First Parish Congregational Church United Church of Christ – East Derry, New Hampshire September 2025 Newsletter

"Friend, you enter this church not as a stranger, but as a guest of God.

Come, then, with joy in your heart and thanks upon your lips and offer God today your love and your service."

Adapted from a 12th Century Church in Hampshire, England

The Pastor's Page

SEPTEMBER: A MONTH OF TRANSITIONS

This month our church will experience many transitions. On Sept. 7 the Pulpit will welcome a candidate for the settled pastor position. There will be a special meeting following that service to vote on the candidate. Sunday School begins on Sept. 14, and Communion Sunday has been moved to Sept. 14. Rev. Gordon Rankin, our conference Minister will be joining us on Sept. 28. We also have three baptisms this month. That's a lot!

Melody and I will be with you the whole time and we hope to have steady hands on the tiller. Please call on me for pastoral care whenever it is needed.

On Sunday, Aug. 24, I preached on ways to relax, renew, and re-evaluate our ministry and our lives. The guiding principle taught to us by Jesus was service and love. Remember, he healed on the Sabbath. There is a similar guiding principle for this period of transition. It is remembering that God is at the center of it all, and we are bonded together by love for Christ, prayer, and common purpose in this journey. It's exciting and comforting at the same time.

Perhaps our church is a microcosm for society. I pray that the faith and trust in God that we will be practicing as a church will help sustain us as we go through national and global transitions. May we all feel held in God's arms and may we all do what we need to do.

Grace and Peace,

Rev. Bob

Deacons

Welcome to September! So much is happening this month. Be sure to read on and mark your calendars. On September 6th from 3-6 there will be an Open House style Meet and Greet to meet the candidate and their family. September 7th the candidate will be leading the service and an important vote will be taken after the service. Please try to be there so you can have a voice in this decision. The search committee has worked hard to bring a person that they see will fit best with our church. We have complete confidence in the process. There will be 2 baptisms on the 7th and one on the 14th. This is a wonderful time to welcome our little ones and their families to our church. We have started using young people as acolytes in the sanctuary.



If you have a child who would like to be an acolyte (lighting the candles at the start of service and extinguish them at the end of service), please contact Rachel Cobban. Also, if your child would like to help collect the offering let us know.

We are also in search of greeters and ushers each week. There will be a signup sheet in Currier after the service or contact Jo Worthen.



Respectfully Submitted, Rachel Cobban, Kathy Alger, Diane Breeden, Debb-Ellen Brown, James Hayden, Beth Hunter, Tom Wood, Jo Worthen

Christian Education and Faith Formation

Christian Education Calendar:

Sept 2: CE Board Meeting 6:30pm

Sept 7: Blessing Sunday: blessing of the bags with special guest Pastor

Sept 14: First Day of Sunday School

Sept 21 & 28: Sunday School October 5: Sunday School

October 7: CE Board Meeting 6:30pm

October 12: No Sunday School October 20 & 27: Sunday School

Blessing Sunday

The Sunday before Sunday School starts, we have a blessing of the bags as we start a new season in life. We are heading into the season of change, Autumn. Students and teachers go back for a new school year. Schedules may change from the flexibility of summer. Furthermore, our church is heading into a new season as well as we will be introduced to how a new pastor preaches. This candidate may be our new pastor, which is exciting! The candidate is willing to do the blessings of the bags for us. This is a good sign as the candidate is embracing our church traditions already.

What does this Sunday entail for you? Bring your school bag, work bag, lunch bag or purse to church with you. We will have them displayed up front. During service, the pastor will give a blessing over the bags. After the special congregational meeting, there will be a regular coffee hour. Please enjoy the blessings of fellowship with each other in Currier Hall.

Christian Education and Faith Formation - continued

Sunday School

Volunteers Wanted

We are still looking for volunteers who are willing to help a Sunday or two a month for Sunday School. CE Director Steph would love to have more volunteers to be able to rotate so they can still enjoy fellowship at coffee hour a couple times a month. On the form you can specify which group of children you would like to work with: youth or younger. No experience in teaching is needed, just the joy of working with children. If interested please fill out this form here. This will help us know when volunteers are available.



Sunday School Starts September 14 from 11:00-12:00

Please register children from Pre-k to 8th grade with this google form. Click <u>here</u> to fill it out.

