1930

ANNUAL MEETING ACTIONS

OF THE

EAST PERSIA MISSION

OF THE

PRESBYTERIAN CHURCH IN THE U.S.A.

TEHERAN, JULY 13–21, 1930

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OFFICERS AND COMMITTEES
OF THE PERSIA MISSION
1930—1931

**Mission Secretary**  
Rev. C. H. Allen, Hamadan

**Mission Treasurer**  
Mr. J. D. Payne, Teheran

**Assistant Treasurer**  
Miss Margaret L. Cowden, Teheran

**Executive Committee**  
Rev. C. H. Allen, Hamadan, Chairman  
Rev. J. C. Wilson, Tabriz  
Rev. W. N. Wysham, Teheran

**Property Committee**  
Mr. J. D. Payne, Teheran, Chairman  
Dr. J. D. Frame, Resht  
Dr. C. W. Lamme, Tabriz  
Rev. H. A. Muller, Rezaieh  
Rev. G. F. Zoeckler, Daulatabad

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<tr>
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<tr>
<td>Urumia</td>
<td>Miss Judith H. McComb</td>
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<td>Tabriz</td>
<td>Mrs. F. N. Jessup</td>
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<td>Teheran</td>
<td>Mrs. P. C. McDowell</td>
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<td>Hamadan</td>
<td>Mrs. J. W. Cook</td>
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<td>Resht</td>
<td>Dr. J. D. Frame</td>
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<td>Kermanshah</td>
<td>Miss Gertrude E. Benz.</td>
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<td>Meshed</td>
<td>Mrs. H. A. Lichtwardt</td>
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<td>Rev. H. A. Muller</td>
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<td>Miss L. B. Beaber</td>
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<td>Mr. J. D. Payne</td>
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<td>Rev. Livingston Bentley</td>
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<td>Rev. T. C. Young</td>
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<td>Mrs. R. D. Bussdicker</td>
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<td>Rev. R. L. Steiner</td>
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**Evangelistic Secretary**  
Rev. D. M. Donaldson

**Evangelistic Committee**  
Mr. Donaldson, Chairman  
Mrs. Boyce  
Mr. Browning  
Mr. Pittman  
Mr. T. C. Young

**Educational Secretary**  
Mr. A. C. Boyce

**Educational Committee**  
Mr. Boyce, Chairman  
Mr. Armstrong  
Miss Clarke  
Mr. Fisher  
Mr. Steiner

**Religious Education Comm.**  
Dr. Hutchison, Chairman  
Mr. Bentley  
Mrs. Donaldson  
Mr. Moss  
Miss Harriet Pease

**Literature Committee**  
Mr. Wysham, Chairman  
Mrs. Boyce  
Mr. Hawkes  
Mr. Miller  
Mr. Pittman
Medical Committee
Dr. Bussdicker, Chairman
Dr. Cochran
Dr. McDowell

Auditing Committee
West Persia East Persia
Mrs. Jessup Mr. Schuler
Mrs. Wilson Mr. Boyce

Mrs. Wilson Mr. Hill
Mr. Hill Dr. Jordan

President Teheran College
Rev. S. M. Jordan, D.D.

College Board of Managers
Dr. Jordan, Chairman
Mr. Allen
Mr. Boyce
Mr. Gifford (Mr. J. C. Wilson to act till his return)
Mr. Wysham

Representative on Near East Christian Council
Rev. John Elder

Devotional Committee
Mr. Schuler, Chairman
Mrs. Jordan

Study Committee
Mrs. Zoeckler, Chairman 3 yr.
Miss Lamme, 2 years
Mr. E. M. Wright, 1 year

Centennial Committee
Mr. Muller, Chairman
Mrs. Boyce
Bishop Linton
Mrs. Shedd
Mr. J. C. Wilson

Second Member Persia Council
Rev. J. C. Wilson

Sage College Supervisory Committee
Miss Doolittle, Chairman
Miss Clarke
Miss Gillespie
Miss Johnson
Mrs. Schuler

Committee on Guidance of Missionaries
Study—See Study Committee
Furlough—See Executive Committee

Delegate to General Assembly
Mr. Miller
Dr. Groves, Alternate

Decennial Conference Delegates
West Persia East Persia
Dr. Ellis Mr. and Mrs. Boyce
Miss McComb Dr. Hoffman

Alternate Mrs. Shedd

Alternates - Mr. Miller
Dr. Groves

Note—Unless otherwise indicated, all officers and committees hold office for one year only, except that the Representative on the Near East Christian Council holds office for four years beginning after the 1931 Meeting.
I. AD INTERIM ACTIONS OF THE
MISSION AND EXECUTIVE COMMITTEE

(Note.—Numbers in parentheses refer to the numbered actions of the Mission (M) and Executive Committee (E) as reported in Mission secretary letters to the stations.)

I. Force. Favorable vote was taken on the return after furlough of Dr. and Mrs. Jordan (E. 281); Dr. and Mrs. Packard (E. 308); Dr. and Mrs. Groves (E. 268); Dr. and Mrs. Hutchison (E. 280); Dr. and Mrs. Hoffman, Mr. and Mrs. Miller, Dr. and Mrs. Blair, Mr. and Mrs. Gurney, Miss Doolittle (E. 342); and Miss Gardner, it being stipulated that Miss Gardner on her return be assigned to the principalship of Faith Hubbard School only in time of temporary emergency arising from inadequacy of missionary staff (E. 307).

The following resignations were accepted and reported to the Board for approval; Miss Childs (E. 269), Miss Taillie (E. 294), Mr. Murray (E. 302), and Miss Munger (E. 291).

The appointment of Miss Bussdicker was not approved (E. 290), but the Board was requested to appoint Miss Ender- son outside the regular quota as a special three-year missionary to act as matron and evangelist in Teheran Hospital (E. 303). The appointment of Miss Elder, in case she should apply to the Board, was endorsed (E. 304). The Board was advised that four appointments should precede that of a new doctor to our Mission (E. 305), and that, if it prove impossible to appoint a lady to Iran Bethel by summer and a nurse be available for Teheran Hospital, the appointment was desired rather than that our quota of new missionaries be short (E. 306).

Dr. Bussdicker having been appointed a delegate to Annual Meeting, and also to the Joint Meeting, Dr. Cook was designated to relieve him for the time necessary for attendance at these meetings (E. 337).
2. **Furloughs and Absences.** Miss Madory was granted a two months' vacation with permission to accompany her sister to Europe (E. 300), and Mr. Bentley permission to go to Baghdad or Jerusalem to meet his mother and later to accompany her to her port of embarkation for America (E. 301). A course of furlough study was arranged for Dr. Groves (E. 293) and a furlough study allowance was approved for Dr. Packard (E. 338).

The following furlough schedule was adopted (E. 299):

1930 Spring—Dr. and Mrs. Groves, Miss Gardner, Dr. and Mrs. Packard (6 months).

Fall—Dr. and Mrs. Hoffman (provided Dr. Hoffman is to serve in Dr. Dodd's office during his trip to the Mission fields; otherwise in the spring of 1931).

1931 Spring—Dr. and Mrs. Blair, Mr. and Mrs. Gurney, Miss Doolittle, Mr. and Mrs. Miller.

Summer—Mr. and Mrs. Boyce (11 months: if Mrs. Boyce goes as a delegate to the Decennial Conference, other furlough arrangements will have to be made).

Fall—Miss Cowden.

3. **Finance.** Three overdrafts were approved during the past fiscal year—Ts. 1000. for Teheran College (E. 264), Ts. 1000. for Resht Hospital (E. 274), and Ts. 750. for Teheran Hospital (E. 275); and two overdrafts during the new fiscal year of Ts. 1000. and Ts. 1700. for Teheran College (E. 340). Bills of Krs. 808.65 for Mission Secretary's expenses (E. 271) and Krs. 404. for medical expenses of Mrs. Frame (E. 272) were ordered paid. The Mission Property Committee was authorized to draw up to Ts. 50. on Mission Expense for Committee equipment (E. 314), Hamadan Station up to Ts. 150. on the Mission Evangelistic Reserve for the purchase of a stereopticon (E. 318), each of the Resht schools up to Ts. 150. on Mission Expense to provide them a revolving fund
(E. 320), Resht Station Ts. 12. on Mission Expense to cover their share of M. Ghaffar's pension (E. 321), and the Mission Treasurer up to Ts. 120. on Mission Expense for automobile upkeep others using cars in mission work to take up with their Station or institution the matter of securing help from Mission funds (E. 315). Teheran College was authorized to draw from the Mission Treasurer to cover a loan from the Boarding Department its balance of March 31st of Krs. 11,127. (E. 339).

The appropriations were adjusted at the end of the fiscal year (E. 292). In view of Mrs. Frame's going to Hamadan in the fall the Board was asked to grant her 60% of the Hamadan salary and house rent during her stay there and Dr. 60% of the Resht salary (E. 322). The Board was also asked to appropriate annually to the field for the next two fiscal years the $1500. furnished by the Sage Legacy Committee to Iran Bethel, to be used to pay Miss Munger's salary from April 1st, 1931, her travel to America, and the salary of her successor (E. 291). Resht Hospital was authorized to draw on the last quarter of its appropriation before December 1st (E. 319). Meshed Station was requested to turn over to the Mission Treasurer the funds given for the erection of a hostel (E. 285). Mr. Boyce was asked to conduct a survey on the adequacy of missionary salaries (E. 286). In reply to a Board inquiry regarding a legacy of $300. for work for blind children in Persia, word was sent that we have no such work, but it was suggested that this sum be turned over to the Oriental Christian Mission for the Blind (E. 313). The Mission Treasurer was authorized to consolidate the books of Teheran Station and the Mission (E. 316). The Board was requested, in making further contracts with Iran Bethel and Sage College short term teachers to fix their compensation as travel (with travel allowance and $30. for customs) and half the salary of a married couple in Teheran, and to appropriate money to the institution for the support of such teachers at the rate of $1500. each per year, all payments to be made by the institution and not through
Mission appropriation (E. 317). A previous Executive Committee action authorizing the Mission Treasurer to retain T3. 600 of the appropriations for the Women's Building of the Hamadan Hospital for securing water for the Hospital was rescinded (E. 341). And an appeal to the Bible Lands Missions' Aid Society was authorized for anti-tuberculosis work and for the preparation and distribution of literature (E. 343).

