!—A great time-saver! This machine also can underline at the same time it types, cutting out hours of time for the layout men who used to hand-underline everything!

THE TYPISTS PROOFREAD & CORRECT THEIR OWN WORK to be sure they do not leave out any words, sentences or paragraphs, something which commonly happens in pubs work. These two girls do not have any other job in the house but final typing—no cooking or babies etc. during work hours!

OUR STAFF: We have 2 translators in Spanish & 2 translators & one corrector in Portuguese. We have 2 final typists, one for each language, one layout man & one photoman who do both languages, & 2 support staff to help with the house & children. They all live in a city apartment. So this might surprise you that we don't have any more people than the average

pubs. This staff dedicates themselves completely to publications & do not litness or FF or have any other outside ministry, but work a full day of 10-12 hours on the Words.

(2 much! Get more workers!) WE FOUND IT IMPORTANT THAT WORK NOT "BLOB UP" AT ONE STAGE, leaving the next stage with not enough to do. Keep things flowing at a steady & even pace from one stage to another. Make sure everyone always has work to do! If, for example, a day goes by & the final typists do not have enough to do, then we know something is wrong in the preceding stage & that the translators & correctors need to get busy! TTL this seldom happens now! You can really "kill" your layout man by not giving him the work in a steady & even pace, but by blooming it all on him at the last minute & expecting him to get it all done overnight.

THIS IS A REAL LACK OF LOVE, due to faulty organization! The same thing can apply to the poor photoman who can really get under a lot of pressure because others didn't get their work done earlier! Give them work continually throughout the week. This means that everyone will have to press in each day.

AVOID "ALL-NIGHTERS" as they sap everyone's strength. We don't allow 'em except on a rare emergency, & they aren't necessary if everyone has been doing their job! (AMEN! D.)

IT'S REALLY IMPORTANT TO PRESS IN ON ONE MAG & get it to the printer before working too much on the next one! We found the staff really needs to put some strong "umph" into finishing up each Mag. Finish one Mag, then go on to the next one with full force. However if things are flowing steadily, your translators will need to begin the next Mag while the pre-

sent Mag is getting finished in the final production stages, so that when one Mag gets done the next one will be already partly translated so everyone can keep working, typists, layout men etc.

IN DOING THE FN & WN SECTIONS we told them just to type out the titles of the articles & not do photo work on blowing them up bigger. This takes time & chemicals which are too valuable for the luxury of having pretty titles on not-so-important things.

DON'T DO ANY EXTRA UNNEEDED PHOTOWORK!—Because it really slows you down & takes the photoman's energy & time which he will not be able to afford in keeping up with the whole Mags. (EXCEPT for GP LIMS!)

IT IS ESSENTIAL TO HAVE A GOOD SHOP OVERSEER who can keep things moving & create a lot of cooperation & coordination so things flow smoothly. We have the shop servant send us a list of the contents of a Mag & what stage each item (FN, WN, Letter, covers, ads etc.) is in: translation, correction, typing, proofreading, layout, final check, photo or "positives in hand" (this last is important because something can be in foto but be far from done, whereas if it's in "positives in hand" that means it's all done & ready

for printing). EACH DAY THE SHOP SERVANT GIVES US A "PROGRESS REPORT" showing what items advanced to another stage. These we plot with ticks every day on a chart on a corkboard mounted on the wall & at any given moment we know just where a Mag stands & about how much longer it'll take, & when we can plan on printing, mailing etc.

THIS WAY WE CAN EASILY "TROUBLESHOOT" & see where any bottlenecks in production are & counsel with the shop servant & find solutions to overcome difficulties. We found that such a progress report shows us so much more than "daily work reports" from each individual or even "hourly reports" & really puts things together for us.

"FIELD TRANSLATORS": One other important point concerns "field translators" who send in their work. In pushing thru' a current Mag never use field translators; do it yourselves because that's why the Lord has you there! Field translators can help with back Letters, or other projects if you wish.

WE WANTED TO FINISH BY SAYING that the Lord did not bless with sufficient finances to do the whole Mags until we decided to do them & made full plans, put the "machinery in mo-

tion", got desperate about it & He saw our determination & immediately opened up the windows of Heaven & poured out such a blessing there is hardly room for it! We had even thought that perhaps it would be necessary to ask WS for a loan or aid to embark on the project, but all this has proved unnecessary, for immediately the Lord blessed far above & beyond what we had even hoped! PTL! "Faith & obedience come first, then God answers prayer!"

BY GOD'S GRACE WE HAVE PUBLISHED A WHOLE EDITION REPLICATION OF EACH ENGLISH MAG in Spanish & Portuguese for 8 months now, & by His Grace we plan to keep at it! Hallelujah! We wanted to mention that as a result we have seen the national disciples in our area grow & mature a tremendous amount in the past year. "Now ye are clean thru' the Word I have spoken unto you!"