Reflecting back to spring, as we have moved to the sanctuary for worship, it took a while for the children and some volunteers to come down to Sunday School. It made for a shorter time together. We want to enjoy as much of the hour as we can together. It is a special time where the younger disciples can have fellowship together with a snack and then have time to embrace God's word with stories, games, and crafts. To enjoy the entire hour, we are going to have children dismissed during the last hymn. Sunday School teachers will gather outside the door and guardians can release their children down the outer aisles to the Sunday School volunteers in the hall. The group will travel together down to John. Dismissal from service on the last hymn only occurs when there is Sunday School. See above for September and October's Sunday School schedule. At the end of Sunday School, children will be led up the stairs to the hall outside of Currier Hall to their parents as previously done.

Another new thing that is in the works, is setting up a "nursery" side of John. This will be available for parents to bring fussy babies down to calm or feed before going back to the sanctuary during worship. Our goal is to have service be streamed downstairs too. Please note, this will not be a drop off area. This area is for families with babies or small toddlers only. This is an comfy area to go when a parent needs an area to bring their hungry or fussy small one. We want to note that All are welcome in service. We love our babies; however, sometimes a parent may feel they need a quieter place to go with their child. Our goal is to set up a changing area there too. We hope to have it set up by Sept 14. CE will inform you when this area is open. Please note this area is only available during service. This area is used during Sunday School for our youngest members.

Sunday School will start in John with a fellowship snack. Then groups will split after 10-15 minutes. Pre-K through 5th grade Sunday School children will stay in John. The 6th through 8th graders will go to Cook Conference Room after snack with their teachers

Snack Donations Needed

Again, the CE Board would love your generosity with snacks for Sunday School. We are looking for tree nut and peanut free snacks. Bagged snacks are the best. Cheez-its, goldfish, pretzels, animal crackers, and veggie straws are some ideas of bagged snacks. However, if anyone wants to bring fresh fruit or veggies and dip, that would be great. We will enjoy them the Sunday that you bring them in. If you would like to donate, please bring it on Sunday. Leave them in John or hand them to Steph Berg or any Sunday School volunteer to bring down. Thank you in advance.

We look forward to another great Sunday School year!

Sincerely, Chairperson Anne-Marie Merrill, Paula Robinson, Holly Gorgol, Chris Cox, Eileen Page, Eileen Cox, Sue Lindemann along with the CE Director Steph Berg

Confirmation

All-Congregation Confirmation Project for Family Promise in Derry

Abbi (our confirmand) has decided what her final mission-related project is going to be! The idea is to bring the congregation together for this project. Working with Family Promise (https://familypromisesnh.org/about-us/), we plan to create "homewarming" baskets for the new families staying in the Derry facility. We would like to ask each member or person interested in helping create these baskets to purchase one item (or more!) from a list given to us by Family Promise (see below). At the end of the collection time, we hope to have a sort of "deluxe" coffee hour on a date in October to be announced. Please drop off your item(s) in the box outside the church office. Thank you in advance for your help with this Confirmation Project.

Wish List for Family Promise

Toiletries

- Men's & Women's Shampoo
- Men's & Women's Conditioner
- Individual Hand Soap
- ❖ Feminine Hygiene Products
- Men's & Women's Razors
- Men's & Women's Shaving Cream
- Men's & Women's Deodorant
- Toilet Paper
- Toothpaste
- Combs/Brushes
- ❖ Body Wash/Bar Soap
- Children's Toothbrushes & Toothpaste

Ministry of Care

What is the Ministry of Care "Carry each other's burdens and in this way, you will fulfill the law of Christ" Galatians 6:2

You may have heard of the Ministry of Care here at FPC and you do not know what it is and what we do? The Ministry of Care (MOC) seeks to identify any needs of our congregation, so that we may offer help & support in their time of need. So that is our mission. What does it mean? Have you ever been in the hospital, have you lost a loved one or maybe you just had a baby. Whatever you are going through we would like to help. That's where MOC comes in. We will send cards of condolence, get well cards, cards of encouragement or congratulations. We may call you to see if you would like us to provide a meal or help in other ways. We want to help carry your burdens or celebrate with you. When the Pastor or someone in our congregation hears of a need, they contact MOC and we will take it from there. We are aware of prayer requests made during worship and often respond to them. If you would like to part of this ministry or if you or someone you know has a need, please contact the Pastor or Beth Hunter 603-505-0702

Karen Wilson, Wendy Williams, Anne Englehardt, Sue Brown, Mary LaFrance, Beth Hunter

You are invited to an OPEN HOUSE - Meet and Greet

When: Saturday, Sept. 6, 3-6pm

Where: First Parish Church Currier Hall

Why: To meet our candidate for Pastor, and their family, prior to the congregational meeting and vote on September 7th.