4. Property. Preliminary plans were approved for the Faith Hubbard School Main Building (E. 275), the Teheran Hospital (E. 276), the Meshed Hospital addition (E. 277), a gatehouse at the north end of the Meshed Compound (E. 327), the Teheran College Science Building (E. 331), a College Infirmary (E. 332), and the Physician's residence in Kermanshah (E. 334). Approval was given to postponing the College building program until 1931, with the possible exception of the Third Residence, and Mr. Boyce, succeeded on his furlough by Dr. Groves, was appointed as representative of the College Council in its contacts with the Mission Supervisor of Construction during the carrying out of the College building program in 1931 (E. 333). Resht Station was authorized to purchase two sites across the street from each other, one of 6000 square zar's for the Boys' School and the other of 2500 square zar's for the Boys' School Residence, no payments to be made to owners until registration of the property be completed (E. 344).

The Board was requested for authorization to sell timbers on the Hospital and Nurmahal properties in Hamadan and use the proceeds for the improvement of these properties and the purchase of a strip of land adjoining Nurmahal (E. 287). Later developments made it necessary to give up the purchase of the property and use the funds for the repair of the Nurmahal building, the total cost of these repairs to be between T3. 2500 and T3. 3000, the remainder of this sum being charged against the Mission Repair Reserve, if these funds be adequate, until it can be repaid from appropriations for General Repairs in Hamadan (E. 336). The Board was requested for
permission to sell the Peniel (E. 288) and Sheverin (E. 289) properties in Hamadan: later permission was requested to tear down the Sheverin building and use the materials in the repairs at Nurmahal (E. 335). The Board was asked for permission to borrow Ts. 1500. from the appropriation for the new hospital wing in Meshed to build new walls, gate and gate house at the entrance of the Meshed Compound, the same to be refunded when special appropriation is made for this item (E. 328). The Board was requested to make appropriations for Teheran College buildings available as soon as possible and authorize purchase of wood for prospective residences (E. 266); and also to allow the use of Ts. 1000. from Harkness funds for Faith Hubbard School for the purchase of a small residence adjoining the new site (E. 267). Any balance of the deficit on the College Administration Building left uncared for by appropriations made up to April 1st was ordered to be a first charge against undesignated property appropriations for the College (E. 325). Resht Station was requested to take up with Mrs. Meytag the possibility of using $1000. which she had given toward the improvement of Resht Property No. 5 for other improvements on Resht Compound (E. 326). The Property Manual prepared by the Property Committee was adopted (M. 41) and the Executive Committee rules that such adoption did not make it a standing rule of the Mission, but that its separate provisions would have their previous force (E. 324). The Preferred Property List for the new year was drawn up for forwarding to the Board (E. 329).

5. Training of Workers. A full year’s course of theological study was arranged for Ali Khan Nakhosteen and arrangements were made with the C.M.S. missionaries in Isfahan to teach this course (E. 279); though this course would complete the study requisite for ordination, he was advised to defer his ordination till later (E. 311). Habil Yusefzadeh of Hamadan, having applied for theological training, was advised first to take a full college course; this completed, he was promised the necessary training (E. 312).
6. **Miscellaneous.** The date of Annual Meeting was fixed for July 13th, the meeting to convene in Teheran (E. 296), and the invitation of Urumia Station to hold the Joint Meeting there on July 27th was accepted (E. 297). Rules for the united Mission were drawn up for adoption at the Joint Meeting and plans for that Meeting were formulated (E. 295), both Missions later voting to give the Joint Meeting full authority in the matter of adoption of rules and the usual authority of a Mission Meeting in other matters (M. 42).

Mr. Boyce and Mr. Wilson were appointed additional Mission auditors (E. 270), Dr. Bussdicker to act in Dr. Packard's place on the College Board of Managers at the time of his furlough (E. 330), and Mrs. Boyce, Mr. Wysham and Mr. Miller as delegates to the Decennial Conference (E. 298). Mr. Zoeckler was appointed to escort Mr. Trull in his visits to the Mission Stations.

A ruling was given that missionary children attending Mission schools should not be expected to pay tuition (E. 309). A questionnaire regarding the advisability of starting a school for missionary children was sent to all parents in the two Missions (E. 310), and the findings of these questionnaires will be given later in this report. An interpretation of a ruling by the Permanent Medical Committee in regard to the use of Medical Allowance funds by missionaries, to the effect that travel in an economical way to get the patient to the physician or to bring him to the patient or one half of travel for dentistry was chargeable to Medical Allowance, was approved (F. 284). In reply to certain people from Malayir to reopen the school there, answer was made that in view of the irregular and inadequate support of the school in the past and in view of the increased cost of maintaining schools under the new government regulations, there ought to be a guarantee by them of around 12500 tomans, and that for a period of about five years, to operate a nine-grade school (E. 283).
II. AD INTERIM ACTIONS OF THE
PROPERTY COMMITTEE

1. **Building Programs.**

Plans and estimates have been examined and approved for the following projects of construction:

Hamadan Faith Hubbard School plant, as to garden and grounds, main building, and wall; see actions 128, 145, 148, 151, 173, 174, 175, and 176.

Teheran Hospital Women's Wing and Dispensary, actions Nos. 129, 147 and 159.

Meshed Hospital, No. 130.

2. **Gates and Gate Houses.**

Gates and Gate Houses have been authorized for:

Hamadan Boys' School Compound, Action 131 for Tis. 250.

Teheran Central Compound, Actions 160 and 170.

„ Hospital Compound, Action 190, if funds are remaining from the building.

Meshed, North Entrance to Compound, to be paid for from funds from the Boys' School Building (No. 168).

3. **Men's College Property, Teheran.**

The following actions affecting building projects on this property have been taken:

Postponing buildings till the title is cleared, No. 132.

Laying out a program for completion of the Main Building, Actions 136 and 158.

Appointing a Committee to handle the settlement of the Ashtiani law suit, Action 137; and to handle the Mostofi ol Mamalek Claim (No. 192).

Authorizing payment of attorney (162) and securing an opinion with regard to the rights under deed warranties (169).
Laying out a program of construction of buildings in prospect, as soon as title is cleared (Action 169, 193 and 194).

Preliminary plans for the Science Building (181) and for the Infirmary (182) have been approved.


Investigation directed by 1929 Annual Meeting into the causes for the failure of the roof of Residence No. 9 to stand up was made and presenter (No. 144).

Appropriation for the renewal of the roof was made, pending receipt of funds from the Board, (Nos. 134 and 177).

The sum of Ts. 500 was set aside to be retained for repairs and defects in construction of the Boys' School Building (No. 154).


Pursuant to actions of Annual Meeting, an investigation was made into the construction of the Elder house (No. 143).

Action No. 142 authorizes destruction of the orphanage building when any new construction must take place.

A wall was authorized to be built about the Girls' School Compound, Actions 166 and 172.

Hospital plans were examined in rough draft and certain suggestions as to essential requirements were made (No. 138) but no plans with the approval of the Mission Medical Committee have yet been presented.

A grounds plan for the Compound was approved (Nos. 139, 140 and 141).


Certain expenditures were authorized to be made out of the Reserve on the Dormitory (Nos. 133 and 150).

Settlement of damages caused by the destruction of the wall by the Municipality was authorized and a new wall directed to be built. (No. 177).
7. **Hamadan Trees.**

The cutting of trees on Hamadan properties was authorized (No. 146) and the disposal of the proceeds outlined (No. 152).

8. **Appropriations from Repairs Reserve.**

Appropriations from the Reserve, not elsewhere mentioned were made as follows:

- Action No. 149, Kermanshah wells Ts. 150.
- Action No. 161, A toilet for Southwest residence at Tehran, Ts. 250, provided so much be returned to the repairs reserve from the Tehran Schedule of 1929-1930.

9. **Registration of Property.**

The securing of an attorney to assist in Tehran and Hamadan Registration was authorized.

Also the employment of an attorney to protect the interests of the Board in the East Property litigation (No. 185) was approved.

10. **Repairs Regulations.**

It was given as the opinion of the Committee that regulations affecting Repairs expenditures are not retroactive but take effect from the date of their adoption, unless otherwise stated.

11. **Sale and Purchase of Property in Hamadan.**

Approval was given to the sale of Peniel and Sheverin properties (Nos. 156 and 155) and application was made to purchase property adjoining Nurmahal.

Approval of wrecking the Sheverin property (183) has been given.

12. **Nurmahal Reroofing and Remodelling.**

A program for this work has been adopted, but arrangements for its financing are yet to be made.

Items of Repairs for the Mission Property List of 1930 were submitted to the meeting of the Enlarged Executive Committee.


An amendment to the Station Constitution with regard to the duties of the Station Property Committee was suggested.

15. Plans Approved by Former Property Committee.

The following plans were approved by the former Mission Property Committee, but announcement of such approval was made by the present Committee:

Men's College Res. No. 23 (Action No. 124).
Men's College Dormitory No. 36 (Action No. 125).


A joint action by the Property and Executive Committees covering the purchase of a plot of ground for the Resht Boys' School Plant was approved.

