

purpose is to put others to work. He may in the first year of his pastorate work much harder in getting his church to work than he would in doing himself all the work which he gets it to, but it is better for the church always, and in the end better for himself, that his division and subdivision of labor be pursued. Let the pastor himself train special workers for special works. Agassiz was once asked what was his greatest work in America. His reply was, the training of three men. "One," said the great naturalist, "has abandoned my theories, and one has become indifferent to me, but the scientific training of three scholars is my greatest work"—greater than the building of the great museum at Cambridge, greater than all the Continental investigations which made him one of the first naturalists of the century. Likewise, many a pastor finds his greatest work in a ministry, not the building of a splendidly equipped meeting-house, not the receiving even of hundreds into church-fellowship, but the conversion to Christ and the training of a few men and women who are thus qualified for eminent service. Let each pastor know the work which his church is evidently by its position ordained of God to do. Let him, with this knowledge, study to allot this work in its diverse forms to those who can or ought to do it.

In the achievement of this special aim, as well as in the ordainment of its general motive, the pastor receives aid by—

3. Constant and strong emphasis of the purpose of all church work: the development of Christian character. Church work is in peril of seeming to be an aim in itself. The machinery may be so fine and so finely adjusted, and the running so regular and exact, that the impression is given that it exists for its own sake. Even if this be the case, the conscientious laborers in a church will soon tire of so heartless and useless a service. Church work is also in peril of becoming humdrum. It moves slowly and regularly along grooves which successive movements have made. In this instance, also, it likewise fails of effectiveness. Against these two diverse and all other perils church work may be delivered by keeping vigorous the idea that the purpose of all this labor is to make men more Christ-like. This most worthy purpose of which the mind can conceive elevates toil, ennobles self-sacrifice, adjusts difficulties, eliminates selfishness, inures patience, it gives to work enthusiasm and persistency, constant growth, and increasing success.

In getting the members of a church at work, it is always—

4. To be remembered that the minister himself should be at once an example and an inspiration. No church will be eminently a working church unless its minister is eminently a working minister. "Like father, like child"—it is more true, "like pastor, like people." If he be lazy, indifferent to strangers and new families, careless of the sick, the mourning and the poor, without system in his parochial labor,