Wraps and munchies will be provided; we welcome you to bring dishes to share.

Contact Rachel Cobban (603-490-8635) with any questions

If you are unable to attend the open house but would like to meet the candidate before September 7, please come to a coffee-anddoughnuts hour at the church on Thursday September 4 at 9:00.



FPC MUSIC NEWS COMING SOON

'Ring It On!

Come have some fun with Hand Chimes!

September and October

2nd and 4th Sundays Before Service

9:20-9:40 downstairs in Luke.

We will work on preparing pieces for Preludes and Postludes at services in November and December.

No prior ringing experience needed. (Preteens through Adults)

FPC Choir News

WE NEED YOUR VOICE!

Choir rehearsals will begin on October16th and will be held on Thursday evenings at 6-7 pm in the sanctuary to prepare music for November and December's festive services.

The tentative schedule for rehearsals will be Oct 16, 23, 30, Nov 6, 13, 20, Dec 4, 11, 18 Please join us for some singing, laughs, and fellowship.

Information on Christmas Childrens Choir coming soon
Questions? See or email Sandy Olson at music@fpc-ucc.org

COUNCIL CORNER

The Council met on Wednesday, August 20. The key issues discussed included: Pastoral search update: A strong candidate has been selected; upcoming events include

- Wednesday, September 3: Candidate's bio will be emailed to all members of the congregation
- Thursday, September 4, 9:00-11:00: Informal meeting with the candidate over coffee and doughnuts at the church
- Saturday, September 6, 3:00-6:00: Open house at the church to meet the candidate. Watch for requests from Deacons about how you can help with food.
- Sunday, September 7: Candidate will lead the service and participate in a short Q & A afterwards. The congregation will then vote on calling the candidate to be pastor of First Parish. If approved, the new pastor will begin November 17, 2025 (the day after Pastor Bob's bridge ministry period ends).
- Due to higher mandated insurance costs, the package will be about \$11,000 more than our budget under Pastor Deborah.
- As required by our Bylaws, the congregational meeting will be announced on the 2 Sundays prior to September 7, and on the 7th. The meeting will be on Zoom for those not able to be physically present in the Sanctuary. Only members will be allowed to vote.

BAC: The BAC will begin both short-term and long-term planning for preservation work. BAC is planning to have ServPro thoroughly clean the Sanctuary and Narthex due to air quality problems being reported in the Sanctuary. They will also get a quote from 3D Mechanical to install UV sanitizers and air handlers in the crawlspace (as was done in Currier).

Finances: Our finances continue to be in good shape for the year.

CE: Going forward, the children will be led out for Sunday school each week during the last hymn to ensure that they have the full hour available for class.

Facilities: If you identify any problem with the building that needs attention, fill out a work slip and insert it in the clearly-marked box outside the office designated for that purpose. If you simply tell someone about the problem, whether the individual is a member of the Facilities Board or not, the issue may not get the attention it deserves. It's too difficult for the Board to learn about or keep track of these needs if they are only expressed verbally. Please help Facilities be more responsive to needs you identify by filling out and depositing a work slip. Facilities will share its to-do list with Council to determine if others might be able to help with particular jobs.

Mission: Mission has donated \$1,000 for the rebuilding efforts at the Daisy Dube Orphanage in Zimbabwe, which was destroyed by fire; our congregation has generously added an additional \$3,595. Also, Mission will now support REACH, the crisis center for women in NH suffering from domestic violence, with a gift of \$100 monthly. Gift cards for gas and Hannafords have been purchased to enable the Pastor and Office Manager to respond to emergency requests.

Deacons: Communion will be moved from September 7 to September 14.

Other news: Our confirmand, Abi, is planning to do a mission project as part of her confirmation activities. She has chosen to support the new Family Promise facility in Derry and has met with the volunteer coordinator Matt for a tour of the building. Matt has supplied a list of items needed for the new families and Abi plans to coordinate donations from First Parish. The new facility is scheduled to open in early September; see the flyer in this newsletter for more information about this.