III. EVANGELISTIC WORK

1. Work for Armenians. That the following item from the report of the Executive Committee be adopted:

"One of the recommendations of last Annual Meeting was that the Executive Committee should correspond with the Board, the West Persia Mission, and the Church Missionary Society concerning the conduct of work for Armenians on the basis of delegating evangelistic work for Armenians to the Protestant Armenian Church, where it exists as a separate congregational organization, self-supporting and self-governing; and that the Executive Committee report for approval by the Mission any plans developed through such correspondence."
The Church Missionary Society did not reply to a communication sent them on this subject, and the reply from West Persia did not offer any suggestions to serve as a basis for any plans along this line: hence the Executive Committee has no proposals to offer. As nothing further has developed this year, it would seem best to the Executive Committee that the matter be dropped for the present.

IV. EDUCATIONAL WORK

2) 1. Miss Helen Madory. That the Mission express to Miss Helen Madory its sincere thanks for and appreciation of her service in the Resht School for Girls during the past year, and its realization of the fact that without her help the school could have been kept open only with great difficulty.

(3) 2. Needs of Secondary Schools. That the Force Committee, in acting on the questions raised in part III of General Letter no. 38, request the Executive Committee of the united Persia Mission to appoint Mr. Boyce to prepare and to submit to the Executive Committee a thorough study of the needs of the secondary schools of the mission, especially the Board support needed to enable these schools to comply with the government regulations for middle schools of the first cycle, the results to be presented at the 1931 Conference. [See Action No. (19), Paragraph II, 1.]

V. MEDICAL WORK

(4) 1. Study of Hospital Needs for Decennial Conference. That the Executive Committee instruct the Chairman of the Mission Medical Committee to prepare and submit to the Executive Committee of the Mission for presentation to the Decennial Conference of the Board, a thorough study of the needs of the hospitals of the Mission and their place in the future of the work. [See Action No. (19), Paragraph II, 2.]
VI. LANGUAGE STUDY

(5) 1. Quarterly Reports. That hereafter language students be not required to fill out quarterly report blanks.

(6) 2. Quarterly Examinations. That quarterly examinations are of particular use during the first year and be limited to that year only.

(7) 3. Changes in Language Course. That the following changes be made in the language course:

Second Year.
II c. Friendly Dialogues instead of Mizan ul Haqq Ch. I.

II e. Add. Suggested,
Moni the Goat Boy 5%
Yeki Bud Yeki Nabud 10%

Third Year. II (3) To read:—

(3) Religious
a. Bible, Genesis, Isaiah, Psalms, Proverbs, Job 15%
b. The Three Hour Sermon 10%
c. The Sevenfold Secret 10%
d. Mozhdeh i Mosafarin 10%
e. The Woodbrook Series (Levonian Tracts) 10%
f. Kholasat ul Akhbar (75 pages) 20%
g. Qisas ul Anbiah 20%

(8) 4. Changes in the Reading Course. A reading course should never remain a stationary affair. New books come out year by year which should be included in a well rounded course, and it is impossible to keep on adding new books and still retain all the old ones without making the course too great a burden to the student. On the other hand a great deal of work has been put on the preparation of the
Syllabus and we feel that much of it is of enduring value. We would therefore make the following recommendations:

1. The whole course should remain in Statu quo.

2. Every two or three years a supplementary list of more recent books should be made out to be included in the course.

3. The whole should be considered as a bibliography from which the student may choose his reading.

4. A minimum of 20 books should be required of each student to be chosen as follows:
   - One Life of Mohammad.
   - One History of Persia.
   - Translation of the Qur'an.
   - One book on the religion of Islam.
   - One book on Bahaism.
   - One book of Apologetics.
   - One Missionary Biography.
   - Two books on Missionary Principles and Methods.
   - One book on Religious Education.
   - Ten books selected anywhere in the course to give as much variety as possible.

5. The student should be urged to go over the whole list carefully and to read as much of it as is possible.

6. Examinations should not be required on more than the first ten of the list.

(9) 5. Examinations on Reading Course. We are not in favor of requiring examinations on the reading course. It adds an extra burden on the local language committee and we feel that people with intelligence and training required of candidates for the mission field certainly can be trusted to read ordinary English books and have some idea of their contents when they are through, and that missionaries should be sufficiently interested in the subjects considered not to need the goad of an examination.
6. Supplementary List for Reading Course.
The following books are recommended as a supplementary list to the reading course as it stands:

Report of the Jerusalem Conference.
Christ at the Round Table. Jones.
Our Asiatic Christ. Buck.
Persian Tales. Lorimer.
Moslem Mentality. Levonian.
Making the Bible Desired. Barbour.

VII. MISSIONARY FORCE

A. Assignments.

1. Status of Mr. Hawkes. We request the Board to continue Mr. Hawkes in active service another year with special reference to literary work.

2. Reassignment of Miss Cowden. That Miss Margaret Cowden be requested to remain in Teheran until her furlough, her duties to be the same as last year.

3. Temporary Assignments. That Miss Sweezy be temporarily assigned to work in the Faith Hubbard School in Hamadan; and that Miss Amanda Martin be temporarily assigned to the Iran Bethel School in Teheran.

4. Furlough Relief for Dr. Blair. We request the Executive Committee of the United Mission to take under consideration the assignment of a doctor to Teheran Hospital during Dr. Blair’s absence on furlough.

B. Decennial Conference.

1. Mission Delegates to the Decennial Conference. In view of problems arising from the adjustment of
furloughs and the special request that a doctor should be included in the delegation, the following delegates were appointed by the Mission to attend the Decennial Conference, Dr. R. E. Hoffman and Mr. and Mrs. A. C. Boyce; and Mr. Miller and Dr. Groves were named as alternates.

(16) 2. **Adjustment of Boyce Furlough.** That the Mission request the Board to antedate the furlough of Mr. and Mrs. Boyce by 5 months in order that they may be delegates to this conference, and that they may still be entitled to one year at home.

(17) 3. **Material Prepared for Conference.** That all material prepared for the use of delegates to the Decennial Conference should be submitted to the Mission Secretary for the approval of the Executive Committee at their Spring meeting.

(18) 4. **Procuring Opinions of Missionaries on Conference Program.** That the Mission Secretary be requested to prepare a letter, submitting a series of questions to the individual members of the Mission, for the information of our delegates to the Decennial conference; and that he enclose also a copy of the outline of the Conference Program in the Board's General Letter, No. 38.

(19) 5. **Special Items of Conference Program.** That our delegates to the Decennial Conference give particular attention to the following subjects included in the program for discussion.

I. **Evangelistic Aim.**

That the distinctively evangelistic aim of all our work should be strongly emphasized, (a) in arousing the missionary interest of the Home Church; and (b) in the administration of the candidate department.
II. Other Methods of Missions.

1. That the importance of maintaining the support and administration of our own higher institutions should be kept before the Home Church; and that stress should be put on the need of adequate appropriations for the secondary schools in the various stations in Persia, and that to this end the Educational Secretary of the Mission be requested to present a careful study of their needs. [See Action No. (3)].

2. That the policy, scale of staff and development of medical work is an important problem in our mission, as to its proportion to other work, the percentage of self-support, the amount of free work that must be done, etc., and we therefore request that our medical delegate prepare a systematic statement of this whole problem as it relates to the whole Mission. [See Action No. (4)].

3. That the Secretary of the Inter-Mission Literature Committee be requested to provide our delegation to the Conference with a statement showing the growth of Persian Christian Literature in recent years, and its present extensive use as an evangelistic agency.

5. That the Mission Treasurer be requested to provide our delegates with a statement showing the Mission plan for keeping up the Repairs on Property; and that he prepare also a tabular representation of the increases made in appropriations to all our institutions for running expenses since 1914.

III. The National Church.

That in the conference on the problems of the National Church the delegates take note of what would be of particular interest in the development of the National Church of Persia; that they inquire as to the liberty allowed missionaries in
negotiations that are intended to lead to the organization of the United Church of Persia; and that they raise objection to the present Manual provision (par. 89) relating to the Church membership of missionaries.

IV. Problems of the Missionary Staff and Administration.

That emphasis should be laid on the question of how to secure an adequate supply of new missionaries, and that the Mission express its conviction that the Board should give increased importance to the candidate department and its task during the next decade; that an ample budget be provided for new missionaries, and that sufficient candidate secretaries should be made available to bring all the qualified youth of our Church to face their responsibility to make Christ known to the non-Christian world, to the end that the steady decline in the number of the Board's missionaries may cease and the Church may more adequately meet its opportunities in the Foreign field.

That the delegates raise the question of the usefulness of the Committee for the Guidance of New Missionaries, and ascertain the experience of missionaries in other fields.

V. The Policy of the Future Work.

In answering the question, "Is the present expenditure as much as can be expected or should be asked", it is suggested that the Missions should present one consolidated list, showing the most needed items in their estimated order of importance, including Reinforcements, Appropriations, and Property.

C. Miscellaneous.

(20) 1. Visit of Dr. Dodd and Dr. Bible. That the necessary arrangements for the visit of Dr. Dodd and Dr. Bible be referred to the Executive Committee of the United Persia Mission.
2. **Policy Regarding Occupation of Mazandaran.** That the annual meeting go clearly on record that action No. 10 of the Standing Evangelistic Committee of 1929, stating that for the present an experiment in national expansion should be conducted by the Teheran church in Barfarush does not in any sense abrogate the action of the annual meeting of 1923 (page 159), which stated the general policy of the Mission to be as follows: "To man thoroughly and to strengthen the stations we now have, to carry on extensive itineration from these centers, and to open one new station in Mazandaran," but it is our judgment that the policy for opening new stations will have to be reviewed by the United Mission.

3. **School for Missionary Children.** That the Mission take action favoring the establishment in Hamadan of a School for Missionary Children, beginning with the fourth grade, and admitting younger children only under exceptional circumstances.

That the Executive Committee of the United Persia Mission be requested to consider plans for the further development of this school, and we call their attention to the possibility of having the long vacation in the Winter, and that the plans for the School be considered in connection with the proposed Mission sanatorium.

That the Mission ask the Sage Legacy Committee to appropriate $20,000. for the building and equipment to accommodate this school, and to set aside $5,000. as an endowment to keep up the property repairs.

