

pleasure but that they may carry on their necessary work.

Now I pass on to the matter of vacations. Every intelligent business man, every business corporation or company, now recognizes the necessity of a reasonable vacation to every employee if that employee may be expected to give his best service. As a general thing the commercial man is given a fortnight *each* year with *full pay*, his duties being performed by some of his fellows. Now how does the Parson fare? Very badly, I think you will admit when you realize the situation. In the first place the Clergy as a body aver that vacations are out of the question on the present scale of incomes. There is not only the expense of the vacation itself, but there is also the expense of *supp'y* during the Incumbent's absence and which, under the practice that generally obtains, is borne by the Incumbent himself—not by the parish or mission. Let me give you a few examples of the self-denial of our Clergy in this connection. One Clergyman has taken one vacation in 23 years; another, one in 18 years; another, one in 14 years; another, one in 15 years; another who has served 17 years took 3 weeks following an attack of Typhoid fever, and 11 years later he took two weeks to accompany the Bishop on a visitation to an Indian district. Another has taken one Sunday off in 16 years—the Parson's "fortnight" I presume. Two others have yet to take their first vacations, though each has 12 years service to his credit. But I need not further multiply cases. Large numbers have not had any vacation since their ordination four to eight years since, and, as I have re-