Safe Church

Safe Church Committee looking for Volunteers

The Safe Church Committee is looking for volunteers to be part of the Sanctuary Evacuation Team. There are several functions that need to be done in case the Sanctuary and building need to be evacuated. These functions are the:

Worship Event Evacuation Coordinator: Their main function is to be the focal point for the evacuation. They exit the building, get evacuation reports from the other evacuation assistants and work with the first responders.

Outdoor Safety Host: Their main functions are to determine the Rally point before the service, based on weather and parking lot conditions. (The default rally point is the field behind the dumpsters.) During an evacuation they get the noodle and "go bag" and lead everyone to the rally point. They take a head count once everyone is assembled.

Sanctuary Assistant: Their main functions are to make sure the Narthex doors are open, direct and assist people down the stairs, check the balcony and report to the Evacuation Coordinator.

Elevator Corridor Assistant: Their main function is to oversee the Elevator connector. They recruit helpers to assist in the evacuation of the mobility challenged, assist those who need help, check that the Sanctuary is evacuated and report to the Evacuation Coordinator

Office Area Assistant: Their main function is to check that the rooms on the office level (level 3) have been evacuated and report to the Evacuation Coordinator.

Classroom Area Assistant: Their main function is to check that the rooms on the classroom level (Level 1) have been evacuated and report to the Evacuation Coordinator.

Main Entrance Assistant: Their main functions are to lock the Connector door and the Main door during the service, and to stay in the Office Lobby to let latecomers in. During an evacuation they open the Main Entrance Doors, assist people down the ramp and then report to the Evacuation Coordinator.

The Safe Church Committee is looking for volunteers who are willing to perform these on a semi-permanent basis, that is doing the same function weekly if possible. The committee does have people to fill in when a volunteer will not be in church on a given week. Each function has a card describing the exact duties. Please talk to Jo Worthen for more information.

Your Safe Church Committee: Jo Worthen, Ken Williams, Christie Lombardi, Tom Wood, Paula Robinson, Bill Armstrong & Paul Lindemann



Historic Preservation

Upcoming Plans and Projects for the 1769 Meetinghouse

Completing the Sanctuary has been a major milestone in the 14-year preservation effort, but it's not the end! Along with several smaller tasks we hope to do (see sidebar), two major rehabilitation projects remain:

The Roof — Remove the slates, repair timber frame and sheathing, reinstall old and new slates, and add snow sliding prevention.

The Lower Level — Reinforce the 1769 floor; build a meeting hall, conference room, music program center, and history museum area.

How do we address the many challenges of doing all this? The *Secretary of the Interior's Standards for the Treatment of Historic Properties*, administered by the US National Park Service, gives us the answer: we commission a new Historic Building Assessment.

WHAT'S THE HISTORIC BUILDING ASSESSMENT?

This examination of a building's structural and material condition yields a formal written report that identifies problems, prioritizes them, and makes recommendations for best-practice solutions that follow the applicable Historic Preservation Standards treatment (*rehabilitation*, in our case). The Assessment not only provides expert guidance on the nature and sequencing of the rehab projects but grants such as the LCHIP in NH require Assessments that are less than 10 years old.

In 2011, we commissioned historic architect Norman Larson of CPW Architects to develop an Assessment that has guided our efforts since. Now we need a new analysis of current conditions and expert guidance for the remaining work, so we're reviewing Larson's proposal for a new report.

Larson will draw on structural engineers, mechanical/electrical engineers, stained glass experts, and other consultants to help conduct the study. He'll summarize the findings, provide photos and drawings, make prioritized project recommendations, recommend the smartest phasing of the work, and provide estimates of the rehab costs.

If we approve the Assessment proposal soon, Larson expects to deliver our completed report this November. That will give us an intelligent basis for planning upcoming projects, developing community and congregation fundraising goals and campaigns, and potentially applying for new grants. Proceeding will require continued fortitude and perseverance—and some luck—but we will know exactly what we're up against!

Let me know if you'd like a copy of our 2011 Assessment or the new proposal. or have questions or suggestions. I'll also invite everyone to a preservation update presentation this fall.