That the Mission ask the Sage Legacy Committee to set aside the said $25,000. as soon as the proposed school is approved, and that until such time as the plans for the school shall mature and a regular teacher shall be secured by appointment to fill the request on the Reinforcement List, the interest on this sum be made available to assist groups of families in the various stations that are under extra expense for the support of local teachers.
D. New Force Needed.

(23) 1. List of Needed Reinforcements. We recommend requesting the Board for the following reinforcements in the order indicated:

1) Clergyman for evangelistic work in Resht.  
   (to replace Mr. Shedd).
2) Nurse for Teheran Hospital  
   (to replace Miss Taillie).
3) Nurse for Kermanshah Hospital.  
   (to replace Miss Childs).
4) Educational woman for Iran Bethel, Teheran.  
   (to replace Miss Peet).
5) Clergyman for evangelistic work in Meshed.  
   (to replace Mr. Murray).
6) Doctor for Resht.
7) Doctor for Teheran.
8) Man for Commerce and Economics, Teheran College.
9) Woman for evangelistic work, Teheran.
10) Woman for educational work in Meshed.
11) Educational woman for Sage College.
12) Man for educational work in Kermanshah.

In addition to the above list, based on respective Station needs, it is recommended that the following items of general Mission importance be included in the first list of reinforcements to be submitted by the United Persia Mission.

1) Business woman (stenographer) for the Mission office.
2) Teacher for School for Missionary Children.
3) Nurse, Technician.
4) Clergyman to relieve a man for theological training.

(24) 2. Descriptive Statements for Reinforcement List.

1) Clergyman for Evangelistic Work in Resht, (to replace Mr. Shedd). Evangelistic work in Resht is carried on in connection with a Hospital, a Boys' School and
an organized group of Persian Christians. This clergyman would be associated with another evangelist in this work, in the city, and they would work together in a large and populous outfield which has been largely untouched.

2) **Nurse for Teheran Hospital**, (to replace Miss Taillie). The American nurse desired for the Teheran Hospital will have general supervision of the nursing staff in a large modern hospital, working for all classes of people, in which there is a great variety of interesting surgical work, in addition to large dispensaries and many opportunities for evangelistic contacts.

3) **Nurse for the Kermanshah Hospital**, (to replace Miss Childs). The American nurse desired for the Kermanshah Hospital will be associated in an institution with two doctors and will have opportunity to share in the rapidly growing medical work in this field. She should be a graduate nurse, with special training in obstetrics, who can take charge of this department. She should have had experience in surgical nursing and operating room work, as more than eighty percent of the patients treated in the hospital are surgical cases. It is hoped that she will be supremely interested in the purpose of Christian Missions.

4) **Educational Woman for Iran Bethel**, (to replace Miss Peet). A woman who has had experience in teaching chemistry, physics, and the simpler forms of mathematics—arithmetic, algebra, and geometry.

5) **Clergyman for Evangelistic work in Meshed**, (to replace Mr. Murray). The evangelistic work in Khorasan has radiated from the city of Meshed, where is a large Hospital, a Boys’ School, in both of which the evangelist finds a great variety of interesting contacts. The outlying cities call for fre-
quent itineraries, and both the city and outfield work are systematically shared by the evangelistic workers in the station. Meshed is the station that waits close on the border of Afghanistan, and the largest of the sacred cities of Shi'ite Islam.

6) *Doctor for Resht.* A man is needed as the second doctor who is interested in surgery and the development of specialities in a progressive community (300,000 in city and village). The hospital wishes to develop X-Ray and special diagnosis and to organize a social-religious type of service for the whole district.

7) *Doctor for Teheran.* A third man is needed to develop a growing hospital in the capital and to share in the caring for the medical needs of over two million people. The work at present is largely general surgery together with the specialities of eye, ear, nose, and throat, and gynecology. If the third man, in addition to general surgery, is interested in some of the other general specialties, it will help to round out the work.

8) *Man for Commerce and Economics for Teheran College.* A man who has done graduate work in Commerce and Economics, with Ph.D. degree or the equivalent training, qualified to give Commerce and Economic courses in the American College of Teheran, and develop his department into a school of commerce.

9) *Woman for Evangelistic Work, Teheran.* A woman of consecration and winning personality, with social ability and qualities of leadership. She should be trained in religious education, with training (and if possible, experience) in forms of social service or settlement work, such as child welfare, home nursing, sewing classes, etc., which would make easy her contacts with women. With the other woman evangelist of the station she will be responsible for general city
work and special evangelistic work in the girls' school, including teaching of Ethics and Bible courses.

10) **Woman for Educational Work, Meshed.** In all this large province of Khorasan there is no opportunity for a girl to get a Christian education. This past year we have had many requests that we take girls in small classes in connection with the Boys' School. We need a young lady, preferably a college graduate, to organize a girls' school, starting with elementary grades.

11) **Educational Woman for Sage College.** A woman fully prepared to devote her life to the interesting work of teaching in the newly developed Sage College, in Teheran. The new building is completed and beautifully equipped. This position affords opportunity for constructive educational work for women that is unique in this time of most significant change in the status of women in Persia.

12) **Man for Educational Work in Kermanshah.** A man with college education is wanted to organize and develop a new educational project in this province. He should be qualified also to develop the manual training department.

VIII. FINANCE
A. Appropriations.


<table>
<thead>
<tr>
<th>Class</th>
<th>Teheran</th>
<th>Hamadan</th>
<th>Resht</th>
<th>Kermanshah</th>
<th>Meshed</th>
<th>Mission</th>
</tr>
</thead>
<tbody>
<tr>
<td>V</td>
<td></td>
<td></td>
<td></td>
<td>6136</td>
<td></td>
<td></td>
</tr>
<tr>
<td>VI</td>
<td>Ts. 2137</td>
<td>914</td>
<td>477</td>
<td>472</td>
<td>990</td>
<td>3997.09</td>
</tr>
<tr>
<td>VII</td>
<td>1426</td>
<td>2856</td>
<td>876</td>
<td>1253</td>
<td>1666</td>
<td>344.76</td>
</tr>
<tr>
<td>VIII</td>
<td>1722.22</td>
<td>3541.91</td>
<td>2376</td>
<td>650</td>
<td>2501</td>
<td></td>
</tr>
<tr>
<td>and $2000</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>IX</td>
<td>3000</td>
<td>695.77</td>
<td>1200</td>
<td>950</td>
<td>1290</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>8285.22</td>
<td>8007.88</td>
<td>4929</td>
<td>2675</td>
<td>4596</td>
<td>12978.85</td>
</tr>
<tr>
<td>and $2000</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
(26) 2. **Estimates for 1931-32.**

We recommend that these be the same as the Appropriations for 1930-31.

(27) 3. **Adjustment of Class VI on the Mission Sheet.**

<table>
<thead>
<tr>
<th></th>
<th>1930-31</th>
<th>1931-32</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mission Meeting</td>
<td>335</td>
<td>385</td>
</tr>
<tr>
<td>Transfer of Missionaries</td>
<td>250</td>
<td></td>
</tr>
<tr>
<td>Treasurer's Postage</td>
<td>150</td>
<td>154.09</td>
</tr>
<tr>
<td>Mission Printing and Stationery</td>
<td>150</td>
<td>150</td>
</tr>
<tr>
<td>Automobile Tax of Treasurer</td>
<td>120</td>
<td>120</td>
</tr>
<tr>
<td>Mission Office Upkeep</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>Mission Clerical Help</td>
<td>1045</td>
<td>700</td>
</tr>
<tr>
<td>Executive and Property Committees</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Postage and Stationery</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>Meetings</td>
<td>200</td>
<td>150</td>
</tr>
<tr>
<td>Intermission Literature Committee</td>
<td>550</td>
<td>550</td>
</tr>
<tr>
<td>Medical Allowance Reserve</td>
<td>172.09</td>
<td>270</td>
</tr>
<tr>
<td>Near East Christian Council (2 yrs.)</td>
<td>500</td>
<td>(1 yr.) 250</td>
</tr>
<tr>
<td>Pensions</td>
<td>1068</td>
<td>1068</td>
</tr>
<tr>
<td>Teheran Hospital (special Relief)</td>
<td>500</td>
<td></td>
</tr>
<tr>
<td>Resht Schools (Special Grants for Revolving Funds)</td>
<td>300</td>
<td></td>
</tr>
<tr>
<td>Secretarial Visit</td>
<td>75</td>
<td></td>
</tr>
<tr>
<td><strong>Totals</strong></td>
<td><strong>5615.09</strong></td>
<td><strong>3997.09</strong></td>
</tr>
<tr>
<td><strong>Less Balance 3/31/30</strong></td>
<td><strong>1618</strong></td>
<td></td>
</tr>
<tr>
<td><strong>3997.09</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

(28) 4. **Adjustment of Class VII on the Mission Sheet.**

<table>
<thead>
<tr>
<th></th>
<th>Tomans</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mission Evangelistic Reserve</td>
<td>194.76</td>
</tr>
<tr>
<td>Training Christian Workers Fund</td>
<td>150</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>344.76</strong></td>
</tr>
</tbody>
</table>
5. Harkness Evangelistic Funds.

We recommend the following division of these funds for 1930-31.

