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Report of the Bishop of Puerto Rico to the Presiding Bishop for the year ended Dec. 31-1944.

Permit me to begin by telling you of the happy relationship existing between our Coadjutor and myself. I may say that everything is "proceeding according to plan". The Coadjutor takes a great deal of the Episcopal work and yet I am made to feel that I am still indispensable to the District. It was intended from the beginning that I should remain during these three years to give him the benefit of my experience, but I hope that by the time of my retirement he will be in full charge of everything and taking the full load. I feel that our choice has been ideal and am greatly relieved that the succession has been settled. I am confident that the Church work here will <sup>not only</sup> continue <sup>but that we will</sup> ~~and hope to see~~ it greatly strengthened and increased in future years.

My resignation is already before the House of Bishops for acceptance in March 1947, at which time I will have completed forty-two years in the Tropics. It has been a wonderful experience and am most grateful to Almighty God for the privilege of serving Him here.

In my experience the matter which stands out most prominently in my mind is the building up of a native ministry in Puerto Rico. Thirty years ago we were doing this work almost entirely with American Continentals. During 1944 we had sixteen Puerto Rican Clergy. In this connection several matters occur to me which I feel should be mentioned here. The first is that I am astounded at the financial saving which has accrued to the Church as a result of our policy in Puerto Rico of building up our native ministry. All our salaries are on a

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sliding scale, granting a premium for length of service, the salary of the Continental being however always in excess of \$500, greater than that of his opposite Puerto Rican brother. My computation is made on a basis of twenty years and the average salary of the American Continental over that time is \$523 <sup>per year</sup> (in excess of the average Puerto Rican salary today, which is by the way, more advantageous than it has been in the past. But using this figure we find that our sixteen Puerto Rican Clergy have received a total of \$8368. <sup>per year</sup> less than Continentals would have received, which in turn means that, over the period of the past twenty years, our policy has saved the Church in salaries alone, the prodigious amount of \$167360. I mention that this is in salaries alone, because Continental Missionaries very properly receive additional allowances for outfit and travel in going to the field, for children and Education, for medical and dental bills and for ~~furlough~~ travel expense for selves and families on furlough every third year. None of these have heretofore been granted to our native Clergy. If we add all these features it is obvious that a still greater saving has been effected. Our policy has evidently been a great success from the financial point of view. In justice I must state that during the year, hospital insurance has been provided for all our workers, without cost to themselves. Also during the present triennium a gift had been placed in the hands of the Bishops which we are using for children's allowances for our native Clergy.

However the financial is the lowest and least interesting point from which to view the whole matter. It is part of the genius of our Church that she believes in using for her services the language "understood of the people". We have English speaking Clergy for all

### *Congregations*

our English speaking ~~people~~ even in Puerto Rico, because they can better understand them and minister to them. For the same reason when we minister to Spanish speaking people we should have Clergy of the same tongue. This is the prime reason for our policy. A good Puerto Rican Priest can reach his own people infinitely more efficiently than a foreigner. They know their own, they can better reason with them and present the faith to them. They have the point of view and know what will appeal. Good congregations of Spanish speaking people are being built up and some of them are already beginning to attain a respectable degree of self support. However I long to see better support offered to our national Clergy both by their own people and by the National Council, so we may be able to attract young men of the highest type of intellect. I would try to secure men who could rise to the highest office in civil life and who as Clergy could have the same standing as their fellows in business and the professions. For this it will be necessary to make it possible for them to live better, and this means in certain cases, higher salaries and higher education, better opportunities for their children who can grow up to fill the ranks of Church people. Possibly we have saved too much at their expense in the past years.

At the beginning of the year the ~~Cons~~secration of Bishop Boynton caused a vacancy at Mayaguez and in the middle of the year we lost two English speaking Clergy from the Cathedral. Two of these positions have already been filled and the third will be provided for in July of this year. In Addition the Rev. Ralph K. Webster has been added to the Staff at Quebrada Limón, for our Vocational Agricultural School. Thus building up our depleted Staff we will be prepared to undertake

the regular training of our lay readers, postulants and Candidates for the Ministry. We expect to make a special feature of lay readers in certain country missions, giving them special responsibility for the mission during the absence of the Priest, providing them with a house and small salary to be paid by our own diocesan missions fund. These men we hope to train at Quebrada Limon at the Agricultural School. The resident Clergy and others in the vicinity have promised to give instruction, so that <sup>the lay readers</sup> they may meet the requirements of their office. In continuation of the plan for training for the Ministry we wish to send our postulants to Mayaguez where they will live under the supervision of our two Clergy, go to the State College and be in constant touch with our thriving and active St. Andrew's mission. After ~~co~~ completing their College Course they will come as Candidates to San Juan to live at the Cathedral and study and do mission work under the instruction of the Bishop and the Cathedral Clergy.

We hope soon to be able to undertake building operations in connection with the Cathedral which will give us plenty of space for our students for the Priesthood. Thus we are planning to continue the training and instruction of our own young men who will provide replacements for our present Clergy and furnish the Staff with which we expect to extend the Church in Puerto Rico. Even after the regular theological training has been finished we visualize training certain chosen ones in an associate mission in the mountains under the supervision of a Continental Priest. I confidently look forward to a bright future for the Church in this District growing in strength from year to year and becoming a self supporting Puerto Rican body gathering its own people, teaching them the benefits and blessings of the true Catholic faith and practice. May the Church bring many of the people to know and love and serve the Lord Jesus Christ.

I would like to mention the good work that is being done on all sides in the District especially the successful handling of the St. Luke's Hospital by our Priest- Doctor Donald F. Gowe. His management and close application have made the hospital efficient and popular which in turn have brought financial success to the institution. Miss Sarah G. White, Director of the School of Nursing, is most successful in her work with the nurses and has placed St. Luke's School in a most enviable position. We are very happy that the Community of the Transfiguration <sup>has</sup> ~~have~~ accepted our invitation to come to Ponce and participate in parochial and hospital work. This effort is to be supported by our local organization and will not cause a drain on the Church at home.

I cannot close without expressing our deep appreciation and gratitude to the National Council and especially to the Overseas Department for the sympathetic attention which has been given to our appeals and plans. We hope <sup>that appreciation of</sup> the favorable action <sup>extended to</sup> ~~given~~ us will be manifested in the efforts of our Clergy and people.

Ever most gratefully,