— Paul Lindemann (<u>paul@nutfieldhistory,org</u>) for the Preservation Building Advisory Committee: Larry Krantz, Bill Mann, and Bob Wilson

Potential Tasks 2025

- Exterior Painting touch up as per Stewardship Contract.
- Roof Leaks inspect slate and patch as necessary.
- Narthex Level 1 finish viewport, install heater.
- Lower-Level Weather Tightening – seal cracks, install inside storm film.
- Tech Gear cool network AV closet, install broadcast displays.
- Sanctuary Air Quality monitor, deep clean, & install air sanitization.
- Sanctuary Ceiling Fans –
 install new, quieter, controllable
 units.
- Sanctuary Front Lighting –
 install white wash light fixtures
 on ceiling pole.

2026

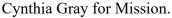
- Connector Entrance Snow Protection – roof or other means of controlling snow build up at the handicap entrance.
- Pipe Organ Louvers restore full volume control function by refurbing old motor.
- Green Shutters Refurb, paint, and reinstall.
- East Portico rebuild and reinstall the small roof over the east end double doors.

Missions

First and foremost, we celebrate our wonderful congregation for their support of the recent Daisy Dube orphanage fire in Zimbabwe. Mission donated \$1,000 and then asked for additional contributions and it was answered in a huge fashion. Almost \$5,000 was sent to Conference for this



need. A great blessing indeed. From the Pastor's Discretionary Fund, Hannaford gift cards and gas cards have been purchased for those in need. We bought school supplies for the Boys and Girls Club backpacks donated by WMUR. You will see pictures here of the women in Zimbabwe using the sewing machines that we provided at a cost of \$250 each. They make uniforms for \$10 and jerseys for \$20 to help support their own mission. We will also be making a monthly donation of \$100 to REACH, a program in Manchester for abused women. Thank you for your ongoing support.





Shawl Ministry



The Shawl Ministry needs help! Do you knit or crochet? Could you help us by making shawls for those who need a hug from the church? All work can be done at your leisure, from your home or favorite vacation spot.

Since 2004 we have been providing shawls in times of sorrow and joy. Shawls have been given to church members, friends and our high school graduates. If you would like information about the background of Shawl Ministries visit their website https://www.shawlministry.com/.

For more information here at First Parish church talk to Barbara Williams or email her at bbwtextiles@gmail.com.

FAMILY PROMISE UPDATE—August 22, 2025

As you all know, Family Promise is a program to support homeless families in southern NH, and our church has faithfully supported it for about 12 years. Our Mission board sends Family Promise \$100/month, and a small group of First Parish members have been providing a meal on the first Thursday of every month to the families in residence there.

The program has been a huge success and is widely acclaimed, receiving the Charity of the Year award from the Derry/Londonderry Chamber of Commerce in 2022 and is viewed by the national Family Promise organization as the ideal model. The current facility, located in Nashua, began operations in February 2022, after the former Infant Jesus school was reconfigured to accommodate up to 24 families. The program served residents from a wide geographic area, including Derry.

The number of homeless families has continued to grow, and Derry families who needed help found it difficult to get their children in school and get to their jobs. As a result, Family Promise sought to open a second facility in the Derry area.

The new facility, located on Peabody Road Annex behind the Shaw's grocery store in Derry, has been completed and expects to open its doors to up to 8 families in early September. While this is great news for homeless families, it means that more volunteers are needed. Specifically, the need is for volunteers to be present at the facility for numerous 3-hour shifts throughout the week, and to provide meals. The program is soliciting help from Derry churches and other organizations.

So, what can we do to help? The main things are:

- Join our group that provides meals for Family Promise so that we can serve the Derry facility as well as continuing to serve Nashua if possible. Please contact Randy Brown at randybrown1119@gmail.com if you'd like to do this.
- Sign up for shifts to help out at the facility. During a shift you would be the person who the families come to for the key to the supplies closet, and you might be asked to babysit for one of the families. You would also be there in case an emergency arose and it was necessary to call the provided emergency numbers for help. Those general hosting hours are from 6 AM to 9 AM and 6 PM to 9 PM on weekdays. The weekend hours are 6-9 AM, 9-12 AM, 12-2 PM, 2-4 PM, 4-6 PM, and 6-9 PM. If you'd like to sign up or want more information about this role, please contact the program's volunteer coordinator at matthew.hodgkiss@familypromisesnh.org
- Help sort donated clothing and other items. Again, contact Matt at <u>matthew.hodgkiss@familypromisesnh.org</u> if you'd like to help with this task.
- Help with fundraising events. Again, Matt is the contact to get on the list for this.