1. Free distribution of Christian Literature

<table>
<thead>
<tr>
<th>Location</th>
<th>Amount (Ts.)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teheran</td>
<td>125</td>
</tr>
<tr>
<td>Hamadan</td>
<td>50</td>
</tr>
<tr>
<td>Resht</td>
<td>75</td>
</tr>
<tr>
<td>Kermanshah</td>
<td>75</td>
</tr>
<tr>
<td>Meshed</td>
<td>100</td>
</tr>
</tbody>
</table>

Total: Ts. 425

2. Itineration

<table>
<thead>
<tr>
<th>Location</th>
<th>Amount (Ts.)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teheran</td>
<td>175</td>
</tr>
<tr>
<td>Hamadan</td>
<td>325</td>
</tr>
<tr>
<td>Resht</td>
<td>75</td>
</tr>
<tr>
<td>Kermanshah</td>
<td>50</td>
</tr>
<tr>
<td>Meshed</td>
<td>125</td>
</tr>
<tr>
<td>Evangelistic Reserve</td>
<td>194.76</td>
</tr>
</tbody>
</table>

Total: Ts. 944.76

3. Training of Christian Workers (To create a fund)

Total: Ts. 150

4. Special Station Needs

<table>
<thead>
<tr>
<th>Location</th>
<th>Amount (Ts.)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hamadan</td>
<td>315</td>
</tr>
<tr>
<td>Resht</td>
<td>70</td>
</tr>
</tbody>
</table>

Total: Ts. 385

Grand Total: 1904.76

6. Division of Increase in Appropriations.

That the division of the increase of Tomans 1111 in native appropriations granted by the Board be as follows:

- To Hamadan Hospital: Tomans 500
- To Meshed Boys' School: 250
- To the American College: 361

Total: 1111
7. Increase in Appropriations
Resht Schools.

That Tomans 200 returned to the Mission from Teheran Station Sanitariums be allocated as follows:

<table>
<thead>
<tr>
<th>To Resht Boy's School</th>
<th>Tomans 100</th>
</tr>
</thead>
<tbody>
<tr>
<td>To Resht Girls' School</td>
<td>100</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>200</strong></td>
</tr>
</tbody>
</table>

B. Audits.

1. Committee on Proper Audits.

That the report of the special committee on proper audits appointed at the last annual meeting be accepted and that its recommendations be referred to the new Persia Mission for further careful consideration when the treasuries of the two Missions are united.


That the Mission appoint the following auditing committee for the books of the East Persia Mission and the American College of Teheran for the fiscal year 1931-32:

- Rev. H. C. Schuler
- Mr. A. C. Boyce
- Mr. James Hill
- Rev. S. M. Jordan

C. Salaries and Exchange.

1. Appreciation of Increase in Children's Allowance.

That the Mission express its appreciation to the Board for the increase to $420 per annum in the children's allowance for children over 16 years of age, and we assure the Board that, while most of the many children in the Mission are still very young and few families will benefit from this increase for the
present, all our families with children welcome this assistance in helping to solve the problem of the future education of their children.

(35) 2. Increase in Salaries of Missionaries.

We note that, as a result of the survey on the adequacy of missionary salaries, the great majority of married families reported in the survey, especially those with children, feel that the present salary is inadequate, for the four reasons given in the survey, as follows:

a. A majority now depend on other income than salary and allowances to balance their budgets.
b. Savings are inadequate for the future.
c. The future of children is not provided for.
d. Present salary requires too strict economy.

We therefore ask for a Mission vote on the following proposition:

"That the Mission request the Board to fix salaries in the East Persia Mission Stations as follows: beginning April 1, 1931."

<table>
<thead>
<tr>
<th>Station</th>
<th>Married Couple</th>
<th>Single Living Alone</th>
<th>Single not Living Alone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teheran</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Resht</td>
<td>$2200</td>
<td>$1320</td>
<td>$1170</td>
</tr>
<tr>
<td>Meshed</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hamadan</td>
<td>$2000</td>
<td>$1200</td>
<td>$1080</td>
</tr>
<tr>
<td>Kermanshah</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Stations shall vote only on the increase in their own Station. If a majority favor the increase, the request for it shall go in to the Board as from the Mission. If a majority do not approve of the increase, no request for a raise in salary shall go in for that Station.

We recommend that, since at the present time the rate of exchange is fixed by the Persian government at Krs. 12.24 to the dollar, while if uncontrolled it would rise above Krs. 20 to
the dollar, and since the government has announced its purpose to change the currency basis from silver to gold to go into effect on March 22, 1931, the new unit to be a gold Pahlevi equal to the pound sterling, and since it is highly improbable that conversion will be made at the present fixed rate, and it is impossible to predict the rate at which conversion will be made, and since there may be unpredictable and violent fluctuations in the prices of commodities incident to the rate of exchange and the change in currency basis, the executive committee have authorization to withhold the request to the Board for an increase in salary for further consideration in case of radical fluctuation of exchange which would, in their judgment, seriously affect the situation.

(36) 3. Exchange Rate.

That, because of the very unsettled condition of Persian currency and the plan of the government to stabilize it on the gold basis in the near future, the present arrangement of a minimum fixed rate of 11.22 for Gold Classes be continued until conditions become more settled.

D. Miscellaneous.

(37) 1. Payment of Persian Income Tax by Missionaries.

That the Mission Treasurer be instructed to ascertain from the Persian government whether he may not pay the income tax provided for in the new Persian law by one payment for all our missionary force, and if so, that he make such payment and charge to the separate missionaries their individual tax.

(38) 2. Alteration in the New Mission Constitution.

That the Mission ask the united Persia Mission to alter the proposed constitution for the new Mission as follows:

Article IV, Section 2. The Property Committee—Duties.

It shall have the supervision of the expenditure of special
appropriations for equipment of over $500, those under $500 being under the supervision of the Station or Mission institution concerned. Where appropriations involve purchase of technical hospital or scientific equipment, the committee shall not act without first having secured the advice of the appropriate permanent committee or qualified members of the Mission.

E. Property.

(39) 1. Disposal of Old Faith Hubbard School Property.

That the Mission instruct Hamadan Station to inform the property committee of the united Persia Mission whenever it is ready to make a definite suggestion as to the disposal of this property.

(40) 2. Assignment of Missionary Residences.

After reviewing the assignment of residences to the families in the Mission, in accordance with Mission action in 1927, we find no reason for any changes and so recommend.

(41) 3. Intermission Sanatorium.

That the East Persia Mission request the united Persia Mission, through its executive committee, to continue consideration of the possibility of an Intermission Sanatorium, keeping in touch with the Iraq Mission and noting the forthcoming reply of the Joint Committee of that Mission on the subject, and endeavoring to secure an expression of opinion also from the Arabian Mission.

(42) 4. Preferred Property List for 1930.

A. Uncompleted Balances:

1. Resht Boys' School Land (Prop. No. 7) $15,000.
   Appropriated 13,347.63 $1,652.27
B. **Necessary Repairs** :

2. Registration of Property, Teheran $3,000.
   Hamadan 1,000.
   Kermanshah 500. $4,500

3. Meshed-Roof of Boys School Residence (Prop. No. 9) 700
4. Teheran - Renewing walls, Central Compound (Prop. No. 1) and Hospital Compound (Prop. No. 12) 1,500
5. Meshed-Rebuilding Compound Gateway, Gatehouse, Walls (Prop. No. 1) 1,500
7. Hamadan-General Repairs 3,000.
8. Teheran-Rebuilding outbuildings (Prop. No. 7) 850.

C. **Needed Residences**.

   (Prop. No. 35) (Residence, (Prop. No. 36) 8,000. 11,000.
10. Resht-Boys School Residence (Prop. No. 8) 11,000
    Appropriated 1,648 9,352.
11. Teheran College-Fourth Residence (Prop. No. 24) 9,000
    Appropriated 1,424.54 7,575.46
12. Kermanshah-Fourth Residence (Prop. No. 18) 9,000.

D. **General Items**.

13. Resht-Girls School Building (Prop. No. 6) 17,000.
14. Equipment

**Meshed Boys School**:
- Desks $200.
- Maps, Charts, etc. 100.
- Office Furnishings 150.
- Press and accessories 800.
- Playground and athletic equipment 150.
- Laboratory equipment 500.
- Miscellaneous equipment 100. 2,000.

**Mission**:
- Adding machine 300.
- Typewriter 75. 375.
Kermanshah Hospital:
40 hospital beds 1,200.
50 bedside tables 200.
60 chairs 150.
Maternity furnishings, obstetrical bed, instrument table, 6 babies' beds 300.
Office and waiting room furnishings 350.
Freight and customs 800.

Teheran Hospital:
9 spring beds for private rooms 162.
Wheel stretcher 70.
Laboratory apparatus 500.
Replacement of worn out instruments 500.
New instruments and operating room equipment 500.
Furniture and instruments for new dispensary 500.
Freight and customs 768. $6,000.

Resht Hospital:
X-Ray equipment-Tube Stand 225.
Bucky Diaphragm 400.
Cassette holder 175.
Table 850.
Beds-Special Fowler Type 60.
4 iron beds $35 140.
Linoleum 6 rolls $150, asking now 150 2,000.


Total 88,504.73

Supplementary Property List
1. Meshed-Replacing New Section of Compound Walls and Building New Section (Prop. No. 1) $2,300.
2. Teheran-Mission Administration Building and Evangelistic Headquarters (Prop. No. 27) 12,000.
3. Resht Boys School Building (Prop. No. 9) $17,000 Appropriated 60 16,940.

