

Africo-American Presbyterian

"AND YE SHALL KNOW THE TRUTH, AND THE TRUTH SHALL MAKE YOU FREE."—John viii, 35.

VOL. L.

CHARLOTTE, N. C., THURSDAY, APRIL 12, 1928.

NO. 15.

THE QUALIFICATIONS OF A SUCCESSFUL MINISTER

(Paper read at the Presbyterian Workers' Conference held at Haines Institute, Augusta, Ga., January 31st to February 3rd.)

By Dr. I. D. Davis

Every profession has elements that point to success. Any one who does not desire, or aim at or anticipate success in his profession is what one might call a Miss-No-Ma.

The engineer starts in the round house or on the yard coupling cars and in accordance as he makes a success he is promoted until he reaches the position of his heart's delight, placing his hands on the throttle and his eyes on the rail.

The carpenter begins at the foot of the ladder, observing the holding of the hammer, the drawing of the saw, the shoving of the plane, observing the mitres, the matching, and the dove-tailing.

The mason starts getting the bricks, then making the mortar, carrying this to its proper place and observing the man as he applies his plumb, level and square. He will observe that the man is very particular about his perpendiculars, his horizontals, and to see that the squares are O. K. If the stone can't be spared it is rejected or thrown out. Not only is it true as to those I have mentioned, but the same holds true with all other professions—I need not name them.

Since the ministry is a profession, there are elements that go to make up a successful ministry. So many of these are looming up before us until it becomes a question which to give first. I suppose we might be permitted to give them in two divisions.

The Major and Minor Elements

The major, which stands out alone, has no equal and may have two tangents. When I consider the major—and I know this whole conference will agree with me—the minister must be a Christian. A bishop said on one occasion, "I am to set aside on tomorrow a number of young men to the gospel ministry. But remember, it is not the laying of my hand on the head that will make them ministers, but the consecration of the heart." Yea, to be a successful minister he must be consecrated. It is not the laying on of the hands of the Presbytery but the consecrated heart. After the man has been set apart to this sacred office there are some essential things that must be done. Let me say one of the elements necessary for a successful ministry, is, the minister must study—always go before the people with a fresh supply.

We might get a lesson from the story told by the shepherd who was showing his friend the flock, and said to him, "Each one has a name and each knows his name and will come when his name is called." The friend pointed to a large one and asked, "What is his name?" He said, "His name is Jack." "Suppose you call him and see if he will come." The shepherd said to the man, "Look at my hands; you see I have nothing in them. I never call them unless I have something for them. I have never disappointed one of them."

I know you see my point; we must not disappoint our people. If you are going to give them corn, let it be corn; see the lesson! Let your sermon be a fresh supply—not old corn—not what they have heard two or three times, but something new. If you want something new, read. A thoughtfully prepared sermon is good food for the people.

When I would go to feed my geese I made a certain call or noise; they would stretch out their wings and come running, for they knew something they

same is true with the church.

Not only must the minister make thorough preparation, but he must be regular. Don't disappoint your people; don't have them looking for you and be disappointed. The late Dr. Logan, one of the pioneer ministers, in addressing a class of young ministers, said, "Young men, Paul said 'be instant in season and out of season. When you have pretty weather that is in season; and when you have bad weather that is out of season. Go, young men, go; and when you get there preach; yes, preach."

John Dow said you must be equal to the occasion or task when the people come to you. He said he has been tried many a time, but his God took care of the situation. For example, a man lost an ax. They wanted him to find the ax and have the party who had it to return it. He placed a rooster under a wash pot, and required all of the men to pass by the pot and rub their hands on the pot and when the man who had taken the ax would rub his hand on the pot the rooster would crow. So all passed around and the rooster did not crow. Then he had each man to come to him and he examined the hands of all. He found one who did not put his hand on the pot. Then he took the man aside and told him to take the ax back, and he did so. This, he said, was a victory for him. When you see God has given you a victory stick closer to him, love Him more. Study to prove yourself a workman approved of God.

Another element is zeal, or I might say a passionate ardor in the pursuit of anything. This must be backed up by enthusiasm. You will agree with me that every great calling is backed up by a passionate desire to succeed.

If there was no eagerness for military schools there would be no generals. If no generals there would be no leaders in the time of struggle. If no leaders, then no success; for the two are inseparable. William E. Dodge saw the embryo of greatness in the late J. C. Price; Lincoln University polished him and Livingstone sows the result. Bishop Hood saw the embryo of greatness in the late Bishop Petty. Biddle, now Johnson C. Smith polished him and the A. M. E. Zion Church on the Pacific Coast shows the result. These men had a passionate desire to have success. Linked with this, or I might say the twin element with zeal is enthusiasm. I might say they back or prop each other.

Have you observed these elements shown in the great national games? It may not appear as a happy comparison yet you must say, if our church work is backed by these elements, success will be ours.

Have you observed the interest shown at the game? When one passed over the plate, did your handkerchief wave? Did your hat make a circular motion? Were you among the persons that were enthusiastic over the success? Do we call for manifestations when one comes into the fold? Do we rejoice ourselves.

