

to hear them sing. He was doing a good piece of work there in the community, he was somewhat of a scholar, he got some very useful articles written, I don't think he has ever written any books. He has been moderator of the entire denomination two years before. He told me that since his graduation from seminary, about thirty years before, he graduated from seminary and was called by this church and he went to it, and he has always been there ever since. He said that he had calls from larger churches, but he preferred the country church the way it was, and he stayed there. And I think he was doing a good piece of work, and I have no criticism to make of him. And yet, I couldn't help wondering whether, thinking of the church as a whole, this system of having equal salaries for everybody, did mean that there was perhaps less of a natural process of shifting the men to the positions where they would have the widest influence. (end of record)

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I think having the pastor's salary and expenses definitely related to the church has a great advantage. On the other hand, of course, there can be a great disadvantage. We had a graduate who took a little independent church near a fairly good-sized city, and he was in the church working for about two years, and the work went along fairly well, but there was no great growth. And he got rather hard up financially and he took a job working in the steel mills, I believe. And he went in there, and I saw him a little later and I said, how is the work going in the church, isn't it pretty hard with so little time. No, he said, the work is going better than it was before. But, he said, I always had the feeling, when I went around to the people, to get them to come to church, as if I was trying to raise my salary, that is, to bring the money in to get them to come. I was dependent on how many people I had. Now I am supporting myself fully, and he said, I am not dependent on them in any way, and he said I feel freer in bringing them in, and he said the work is going better. Well, that is the only case that I have heard of with that particular situation. It is true that if a minister has to scrape and struggle to get along, it can become a situation