This is a very worthy cause; let's figure out how we can support the new facility in Derry. Randy Brown

PRESENTED BY



\$30 per person, or \$200 for team of 8

Admission includes appetizers, desserts, and a night of game play!

TRIVIA TRIVIA NGHT

To benefit the ongoing restoration and preservation of the historic Meeting House

Registration & More Info:

Scan me



SATURDAY October 18

> 4:00 PM -7:00 PM

Boys & Girls Club 40 E. Derry Rd Derry, NH

Family-friendly event, but game is best enjoyed by ages 13+ Cash Bar Live Music 50/50 Raffle Ticketed Raffle

Save the Dates!

81st Annual
Sugar Plum Fair

Saturday Nov. 22, 2025 - 9am - 3pm



Høliday Concert

Saturday Dec. 6 3:00 & 7:00 pm



Breakfast with Santa!

Saturday Dec. 13 8-11am





Monday 9-2:30 Tuesday 9-2:30 Wednesday 9-2:30 Thursday 9-2:30 Fríday 9-12



The Church Calendar

We keep our public Google calendar up to date with all church events, meetings and all groups that are using our building. Check out our calendar on our website http://www.fpc-ucc.org or by clicking https://calendar.google.com/calendar/embed?src=fpc-ucc.org 6s1980fengv0fdl7h843u246lc%40group.calendar.google.com&ctz=America%2FNew York

Electronic Giving

We have electronic giving available for anyone who would like to offer a paperless gift to the church. God Bless You!



We accept Venmo. Please note where you want the contribution to go. General fund (we need all the help we can to get to close the books in the black); Mission – which one? Or Meetinghouse or some other fund. Make sure you pick the right Venmo account – see our account picture on the left.

First Parish

First Parish Church's Identity Statements:

The United Church of Christ is guided by covenants rather than creeds. We don't tell you what you must believe. As an organization we discern how we see ourselves in God's Creation. We are then guided by various statements, which are voted upon by the entire congregation at a meeting called for that purpose. See below our Mission Statement, Our Open & Affirming Statement and our new Vision Statement.

Mission Statement

(Background: First Parish worked with nationally known consultant Alice Mann to discern who we were as a church. The result was the Mission Statement. Over the past decade leaders have looked at this statement to see if it still fits. It does and so it stands.)

"We are a community of faith built upon a firm foundation of worship, prayer, and education. In affirming diversity, we are dedicated to welcoming all people who seek the Word of God, Christian fellowship, and service to others. In partnership with Christ and led by the Holy Spirit, we reach out to the ever-widening community through active and loving ministry." (Adopted April 2000)

Open & Affirming Statement

(Background: In 2013, First Parish underwent a dedicated study with the goal of discerning whether we felt called to become Open & Affirming. The result of that process was a vote to be listed as Open & Affirming and the following statement.)

"We affirm Christ's call to love God and love our neighbors as ourselves. We therefore pledge ourselves to be open to and affirming of all people of every age, race, ethnicity, gender, gender identity, sexual orientation, physical or mental ability, socioeconomic status, family configuration, or cultural background. All who affirm the love of Christ in their lives are welcome into this community and to share fully in its life and ministry. We rejoice in the worth, gifts, and dignity of every person as a child of God." (Adopted January 2014)

Vision Statement

(Background: In 2023, the Council recognized that although we had a Mission Statement that we liked, we lacked a Vision Statement. The following is the result of this process.)

"To live our faith by being a compassionate, accepting, and generous presence in the community: a church where all people find purpose and belonging." (Adopted January 2024)



First Parish Congregational Church, UCC

(603) 434-0628 Mailing Address: P.O. Box 114 E. Derry, NH 03041 **Office Hours**

Generally, our office is open
Monday through Friday 9am-2:30pm
Please call ahead to make sure we are
in the office

Online

www.fpc-ucc.org facebook.com/fpcucc

Bridge Pastor
Reverend Robert Fellows
pastor@fpc-ucc.org

Office Manager officemgr@fpc-ucc.org

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