Carried forward 31,240.
4. Teheran,—Sage College Equipment

<table>
<thead>
<tr>
<th>Equipment</th>
<th>Cost (Bt. F.)</th>
</tr>
</thead>
<tbody>
<tr>
<td>10 Microscopes</td>
<td>1,000</td>
</tr>
<tr>
<td>10 Typewriters</td>
<td>1,000</td>
</tr>
<tr>
<td>Household Arts Equipment</td>
<td>1,000</td>
</tr>
<tr>
<td>Biology laboratory equipment</td>
<td>500</td>
</tr>
<tr>
<td>Normal training equipment</td>
<td>750</td>
</tr>
<tr>
<td>Athletic equipment</td>
<td>750</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>31,240</strong></td>
</tr>
</tbody>
</table>

5. Hamadan—New Site, Boys School with walls and Water rights (Prop. No. 37)

6. Teheran College Projects:

<table>
<thead>
<tr>
<th>Project</th>
<th>Cost (Bt. F.)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Second Dormitory</td>
<td>$30,000</td>
</tr>
<tr>
<td>Appropriated</td>
<td>11,800</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$41,800</strong></td>
</tr>
<tr>
<td>2. Endowment Fund</td>
<td>70,000</td>
</tr>
<tr>
<td>3. College Building—closets, lockers, shelving</td>
<td>1,500</td>
</tr>
<tr>
<td>4. Fifth Residence</td>
<td>10,000</td>
</tr>
<tr>
<td>5. Library Equipment</td>
<td>3,000</td>
</tr>
<tr>
<td>6. Renovation Elementary School</td>
<td>$2,000</td>
</tr>
<tr>
<td>Appropriated</td>
<td>100</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$2,100</strong></td>
</tr>
<tr>
<td>7. Renewal of Elementary School equipment</td>
<td>1,000</td>
</tr>
<tr>
<td>8. Bath house for resident students</td>
<td>3,500</td>
</tr>
<tr>
<td>9. Compound Gate</td>
<td>4,000</td>
</tr>
<tr>
<td>Raised on Field</td>
<td>4,000</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>10,900</strong></td>
</tr>
<tr>
<td>10. Third Dormitory</td>
<td>$30,000</td>
</tr>
<tr>
<td>Raised on Field</td>
<td>30,000</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>109,100</strong></td>
</tr>
</tbody>
</table>

Total                                                   **165,340**
IX. APPENDIX ONE—MISSIONARY SALARY SURVEY

The survey reported herewith is not a cost of living survey in the sense of giving comparative costs of commodities in different places, but is rather a study of the adequacy of missionary salaries to meet the living conditions and standards of living as they exist. This report attempts to answer the following questions: (1) How do the missionaries spend the salaries they receive? (2) What differences are there between families in the way they spend their money? (3) Are salaries adequate? And if not, why not? (4) Are missionaries able to provide for their own future by present savings? (5) Are they able to provide for their children’s future? (6) To what extent are salaries supplemented by income from other sources?

What answers we have to these and other questions are based on a questionnaire sent to the members of the Mission. The questionnaire consisted of two parts, one page requiring a classified statement of receipts and expenditures according to a previously announced budget scheme, and the second page asking certain questions intended to help us to an understanding of the salary situation.

41 blanks were sent out, 22 to families with children, called Group I; 3 to families without children, called Group II; and 16 to single missionaries, Group III. 28 replies were received—18 from the first group, 3 from the second, and 7 from the third. 21 of these replies were complete. The returns from the families are sufficient to show clearly the financial situation of the first two groups. Only 4 complete returns came from the 16 single missionaries, so we are unable to make any worthwhile summary for that group.

The summaries of the budgets of the families follow. For each group two sets of columns are given, one set showing the Minimum, Average and Maximum amounts in tomans received and spent for the various items, and the other showing similarly the Minimum, Average and Maximum percents of receipts
going to each item. With this double table in hand any family may compare its own expenditures with others in the Mission and know whether it is spending much or little as compared with others, both in absolute amounts and relatively to total income. Comparisons will not be perfectly satisfactory because the table for Group I, for instance, does not show the size of the families. However, there seems to be no observable relationship between size of family and items of expenditure. The maximums are not always spent by the largest families, nor are the minimum always spent by the smallest. It is interesting to note that the family which spends more than any other for Service spends less than any other for Food and Benevolences. The one that spends most for Clothing saves least and spends least for Transport. The one that had the largest Operating Expenses also spent most for Advancement and least for Clothing. The family that Saved the most spent least for Advancement.
### Summary of Receipts and Expenditures.

#### Group I. Families with Children.

<table>
<thead>
<tr>
<th></th>
<th>Cash</th>
<th>Percents</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Receipts</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1. Salary</td>
<td>2052</td>
<td>2189.5</td>
</tr>
<tr>
<td>2. Children's Allow.</td>
<td>135</td>
<td>615.4</td>
</tr>
<tr>
<td>3. Other income</td>
<td>—</td>
<td>204.9</td>
</tr>
<tr>
<td><strong>Total Income</strong></td>
<td>2409</td>
<td>3009.4</td>
</tr>
</tbody>
</table>

| **Expenditures** |          |           |          |          |       |          |
| 1. Food         | 640      | 817.5     | 1109     | 21.2     | 28.7  | 33.3     |
| 2. Service      | 347      | 548.7     | 791      | 13.5     | 18.2  | 26.2     |
| 3. Clothes      | 142      | 285.4     | 574      | 4.2      | 9.5   | 17.3     |
| 4. Operating Expenses | 183    | 344.3     | 503      | 7.       | 11.4  | 15.7     |
|      a. Heat    | 45       | 105.7     | 180      |          |       |          |
|      b. Light   | 19       | 42.1      | 69       |          |       |          |
|      c. Materials| 25    | 57        | 152      |          |       |          |
|      d. Repairs | 18       | 77.5      | 201      |          |       |          |
|      e. Postage and Stat. | 15   | 44.2     | 80       |          |       |          |
|      f. Miscellaneous| —      |           | 17.5    | 161      |       |          |
| 5. Transportation| 16     | 59.6      | 170      | .5       | 1.9   | 5.2      |
| 6. Benevolences | 116      | 268       | 510      | 3.9      | 9.1   | 18.4     |
| 7. Savings      | 100      | 329.2     | 538      | 3.3      | 11.   | 20.      |
|      a. Cash    | —        | 10.8      | 140      |          |       |          |
|      b. Insurance| 59    | 203.5     | 314      |          |       |          |
|      c. Rugs and Furnishings| 32   | 115     | 261      |          |       |          |
| 8. Advancement  | 81       | 309.4     | 512      | 3.       | 10.2  | 15.2     |
|      a. Health | 4        | 52.1      | 187      |          |       |          |
|      b. Recreation| —     | 40.3     | 120      |          |       |          |
|      c. Books and Magazines| —   | 51.7     | 155      |          |       |          |
|      d. Club Dues| —     | 4.2      | 35       |          |       |          |
|      e. Gifts   | 16       | 82.2      | 129      |          |       |          |
|      f. Educ. of Children| —   | 70.9     | 269      |          |       |          |
|      g. Miscellaneous| —    | 7.7      | 53       |          |       |          |

**NOTE**—The above summary is based on the expenses reported for 14 families.
Summary of Receipts and Expenditures.

*Group II. Families without Children. (3 cases)*

<table>
<thead>
<tr>
<th>Receipts</th>
<th>Cash</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Min.</td>
<td>Ave.</td>
</tr>
<tr>
<td>1. Salary</td>
<td>2187</td>
<td>2217.6</td>
</tr>
<tr>
<td>2. Children's Allow.</td>
<td>—</td>
<td>—</td>
</tr>
<tr>
<td>3. Other Income</td>
<td>—</td>
<td>58.3</td>
</tr>
<tr>
<td><strong>Total Income</strong></td>
<td>2233</td>
<td>2276.3</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Expenditures</th>
<th>Cash</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Min.</td>
<td>Ave.</td>
</tr>
<tr>
<td>1. Food</td>
<td>580</td>
<td>625</td>
</tr>
<tr>
<td>2. Service</td>
<td>326</td>
<td>408.7</td>
</tr>
<tr>
<td>3. Clothing</td>
<td>93</td>
<td>122</td>
</tr>
<tr>
<td>4. Operating Expenses</td>
<td>218</td>
<td>261</td>
</tr>
<tr>
<td>a. Heat</td>
<td>57</td>
<td>73</td>
</tr>
<tr>
<td>b. Light</td>
<td>18</td>
<td>23.3</td>
</tr>
<tr>
<td>c. Materials</td>
<td>20</td>
<td>47.3</td>
</tr>
<tr>
<td>d. Repairs</td>
<td>25</td>
<td>58</td>
</tr>
<tr>
<td>e. Postage and Stat.</td>
<td>27</td>
<td>34.6</td>
</tr>
<tr>
<td>f. Miscellaneous</td>
<td>—</td>
<td>23</td>
</tr>
<tr>
<td>5. Transportation</td>
<td>50</td>
<td>59.6</td>
</tr>
<tr>
<td>6. Benevolences</td>
<td>177</td>
<td>297</td>
</tr>
<tr>
<td>7. Savings</td>
<td>190</td>
<td>312.3</td>
</tr>
<tr>
<td>a. Cash</td>
<td>40</td>
<td>102</td>
</tr>
<tr>
<td>b. Insurance</td>
<td>60</td>
<td>154.6</td>
</tr>
<tr>
<td>c. Rugs and Furnishings</td>
<td>—</td>
<td>56.</td>
</tr>
<tr>
<td>8. Advancement</td>
<td>188</td>
<td>220.6</td>
</tr>
<tr>
<td>a. Health</td>
<td>18</td>
<td>27.3</td>
</tr>
<tr>
<td>b. Recreation</td>
<td>24</td>
<td>39</td>
</tr>
<tr>
<td>c. Books and Magazines</td>
<td>61</td>
<td>86</td>
</tr>
<tr>
<td>d. Club Dues</td>
<td>—</td>
<td>2.3</td>
</tr>
<tr>
<td>e. Gifts</td>
<td>41</td>
<td>69</td>
</tr>
<tr>
<td>f. Educ. of Children</td>
<td>—</td>
<td>—</td>
</tr>
<tr>
<td>g. Miscellaneous</td>
<td>—</td>
<td>22</td>
</tr>
</tbody>
</table>
The answers to the general questions were as follows:

1. **What items of expenditure could you cut down if you had to?**

There is no enthusiastic answer to this test question. Four frankly say, "None". Others by emphasizing sufficiently the "if you had to", can find something to cut, but the feeling is strong that it would be at the expense of missionary efficiency. Thus Food gets 6 votes, Service 6, Savings 6, Advancement 4, Gifts 3, Operating Expenses 3, and other main headings 1 each. One person probably expressed a general sentiment when he said: "If we had to do so, we could eat less food, wear shabby clothes, use an unheated study, let insurance lapse, add no furniture to the house, take no recreation, read no magazines, and give less to others, but none of these seems pleasant in prospect." Another says: "We could cut everything—with undesirable results."

