

as well as the *extreme poverty* that awaits the average Parson, should shrink from the sacred calling when in so many other worthy directions may be found a sufficient competency in return for ability and industry, while at the same time knowing there will be opportunities, as a *layman*, to promote the interests of the Church, and to some extent at least thus meet the soul's inmost desire?

I plead therefore for a much higher standard of compensation—for a substantial addition to the *minimum stipend*. For by a singular though perhaps necessary method, on the part of the Executive, the Parsons rarely, if ever, receive more than the *minimum*. The Executive supplements the sum guaranteed locally to the extent of the minimum only, and the larger the amount paid locally, the smaller the grant. While it is difficult to blame any party concerned, yet the Parson himself shares not the gradual prosperity of his Mission under the method named. In a word—the Synod's *minimum* is actually the Parson's *maximum*, and that minimum is *not a living wage in this Diocese of expensive living*. Let us then, my Brethren of the Laity, *raise the standard all round*. I plead not for what might be regarded as "fat" incomes, but I *do* plead that the Clergy in view of their years of preparation, of their great responsibility, of the nature of their work, of the many demands upon them, receive at least a "living wage" that which will enable them to meet in full the reasonable needs of a modest home, and thus be relieved of that constant financial anxiety which at present in a variety of ways prevents them from being *at their best* in the parish. Let us also make it possible for the Church to secure to her Ministry a greatly increased number of the solid and capable sons of our Mother Church and who have been so largely drifting into other walks in life. The Church needs the very best material—in spirituality, brains and sanctified commonsense—if she is to cope successfully with the great problems that confront her to-day.