"WHEN THINGS ARE GOING STRONG, KEEP AT IT! If Nehemiah had come down to fiddle around with something else then, he might never have finished the wall! So, keep on until it's finished. Keep on your task until it's finished. 'It's one thing just to stick!' (951:59.) Much love in Jesus & David, Dave & Carmen. (AMEN! Dad!)

THAI LIT-PIC NEWSLETTER

400,000 Pieces of Lit Printed!—Thanks to YOU! Mail Responses, the "Pay-Off"!

Dearest Family & Friends, WE'D LIKE TO BEGIN BY THANKING ALL OF YOU for all of the support that has been coming in recently. We cannot thank you all enough for your faithfulness & sacrifice in giving to help reach this needy field, but we know the Lord will remember & reward you accordingly. Your donations, love & prayers are appreciated, not only by us but by all the Homes in Thailand. So again thank you all so much! (Please keep it up.)

NEARLY HALF OF ALL THE DONATIONS that have come in from all sources have gone directly into the printing of lit (32% into distribution lit for the Homes & 17% into Mail Ministry Mags for the follow-up of those who write in).

WE RECENTLY HAD 400 THOUSAND PIECES OF LIT PRINTED for the Homes, thanks to you. These were "Tenderly Gather Them In", "You Gotta Be a Baby", "War and Peace" & "Merry Christmas"—100,000 of each.

ON EACH PIECE IS A COUPON asking them to write in for more lit. It has a place for their name, address, age & occupation. This has proven extremely fruitful in getting responses from the lit distributed here in Thailand, & we would suggest that any area with a LIM, LIT-PIC, or just someone with a burden to follow up, put a good-size coupon with a central address on all distribution lit of that area.

IN THE PAST THE LIT-PIC HAD ONLY THEIR ADDRESS printed along the bottom of the distribution lit & received few if any responses, but after putting the coupon on they received over 300 letters the first month & have received in the



Tum, Somporn & Noi say, "Thank you," to all who have donated to the work in Thailand.—"We love you!"

100s every month since. So if your area doesn't do this, you may wish to try it. (AMEN! Dad!) SEVERAL BRETHREN HAVE THE DESIRE TO HIT THE ROAD all over Thailand & burn free, so the next few months look promising for the Mail Ministry. We received 120 answers to the 559 first mailings sent out last month, resulting in 82 Salvations! Of the 120, 71 were male & 49 were female. The age groups were as follows: Below age 10: 7, between 11-16: 72, between 17-20: 30, over 21: 8. This month we got a lot of good replies!

WE GOT A VERY ENCOURAGING NOTE from a 13-yr.-old boy who got lit & said he's a Catholic who 'likes in spreading the Gospel & asked for some lit to give to his friends as well as sending one of his friend's addresses, GBH!

WE ALSO RECEIVED AN ANSWER from the Catholic director of Thailand saying he'd like to help us translate Komix, so we sent him a few along with Mag 2 & a personal letter. We hope he'll turn out to be a faithful translator for us.

WE GOT A LETTER FROM A 65-YR.-OLD RICE FARMER who got saved & told us he was

sorry he couldn't send a donation until he harvests the rice. GBH anyway. Another girl wrote whose family is all Buddhist & they would be very angry if they knew she was writing to us to find out about Jesus. Please pray for her. This week Niwit & his wife, who've been on our mailing list for about 4 months now, came to our weekly Bible study & really enjoyed the fellowship, songs & Word time.

WE'D LIKE TO THANK EVERY ONE OF YOU for the part you have in reaching Thailand with God's Word; to those of you who support us with love, prayers & funds, to WS for all your gifts, to Dad & Maria, Keda & Yasuko & Isaac for all your help & encouragement, as busy as you are, to the hard working faithful brethren who are really on the attack getting out the Word to the people, & to all those with the heavy responsibility of getting the Word into Thai—the translators, proof-readers, typist, layout artist etc.—Everyone is so needed. We really love & need you!

MBYAMYABI Love, Your Thai Lit-Pic Family. Address: Fred Servais, GPO Box 2881, Bangkok, Thailand. ■

EXAMPLE OF DAILY PROGRESS CHART

"MERRY CHRISTMAS" MAG 32											
DATE BEGUN: DEC. 12											
SPANISH						PORTUGUESE					
TITLE	PGS	TRNS	CORR	TPP	PR	LAY	FINL	PRD	PRD	PRD	PRD
COVERS	4						2	2			4
MERRY CHRISTMAS	1					1					1
JOHN C. GREEN'S	1							1			1
WEDNESDAY MORN	18				2		16			10	8
NEWS BRIEFS	12			2	10					6	6

P.S.—I now do the same thing, but greatly reduced—the size of a "7 Star Diary" page—more mobile! I fill in the no. of pages in each stage with pencil which can be erased & fill in new facts each day.—Dave.