2. **Do you feel the need of an increase in salary? Why? How much?**

<table>
<thead>
<tr>
<th>Group</th>
<th>Families with Children</th>
<th>No</th>
<th>Doubtful</th>
<th>Yes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Group I</td>
<td></td>
<td>3</td>
<td>1</td>
<td>11</td>
</tr>
<tr>
<td>Group II</td>
<td>Families without Children</td>
<td>1</td>
<td>—</td>
<td>2</td>
</tr>
<tr>
<td>Group III</td>
<td>Single Missionaries</td>
<td>5</td>
<td>—</td>
<td>—</td>
</tr>
</tbody>
</table>

This table shows the votes on this most important question. There is a very strong feeling of need for an increase of salary on the part of families but not on the part of single missionaries who reported. Even the small negative vote is reduced when it comes to a question of Savings, as will be shown in answer to Question 4.

The reasons given for a need of increase are brought out not only in this question, but also in Questions 4 and 11 below. The first strong reason (mentioned specifically by 6 reports) is the fact that two thirds of the families report "Other Income" as going into their expenditures. This "Other Income" is either precious savings, inheritances, or gifts of friends or supporters.
It amounts to as much as 570 tomans in one case and averages at least 75 tomans for all. A second reason is the fact brought out more strongly in Question 4 that Savings are inadequate. It will be seen that six of these that voted in the negative on a raise of salary change their minds when attention is centered on the Savings account. The third main reason for a need of raise in salary is associated with this, namely the need to provide better for the future of the children. This will be discussed further in Questions 11 and 12. A fourth general reason is brought out by several in different ways. It is felt that to live on the salary provided means that little or nothing is saved for the future; or if anything is saved, and sometimes when nothing is saved, keeping within the income requires a strictness of economy and causes a worry which does not make for proper missionary efficiency or happy living. Whether this condition is justified and whether or not it is due to the standard of living in the Mission will be discussed in Questions 6 and 7.

The third point brought out in this connection is “How much” increase is needed. Five reports say 10%, three say from 10% to 15%. Three others specify $150, 500 tomans, and $530, respectively.

3. If you had an increase of 10%, where would you spend it?

Three of those who do not feel the need of increase in salary say they would increase savings, if the increase should be given. Two of that group would increase their benevolences. The others would spend their increase variously. Of the 13 who say an increase is needed, 5 would use it to cover present deficit, 4 would save it for children’s future education, 2 would add it to their inadequate savings, and the others would spend it variously.

4. Do you think you are saving less than you reasonably should?

No 3, Uncertain 3, Yes 19.
In general the line-up on this question should be the same as or should be consistent with that of Paragraph 2, but it is not. One who was doubtful about the need of an increase and three who voted "No", now vote "Yes" when asked if they are saving less than they should. Two who voted "No" are now uncertain. Two did not vote on both points. Either this change of attitude throws some doubt on the first negative vote or else those in the negative to be consistent should reduce expenses so that the proper saving will be made. A large majority feel that they should be saving more than they are.

5. How much do you think you should save including insurance?

The votes are scattering and difficult to summarize. They are given by groups as follows:

Group I None, 5%, 10%, 15%, 20%(3 votes), $200., $300., $400., $500., insurance plus $200., 1/3 children’s allowance, 10% plus 1/3 allowance.

Group II 200 tomans, 250 tomans, 400 tomans.

Group III 100 tomans (3), 300 tomans, 529 tomans, 10% to 15%.

6. Do you consider your own standard of living higher or lower than it should be to maintain best missionary efficiency?

<table>
<thead>
<tr>
<th></th>
<th>Higher</th>
<th>Lower</th>
<th>Neither</th>
</tr>
</thead>
<tbody>
<tr>
<td>Group I</td>
<td>3</td>
<td>3</td>
<td>10</td>
</tr>
<tr>
<td>Group II</td>
<td>1</td>
<td>—</td>
<td>2</td>
</tr>
<tr>
<td>Group III</td>
<td>3</td>
<td>—</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>7</td>
<td>3</td>
<td>15</td>
</tr>
</tbody>
</table>

Six of those who think our standard of living is higher than it should be were among those who felt no need for raise in salary.

7. In what respects would you change your standard of living if you were free to do so?

1) Those who think our standard too high would change it by having smaller houses, less furnishings, simpler style, fewer servants.
2) Those who would raise the standard would do so by having more service, better service, more entertaining, more heat, more light, special teachers for children, more transport, more advancement, and (in one case) a larger house.

8. Approximately how many tomans has your American outfit of clothing and other supplies saved you during the year?

This question is asked with the idea that whatever is saved by the use of clothes and other articles brought from America is an amount by which the present year's salary is supplemented and represents either savings during other years or an "extra" received from outside.

The answers to this question are not satisfactory because many found it difficult or impossible to estimate. The amount decreases as one approached furlough. 16 reports gave estimates ranging from nothing up to 300 tomans, with an average of about 117 tomans. This is a very rough estimate but indicates an amount which should be taken into consideration when figuring the salary necessary to meet not only current needs but an amount for refitting during furlough.

9. What use have you made of the bonus from increased exchange?

During the year the idea was expressed by some that the bonus due to advantageous exchange should not be kept, but should be returned to the Board. Could the missionaries have gotten along without it? While two were enabled to increase their benevolences by the extra exchange and a few were able to buy extra clothing, floor covering, etc. not otherwise obtainable, 13 say that the extra went into the regular running expenses or helped reduce deficits that much. Some declare that advantage of exchange was overcome by increased cost of commodities due to the high exchange.
10. Specify what servants you keep and wages and perquisites of each.

The information given helped to check the service accounts, but no facts of general interest are to be gained. Wages of cooks are slightly higher in Teheran, running from 15 to 18 tomans and averaging over 16 tomans. Meshed comes next, where cooks' wages average between 14 and 15 tomans.

11. Are you able to plan adequately for present and future education of your children?

No one acknowledges that he is! 9 families say "No". 6 others say, "Present yes, future no". That is, children's present education is not a problem, but the future is. Children's allowances are not enough for children's expenses, as will be shown next. Education of little children can be taken care of at home, but as they get older and special teachers are needed, the problem is greater. More serious still is the problem of the future when children must be educated in America. If nothing has been saved for the future, the allowance at that time is not going to be enough. In this connection it may be helpful to quote the following from one report: "The lowest estimate for the four college years from 18 to 21 inclusive indicated each child would need $2000. above his allowance for those years. To secure this sum I took out a form of education insurance which cost at my age when taken out $300, for the three children. This would be less for men who took out such insurance promptly at the birth of each child."

12. Estimate amount spent beyond the children's allowances for children's food, clothing and all.

Estimates given range from 100 tomans to 780 tomans. An average of 8 families is 412 tomans, an amount by which expenses of the children of the family exceed the allowances received for them.
Findings.

1. Remembering that the number of families in Group II is too small to give reliable comparisons with Group I, in general it seems that their expenditures run about the same per cents to the various headings with possibly significant differences in percentages devoted to Benevolences and Savings, in which families without children show larger percentages.

2. 13 families out of 18 that reported feel the need of increased salaries. The reasons given are the following:
   a) A majority now depend on "Other Income" than salary and allowances to balance their budgets.
   b) Savings are inadequate for the future.
   c) Future of children is not provided for.
   d) Present salary requires too strict economy.

3. The amount of increase needed is said to be from 10% up.

4. Only 7 out of 25 reports indicate a belief on the part of the Mission that the present standard of living is too high.

5. While present education of children is not so great a problem, no family is able to plan adequately for the future except as the future is assured by independent income.

X. APPENDIX TWO—REPORT ON SCHOOL FOR MISSIONARY CHILDREN

In April the Executive Committee sent out a questionnaire to all the parents of the East and West Persia Missions in order to ascertain sentiment in regard to starting a school for missionary children. 37 questionnaires were sent out and 28 replies received. Of the 9 families not replying two are in America on furlough and their replies may come in later, though the one reply received from America would indicate that there has been time to hear from all. There are approxi-
mately 90 children in the two Missions, not counting those who have already gone to America for their education. The replies received represent 68 children, or three fourths of the total number. Whether those failing to reply are indifferent to the subject or merely have the natural human aversion to a questionnaire we cannot say: in some cases their children are so small that the question of their education has not become pressing. One of the 28 replies did not answer the questions, the reason given being that there was little likelihood of their children attending a school, if one were started: hence they did not feel their opinions ought to count. The results tabulated below are from the remaining 27.

1. Source of Replies. The 27 replies were distributed as follows as to their source:

<table>
<thead>
<tr>
<th>Source</th>
<th>Number of Families</th>
<th>Number of Children</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teheran</td>
<td>7</td>
<td>17</td>
</tr>
<tr>
<td>Hamadan</td>
<td>7</td>
<td>19</td>
</tr>
<tr>
<td>Resht</td>
<td>2</td>
<td>4</td>
</tr>
<tr>
<td>Kermanshah</td>
<td>3</td>
<td>7</td>
</tr>
<tr>
<td>Meshed</td>
<td>2</td>
<td>4</td>
</tr>
<tr>
<td>Tabriz</td>
<td>2</td>
<td>6</td>
</tr>
<tr>
<td>Urumia</td>
<td>4</td>
<td>9</td>
</tr>
</tbody>
</table>

Families failing to reply are located as follows: Teheran 2, Kermanshah 1, Meshed 1, Tabriz 5.