"There were ninety and nine that safely lay in the shelter of the fold, But one was lost on the hills away,

Far off from the Gates of Gold, Rejoice for the Lord brings back His own." When you

grasp the hand of one to welcome him into the church, let him feel the warmth of your heart by the shake of your hand.

Joshua said, "As for me and my house we will serve the Lord." What was the element he was in possession of? All will say readily it was fortitude. Now, fortitude is that noble and steady purpose of mind whereby we are enabled to undergo any danger, pain or peril when prudentially deemed worthy or expedient.

This virtue is equally distinct from rashness or cowardice. When you know you are right, stand, if you must stand alone. Let me say advisedly that success will follow the minister that has good character, good reputation, good habits and that is truthful and not a tatter.

Another element that plays an important part is punctuality. The minister should have a high regard for this element. In order to teach the people to be on time he must be on time himself. This does not apply to the church services alone but to any engagement he might have. It is helpful to any minister to have the people say, "If Reverend told the people he would be there at a certain time, you may look for him at that hour; he will be there, D. V."

Another element is carefulness. This has written over its door "Success," while carelessness has written over its door "Failure." Many a learned professor has been a failure. Many a brilliant general has been a failure; many a talented minister has been a failure, all because they have been careless.

The minister must be careful as to his department. Now you may say this is wholly out of order to discuss department as regards a minister. While this may be true, yet you must admit it is not out of place. This will either strengthen or weaken one's influence. A man's success is measured by his influence. Department is a seed from which influence grows.

There is another element that has much to do with one's success and that is honesty. Here you may say I am out of place in discussing this element. I will accept your criticism, and yet I will affirm and reaffirm that any minister who is not honest can not expect to have a successful career. Don't borrow if you do not see your way to pay it back. Don't go in debt simply because you can. The man who will beseech you to go in debt becomes very hard-hearted when you fail to meet your obligations. For it to be said about a minister that he is not honest, hurts his influence and hinders his success.

Dr. Broadus said, "One might be a good preacher and yet a failure, but coupled with the former, one must be a good pastor. Visit your people. Not only your own flock but the next door neighbors. Yea, know the people in the community; be able to call them by name. It means so much to hear the people say he is a good minister. When you make your visits, it is not out of place to have a word of prayer before leaving. A minister ought to be a sympathizer, and when they are in trouble point them to Jesus, saying,

"When afflictions press the soul And the wave of trouble roll, If you need a friend to help you, He's the One."

Study the children; learn their names as well as their faces. It is a good thing to be able to say, I know your face, but I can't call your name; but it is much better to call his name and pat him on the head. When you shall have done that you shall have won him; and in nine cases out of ten when you shall have won the young people you will

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TO GO TO THE AFRICAN MISSION FIELD

Modern science has opened the way for the Christian religion to evangelize that part of Africa which has been known as the explorers' graveyard; and the first step in this new crusade is the decision, just announced, of the Presbyterian Board of Foreign Missions to send Negro



MR. UNDERHILL and MISS REYNOLDS

missionaries to reform the Dark Continent. The pioneers chosen are Rev. Irvin W. Underhill, of 1924 South College Ave., Philadelphia, Pa., and his fiancée, Miss Susan Theresa Reynolds, of 2104 Catherine Street, Philadelphia. Mr. Underhill is a senior in Princeton Theological Seminary. Miss Reynolds is a teacher in the Philadelphia public schools. Mr. Underhill and Miss Reynolds will probably sail this summer for Kribi, West Africa, immediately after their marriage. They will serve in the Cameroun, a district now under a mandate from the French Government.

In this appointment of Rev. Mr. Underhill and Miss Reynolds as the first colored missionaries in many years to serve under its direction in Africa, the Presbyterian Board of Foreign Missions is taking a step which it is expected will be studied by the entire civilized world. African missionaries have served on the West Coast before, away back before the Civil War, but it was found that they, as well as white men, were seriously affected by the tropical climate, and the "white man's grave" became the American Negro's grave as well. Recent progress in tropical medicine and sanitation, however, has lifted the danger, in the Board's judgment.

Mr. Underhill has had experience in business and in church work, and has served as assistant pastor of a Philadelphia church. His father's blindness and his mother's early death made him as a mere child, first his father's guide and companion, later the mainstay of the family at 14. From bootblack to waiter, from labor foreman at war-time Hog Island Shipyard to "decidedly the best student of colored blood we have ever had in Princeton Seminary," has been the story of Mr. Underhill's progress. When his father, a poet of ability, lost his sight, the boy was called upon to be eyes for him, to read to him constantly, and to talk over what was read. So a seemingly great misfortune led to a love for the finer things which eventually drew him toward Christian service. Even during his work as bootblack and as waiter in a hotel the boy found time for study by attending night school and through the help of a German

who tutored him in college entrance subjects. His dependent family made active war service impossible for Mr. Underhill, but he took service at the Hog Island Shipyard. In order to attend the Wharton School of Finance at the University of Pennsylvania, he did his necessary war work in the shipyard at night, going to classes during the day. In the meantime he had managed to save enough money to open a little grocery business which was supervised by his father and sister. Wharton School classes by day, shipyard by night, and a grocery to keep going besides, made quite an undertaking for a youth of scarcely 21, so with the signing of the Armistice the shipyard was given up, and Mr. Underhill concentrated on classes, the store, and later, on a position in a bank where he became cashier.

