

been arranged for an unknown assistant teacher from a village school. With one voice our missionaries urge upon us the need for care from the very outset, and plead with us to increase rather than lessen sympathetic watchfulness as to the true qualifications of those whom we send forth to reinforce them in the field.

This close knowledge may, of course, be obtained in various ways. I will only briefly outline the simple methods employed by C.M.S. After the first written offer of service has been received by our Honorary Clerical Secretary, the correspondence passes into the hands of the Honorary Secretary of our Ladies' Candidates Committee. She forwards a printed paper of questions and some medical forms to the candidate. The questions are designed to elicit ordinary facts such as the date of birth, baptism, and confirmation, and to gather some idea as to habits of life, Christian work, Bible study, doctrinal views, knowledge of non-Christian faiths, etc., and include one or two simple but important queries as to the candidate's personal faith in Christ and call to the mission field. The names of three referees are asked for, one at least of whom must be a clergyman and one a lady. When the referees have replied to a confidential letter sent them, and all the papers referring to the case have been sent in turn to three lady members of Committee, and to three clerical interviewers, the candidate, if her case is considered hopeful, is invited up to London, hospitality being provided by C.M.S. friends. Each interviewer sees her alone, and has an opportunity for a long close talk, closing with prayer. The women interviewers naturally deal more with questions of character and temperament, the clergy with points of Scriptural knowledge, doctrine, and Churchmanship, but all seek humbly and in entire dependence upon the Divine Spirit to discern the presence or absence of the all-important spiritual qualification for the work. Each interviewer furnishes subsequently a more or less detailed report, and as the interviewers differ as widely in temperament and mental method as do the candidates themselves, it will be seen that the Ladies' Candidates Committee have before them, in addition to all the papers bearing upon the case, a six-sided view of the candidate. The Hon. Clerical Secretary, and his clerical colleague who interviews every candidate who offers to the Society, take a leading part in subsequent deliberations, and our fortnightly meetings are generally attended by several of the busy C.M.S. Secretaries, who come to strengthen us with their sympathy and support. I need not add that from the first to last this work is steeped in prayer, for it is very sacred, and not to be lightly done.

5. It follows from the diversity among our candidates, and indeed from the diversity in the work abroad, that "*Training work should be full of wise individualism.*"

For this reason we prefer to use many means rather than one, however good. We sometimes send a candidate to reside in a clergyman's family that she may have theological reading with him, and take part in parochial work. Or we avail ourselves of one or two Church Houses in poor city parishes, where our candidates may learn to put before the home Heathen the same glad message which they desire to take to the Heathen abroad. Of the four training homes to which our women candidates are sent, only one is entirely our own, but we are in closest touch with the other three homes, and have good ground for every confidence in the wise and loyal co-operation of those at their head. It is needless here, I judge, to point out the fact that such training-homes aim at the development of natural faculties and characteristics, and at the formation of true habits of discipline without the use of undue and unhealthy restraint. A spirit of Christian gladness and fellowship will pervade the house, spiritual life will be deepened and yet encouraged to manifest itself in reverent expression, character will be shaped and chastened by the play of one individuality upon another, and faults which unchecked would grow apace in the mission field will be dealt with and conquered. As to the weekly routine, lectures and classes will be arranged to cover, as far as possible, the necessary area of Bible knowledge and doctrine; the Prayer-book its history as bearing upon its meaning will be carefully taught; technical instruction in homely house-matters, in class-singing, in nursing and simple surgery, and in the art of teaching, will be arranged for; lectures will be given on the mission-field, and full provision will be made for training in district visiting, in addressing factory girls, in conducting mothers' meetings, and in Sunday-school work, etc.

An infinite variety of training is possible within these lines. The head of such a home will carefully adjust the proportion of lectures and practical work to the condition of each candidate; she will confer with the Secretaries or the Candidates' Committee as to any important modification, and may even advise the transfer of a candidate to entirely new surroundings in a parish, or a hospital or in another training home.

6. This again leads up to another principle on which I desire to touch: "*Intercourse between the candidate and the missionary society is essential during training.*"

Never for a moment can we resign our solemn responsibility into other hands, no matter how capable. The close relationship