2. Advisability of Founding a School. Of the 27 replies received 23 stated that they were in favor of founding a school: one said they had no objections though it was not needed for their own children; one failed to answer this question; and the other two did not favor a school for any but the higher grades, feeling that children ought not to leave home so early, as they needed the home influence and nurture. One of these last two felt that the mission schools in Teheran, Hamadan and Tabriz could care for the children in the higher grades, and thought the parents in other Stations could arrange to send their children to these schools.
3. **Location.** The votes for first choice of location were as follows:

- **Teheran** 6½—5 from their own Station, ½ from Meshed.
- **Hamadan** 16½—7 from their own Station, 2 from Teheran, 2 from Resht, 3 from Kermanshah, ½ from Meshed, 2 from Urumia.
- **Tabriz** 2—both from their own Station.
- **Urumia** 2—both from their own Station.

Votes for second choice of location were as follows:

- **Teheran** 11—2 from their own Station, 6 from Hamadan, 1 from Resht, 2 from Kermanshah.
- **Hamadan** 7½—4 from Teheran, ½ from Tabriz, 2 from Urumia.
- **Resht** 1—from their own Station.
- **Kermanshah** 2—1 from their own Station, 1 from Hamadan.
- **Meshed** 1—from their own Station.
- **Tabriz** 1—from Teheran.
- **Urumia** 2½—2 from their own Station, ½ from Tabriz.

Reasons given for the first choice of locality were as follows:

**Teheran.**

a) Accessibility—it is more central, especially to Resht, Tabriz and Meshed; particularly is it more accessible in winter.

b) Climate—it has a milder winter.

c) Advantages of the city—dentist, X-ray, greater variety of fresh vegetables in winter.

d) Educational advantages—music and language instruction; location of Teheran and Sage Colleges near at hand, whose staff can be drawn on for special subjects, which can provide some courses better than the school for missionary children, which can afford laboratory, library and athletic
facilities for children, thereby saving expense. The value of this reason is enhanced by the fact that with the present shortage of staff in Iran Bethel the Mission is not likely to secure more than one teacher for the children's school for many years to come; hence the wisdom of having the school where it can avail itself of outside help.

e) The number of children—Teheran has more missionary children than any other children and children more nearly of an age, and there will always be more missionary children in Teheran than elsewhere who might attend the school. This will affect both the size of the school and its income.

f) A larger missionary staff on which to draw for teaching.

g) Religious advantages—an English church service, and "entire freedom from Moslem environment."

h) Sage College compound furnishes an ideal site for a school: it would be near both Colleges and the erection of a school building there would give an added interest to the Sage Committee in New York.

**Hamadan.**

a) Central location—Hamadan is the "geographical center for the children", especially if the Iraq and Arabian Missions are going to co-operate in the school.

b) Climate—absence of malaria; cool summers, permitting summer sessions if desired.

c) Living conditions—not a large city, absence of distractions, ample chance for recreation at little or no expense, healthy outdoor life, homey atmosphere of the Station life.

d) Present majority of children of school age.

e) School for missionary children already started there.

f) Expense—comparatively low cost of living and building.
g) Available site on Faith Hubbard School's new compound.

Tabriz.

a) Good climate.
b) Cheaper living.
c) Local advantages—instruction in French, German and music.

Urumia.

b) Expense—comparatively cheap living and building.
c) Living conditions—quiet; easy to get recreation.
d) Christian population.
e) Available school sites.

Two families seem to feel that there ought to be two schools, one for East Persia and one for West Persia. While another suggests a rotating school as follows: "I am not sure that we could place a school permanently in any city in Persia. I would suggest that whatever available money there might be for school purposes be used for equipment and books for the present and when we find the greater number of children in another or near another city, let us move our school to that place. In that plan all children will not have to be away from home for all the years of their schooling in Persia and whatever money might be used for a permanent building could be used for rent and for the transportation of the school equipment."

4. Support of the School by Sending Children. 24 of the replies state that they would or would probably send their children to a school, if it were available; 2 say they would not or that it is extremely doubtful; and one says "not now", not indicating what they would do later. Those who are prepared to send their children in some cases attach conditions, such as—after they have reached 9 or 10 or 11 or 12 years of age, or after they are ready for the 5th grade, or if the charges are most reasonable, or if the courses offered can keep them pro-
gressing as they should, or if the one in charge of the boarding department gives her whole time to the school.

The following table shows when and how many missionary children would be entered by local parents if the school were situated in the place indicated, the figures in parentheses designating as nearly as the Committee can estimate the additional entrance of children where parents mentioned the entrance only of children now ready or did not indicate when the children they would send would be ready. These children range all the way from kindergarten to high school and of course it must be borne in mind that 22 children were not reported on at all and that the older children now ready for school would some of them be dropping out as years go by.

<table>
<thead>
<tr>
<th>Location</th>
<th>1930</th>
<th>1931</th>
<th>1932</th>
<th>1933</th>
<th>1934</th>
<th>1935</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teheran</td>
<td>7</td>
<td></td>
<td>3</td>
<td>3</td>
<td>1(1)</td>
<td>(2)</td>
</tr>
<tr>
<td>Hamadan</td>
<td>15</td>
<td></td>
<td></td>
<td>(3)</td>
<td>(1)</td>
<td></td>
</tr>
<tr>
<td>Resht</td>
<td>3</td>
<td></td>
<td></td>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Kermanshah</td>
<td>2(1)</td>
<td></td>
<td>(1)</td>
<td>(1)</td>
<td>(1)</td>
<td>(1)</td>
</tr>
<tr>
<td>Meshed</td>
<td></td>
<td>(1)</td>
<td>2</td>
<td>(1)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tabriz</td>
<td>3</td>
<td>3</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Urumia</td>
<td>6</td>
<td>(1)</td>
<td></td>
<td></td>
<td>(1)</td>
<td></td>
</tr>
</tbody>
</table>

The following table shows the number of pupils that would be sent from the place designated to wherever located outside their own city, the year mentioned indicating the time of entrance, and figures in parentheses the Committee’s estimate for children not definitely mentioned, as in the previous table.

<table>
<thead>
<tr>
<th>From</th>
<th>1930</th>
<th>1931</th>
<th>1932</th>
<th>1933</th>
<th>1934</th>
<th>1935</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teheran</td>
<td>1</td>
<td></td>
<td>2</td>
<td>1</td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>Hamadan</td>
<td>7</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>2(1)</td>
<td>(2)</td>
</tr>
<tr>
<td>Resht</td>
<td>2(1 more if mother along)</td>
<td></td>
<td>(1)</td>
<td>(1)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Kermanshah</td>
<td>-</td>
<td>(1)</td>
<td>(1)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Meshed</td>
<td>-</td>
<td>2</td>
<td></td>
<td>2(2)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tabriz</td>
<td>-</td>
<td>2</td>
<td></td>
<td></td>
<td>1(1)</td>
<td></td>
</tr>
<tr>
<td>Urumia</td>
<td>-</td>
<td>-</td>
<td></td>
<td>-</td>
<td>-</td>
<td>2</td>
</tr>
</tbody>
</table>

5. Support of the School by Mothers’ Assistance. As to the readiness of the mothers to help with the teaching in the school, should it be located in their own city, 22 out of the
26 indicated their willingness to do so, teaching covering all the way from kindergarten to high school, most of them preferring grammar or high school work; one replied that teaching was not her forte; and three failed to reply, probably feeling that little children in the home would not permit of their teaching for some time to come.

As for taking their turns for a year in the management of the boarding school, should the school be located in another city, 21 of the 26 mothers indicated their willingness to do so, while 5 were not ready to undertake the responsibility. Some of those who were ready laid down such conditions as all of her children being in the school. Three families felt that such a system of running the boarding department would not be satisfactory, that it ought to be in charge of an outsider, that it was not good for the children to have a change every year. One suggested that relatives of missionaries with experience in child management could easily be persuaded to come out for three-year terms for a reasonable compensation to take charge of the boarding department.

6. **Time for Starting.** 16 replies said that they thought the school should be started now, one said in 1931, one in 1932, and one in 1933. Eight made no reply, whether because they had no opinion to offer, or else because the question was worded "If you feel the time is not yet ripe, when do you feel it would be feasible?", and the blank they left indicated that they thought the time was ripe.

7. **Temporary Arrangements.** As to temporary arrangements to meet present needs until a school should be started, such replies as were made indicated that in Hamadan, Tabriz and Urumia immediate needs were cared for by the presence of a special teacher for the missionary children. Suggestions from other Stations were: the securing of a local teacher, with or without Board help; carrying on teaching by the mothers; or sending children to other cities where they had already secured teachers, one suggesting that where the mothers ac-
companied the children, the parents should each receive 60% of a married couple's salary.

8. Further Comments and Suggestions. The last question calling for further expression of opinion not brought out by the previous questions called forth the following comments and suggestions: one family from Hamadan appealed for cooperation in the Hamadan school to prove to the Board the necessity and advantages of such a school. They emphasized the possibility of keeping children out in Persia two years longer if there be a school for the children—which is not only better for the children, but relieves the families in America from having to provide homes for the children during those two years.

One of the Urumia families feels that the experiment of securing a local teacher, assisted by the mothers, has worked out satisfactorily. They feel that a school located in Hamadan would be as far off for them in winter as a school in America: if that were the case, why should they not send their children to America, where they could get more satisfactory schooling?

Another calls attention, on the other hand, to the fact that communications will continually improve, lessening this problem of distance.

Still another makes the suggestion that it will presumably cost from $15,000 to $20,000 to erect and equip a satisfactory building to serve both as school and dormitory. If the Sage Committee, that has indicated its readiness to help out in children's schools and has certain funds for this purpose, would be prepared to help to this extent, let us ask them to set aside such a sum for us, allowing us to use the interest on the money until such time as we are ready to erect the building, either toward the salaries of local teachers or else to pay the salary of a teacher furnished by the Board until we can put such a teacher at the top of our reinforcement list and thus have her salary paid from Board funds, thereby releasing the money for the building.