

also enough to free the missionary from such household and other tasks as willing hands may be employed to perform. It is not the part of wisdom to send a missionary to the field at great cost and then to provide so little for living expenses that much of his or her time must be taken up in household duties. Especially is this true in lands where there are not the conveniences and mechanical helps that modern, highly developed lands have gotten accustomed to. (17)

The Board recognizes that the missionary is not an employee of the Board; his is "the mighty ordination of The Pierced Hands" and that which is provided for his living should not be looked upon as remuneration; for reward he looks to eternity; but it is and should be a living, not luxurious, but of such nature as to enable him to give practically all his time to his divinely appointed task.

Salary rates may be revised, either up or down from time to time as circumstances dictate.

In addition to salary the Board will provide living quarters, either by renting or, where necessary, by building suitable structures. If quarters are rented an appropriation will be made to cover rental, but the amount to be paid must have the approval of the Mission.

Medical expenses also will be paid when incurred on the advice of a physician. In cases where the Board has a physician on the field he is the one to be consulted in the first instance. Drugs, medicines and other treatment, ordered by the physician will also be paid for by the Board, but not simple medicines purchased on one's own responsibility.

Dental and ^{optical} oculist bills will be paid at the rate of 50% by the Board and 50% by the individual. ?

Children's allowances (up to a total of five children drawing allowances at any one time) will also be paid. These do not vary upon the different fields, nor when at home on furlough. They are at present, August, 1946, as follows:

AGE	MONTHLY	YEARLY	CONDITIONS
Birth to 6	\$10.00	\$120.00	
7-12	15.00	180.00	
13-18	20.00	240.00	
19-21	25.00	300.00	If in school but living at home
19-21	30.00	360.00	If in boarding school or college