All the time he had been deeply interested in religious work, and engaged in definite church activities in the Episcopal Church, of which he was a member. When he at last made up his mind that he must enter the ministry, he turned to the Presbyterian Church. Home responsibilities made it advisable for him to enter a theological seminary in Philadelphia, hence his first year was passed in the Lutheran Seminary in that city. Later he was able to enter Princeton, and is a member of the class of 1928 of the Theological Seminary.

Mr. Underhill receives the highest praise and commendation from those who know him in either his business or church life. Of his fitness as a man, one of his Princeton instructors says: "He has had a large experience in dealing with white men and black, and he knows how to get on with them peaceably and constructively. He has a keen mind and ready power of expression." A business associate says that he is "one of the best representatives of the Christian faith I have ever known."

Miss Reynolds, who expects to be married to Mr. Underhill before their departure for Africa, has also had both the education and the experience to qualify her for the work she is undertaking. A graduate of Philadelphia Normal School, a teacher in the Philadelphia public schools, and at the same time a student in the University of Pennsylvania, Miss Reynolds, like Mr. Underhill, still has found time for church and social work. She has passed several summer vacations as counsellor in a camp for colored girls under the Y. W. C. A., has been a steady and interested member of the choir of her own church, teaches Sunday school, and has charge of a girls' club besides. At 24 she can point to a completed Normal School course, a University degree, five years' teaching experience and five seasons as a counsellor at a camp.

The new appointees of the Presbyterian Board are pioneers in a different way from any other missionaries of the Presbyterian Church, and have their way to make under surroundings which have not faced any of their colleagues. But their old friends in America and friends who await them in Africa are convinced that their tried and dependable characters and their strong faith promise well for their success as messengers of the gospel.

We cannot afford to neglect church attendance, nor can the church permit itself to be neglected. It is a divine institution, charged with the most sacred duty in the world.

JULIUS ROSENWALD

Says Negro Schools Here Lead Them All—Increases Friends by Exact Number of People He Meets.

(From The Raleigh News and Observer.)

Julius Rosenwald — 65-year-old financier who, as directing head of a great business, carries the burden of innumerable responsibilities—yesterday hopped off the dirty day-coach of a second rate train, rode for two hours, some of the time over rough roads, to visit two of the 4,200 Negro rural schools he has helped to build, and got as much fun out of it as a boy at a picnic.

During the entire afternoon this great Jewish philanthropist showed a joy in living which put to shame the younger men around him. He expressed searching interest in everything he saw—farm lands, paved roads, the sunset. And when surrounded by Negroes, representatives of thousands to whom he has given over \$3,000,000 worth of opportunity to help themselves, his face glowed with the pleasure he gets from helping the underdog.

Take away his money, destroy his influence, forget the honors that have been heaped upon him, and with his keen brain, his enthusiasm and his warm heart Julius Rosenwald would still be a most successful man.

Mr. Rosenwald came South to attend a meeting of the Board of Trustees of Tuskegee Institute. He stopped over in Raleigh to attend the dedication of the four-~~thousand~~ Rosenwald School which is the new high school building of the Berry O'Kelly Training School at Method this morning. At Greensboro he left the private car in which the trustees were going North and with Chellis Austin, President of the Seaboard National Bank, of New York City, his secretary and a party of Rosenwald Foundation staff workers took the train for Raleigh. The three-hour trip in a hot, dusty day coach did not in the least dismay him and when Mr. Rosenwald arrived in Raleigh he was ready for whatever program N. C. Newbold, State director of Negro education, had prepared.

From the train he was carried on a 45-mile automobile trip to the Rosenwald Schools at Riley Hill and Zebulon. Then back to Raleigh for dinner with Mr. and Mrs. Josephus Daniels, whom he is visiting while here. After dinner he appeared at Temple Beth Or and today he has engagements at Method, for the dedication, and at Shaw University, for a conference on Negro education, health and welfare. He leaves tonight for Chicago.

Mr. Rosenwald is an enthusiastic North Carolina fan because this State has taken more of his money than any other.

"No other State has done as much for us as North Carolina," he said. "By comparison it makes all the other States look sick." By which he means that he has given over three quarters of a million dollars of his personal fortune toward building Negro schools in North Carolina.

"You people have done wonders," he said as he drove through Wake county over route No. 10. "Fifteen or twenty years ago this was a terribly shabby country. Now look at it. Marvelous!"

About \$1,500 of Mr. Rosenwald's money went into the school at Riley Hill. When he drove up to it he was charmed. "Prettiest Rosenwald School I've ever seen. Wouldn't have missed it for anything. Most of them are frame buildings, not

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