

devotion to Christ and subjection to the Holy Spirit; some experience and earnest purpose in seeking the salvation of souls; clear and intelligent Bible knowledge; distinct and well-grounded doctrinal views; loyal attachment to the Church principles so dear to us; as well as sound bodily health; proved capacity to work well with others; a temperament sound and free from morbid tendencies; and at least such knowledge of the English language as would make the acquisition of another probable.

If the standard of final acceptance for the mission-field be thus fixed, it follows that it is useless to accept for training, even at their own expense, candidates who give no reasonable prospect of attaining to it.

2. Another principle of considerable weight is "*All training should be probationary, and nothing but the presence of full qualifications should exempt any candidate from it.*"

To send a girl of two or three and twenty into training is natural and easy, but I confess it needs some courage to require even one probationary term from a woman over eight-and-twenty or thirty, whose friends judge her to be more than fit to go forth at once. We have, however, learned that it is better to risk the pain and perplexity possibly caused by firmness on this point than to risk more serious catastrophe in the work abroad. Here is a group, typical though not individual, of four women candidates, of whose truly Christian character and missionary call there is no doubt. No. 1 is a lady doctor, ready to take the head of a hospital, but not quite prepared to put the simple truths of the Gospel before her patients. She will prayerfully tend their bodies, but she tells us a lady evangelist would better minister to their souls. No. 2 is a "leading worker," successful and well known, able to lead and organize, but probably impatient alike of control or of faulty fellow-laborers. No. 3 is a highly-trained hospital nurse, able to put the simple Gospel of the grace of God before her English-speaking patients, but so entirely devoid of real Bible knowledge as to be unable to go beyond the simple rudiments, and so mentally "out of training" as to make the acquisition of a language doubtful. No. 4 is a devoted, eager woman, fresh from open-air evangelistic work, ardent in her desire to win souls, accustomed to address large meetings with acceptance and power, but hazy on Church doctrine, and not wholly clear in her adhesion to one or more of the doctrinal Articles. To accept such women as they stand would be culpable; to reject them would be as bad; the third and only course is lovingly, gently, prayerfully to arrange for them each one such a training-time as will test or deal with the various points I have named, and to make final acceptance conditional upon satisfactory result.

3. But while a high standard of acceptance must be maintained, the principle also holds true that *Candidates for training may well vary in social standing and age.*

Many of the women who offer themselves to us are of gentle birth and considerable culture—and no culture is wasted in the mission-field

but we are also thankful to welcome those of lowly origin and small educational acquirements. We are proving that after careful testing and training, covering an average period of two years, a certain number of these latter are able, in suitable locations, to endure hardness, to pass the usual language examinations, to gain the love and respect of the Natives, and to do faithful work. As the supply of women missionaries is still far less than the demand, it is a spiritual economy to utilize all available offers, but as far as practical economy goes, the personal allowance of one of our less-cultured sisters and of a lady doctor would be exactly the same; each needs sufficient for reasonable comfort, neither would desire to be given more.

As to the question of age, we find flexible common sense a better guide than rigid rule. We do not consider offers from candidates under twenty-two, though we have various schemes for keeping in sympathetic touch with such. The majority come to us between twenty-two and thirty-two; we get some good offers up to forty; very few over forty are fit for a new life and a strange language; once fifty is passed, the women we have met who are suited to begin work abroad might be counted twice over on the fingers of one hand. Each case needs to be judged on its own merits, as women vary widely in physical and mental adaptability at any given age. We find it well worth while to provide training expenses for such worthy candidates as are unable to meet them personally or through friends; but on candidates over thirty we rarely expend C.M.S. funds.

4. In order to judge rightly on these various questions, and to ensure touch with the candidate from the outset, we maintain the principle that "*Close knowledge of each candidate before acceptance for training is important.*"

The process by which this knowledge is acquired impresses upon the candidate's mind, as nothing else would do, the importance of the step which is being taken, and the qualifications needed for missionary work. We believe so deeply in its usefulness that no woman candidate is ever exempted from it. Three successive Honorary Secretaries of C. M.S. have given daughters to the work, and they were in each case dealt with as veriest strangers would have been. A Bishop's daughter has expressed thankfulness for interviews as close and as many as would have