

up, in prospect of such help as they advance.

(II.) The aim of this sustentation scheme shall be to make the *minimum* of salary in the full pastoral charges \$1,000 per annum. At present the annual value of the *manse* shall be included in this, but ultimately, and as soon as possible, \$1,000 in money shall be the minimum, it being always understood that the pastor shall be wholly employed in his work, and that no grant shall be made without the endorsement of the Presbytery.

This is not "*equalizing salaries*;" it is only aiming to establish a fair minimum, and by the plan, this is so far subject to the inspection of the Presbytery, in any case, that it is not granted except upon Presbyterial endorsement. It is therefore not likely, in any instance, to be excessive. This figure is believed to be only fair.

But, on the other hand, much of this sustentation work is to be done by bringing those churches which are now delinquent, up to their proper rate of contribution to the pastoral support. Here the Presbytery may lawfully insist—for every call which is presented by the hand of the Presbytery to a pastor, contains an obligation to pay him a certain sum, "*in order that he may be free from worldly cares and avocations.*" The sum then, ought, in all fairness, to meet this end. The Presbytery may so require. It is their duty to search into the transaction just at this point, and to demand that this admitted obligation be faithfully complied with. We have estimated that a moderate rate would be an average of *two cents per day* for each member of the church, or \$7.30 per annum—not that each member should actually give this amount, but that some more, and some less, the membership, aided by the congregation, should contribute an average equal to this. This average rate from the entire membership would give every minister in the church a salary of one thousand dollars. Accordingly it is hereby provided,

(III.) That only those churches shall be at present entitled to aid from the sustentation fund, who are paying the pastor an average of \$7.30 per annum for each member.

This is not discriminating unfairly against poor charges for few cases will be found where this rate cannot be reached with a little enlargement of view, and a little self-denial of the people. They who cannot reach it will come under the Board of Home Missions for aid, as church extension charges.

Not a few churches are reported in farming districts, of 200, 300, and over, of members, where the salary does not exceed \$600 or \$800—less than \$3 per member, and even down to \$1.50. It is believed

that in many cases this is from sheer parsimony, while in exceptional cases of weak and struggling churches, it is all that can at present be done, and such will be aided by the Home Mission Board, as candidates for full pastoral charge. An incentive will thus be furnished to the smaller churches to increase their *pro rata* of contribution, so as to come within the scope of this provision, and the liability to abuse is reduced to a minimum, because by the conditions (of \$500 salary and \$7.30 *pro rata*,) those aided are the young and enterprising churches who pay the largest *pro rata*, while the aid ceases so soon as they reach 135 members.

(IV.) It is further provided That each Presbytery be enjoined by the General Assembly; through the Synod, to investigate immediately the case of all churches having over 200 members, who are paying less than \$1,000 salary, and that unless good and sufficient causes can be shown for the lack, those churches be enjoined to raise the amount to an average of \$7.30 per member, as a fair minimum for the pastor, and that all cases of flagrant neglect be treated by the Presbytery, as the case may be, reporting the same to the Synod and General Assembly. By this means we aim to make the churches self-sustaining as rapidly as possible.

A case may be mentioned, which we would fain believe is rare in our church: a membership of 200, owing forty first-class farms, promising only \$625 salary, and pretending actually to pay only \$400 or \$500 of this, and at the time of reporting to your Committee, not a cent of the salary had been paid for 1870, and part of 1869 was yet unpaid, and this not on the frontier but in one of our old States.

And whereas it is believed that much of the deficiency in funds comes from a failure to Presbyterianize and popularize our finances, with a view to enlisting all the people;—therefore,

(V.) It is provided, That every church session, as a condition of aid from this scheme, shall, in co-operation with the trustees, or other representatives of the congregation, appoint a committee who shall institute and carry out a plan of weekly or monthly contribution to this object, and to all the Boards of the Church, so as to present to every member of the church and congregation the opportunity of such stated contribution, according to the apostolic order, (1 Cor. 17: 2,) that so every church seeking aid may give every reasonable assurance of self-aid, as an ordinance of worship, in the way of God's appointment, and according as it has gone well with them.

(VI.) That, in like manner not only such churches as are aided by this scheme,