

Westminster Presbyterian Church ● 262 State Street ● Albany ● New York ● wpcalbany.org

Hello My Friends,

As we prepare to enter the church season of Lent, I want to start by reflecting on the Sabbath. We call it the Lord's Day, and a day of rest. Some call it "my only day of rest" and use that as an excuse not to join in worship. As if worship was a chore, not a celebration and renewal.

Old Testament scholar Walter Brueggemann has helped people appreciate there is even more to the meaning of Sabbath. He finds that the 10 Commandments, including Sabbath keeping, are the foundation of life in the face of the deadliness of life under Pharaoh's rule. This isn't just about a day off. Such faithful practice of work stoppage is an act of resistance. It declares in bodily ways that we will not give into the rat-race system that pervades a society. We will not be defined by busyness and by acquisitiveness and by pursuit of more, in either our economics or our personal relations or anywhere in our lives. Because our life does not consist in commodity.

Sabbath is a time to renew, to take a deep breath and see where life goes amiss without God. The Rev. Jimmie Hawkins put it this way at a recent PCUSA conference: "The purpose of Sabbath is renewal, so we can wake up in the morning and be woke. It's to come out with energy and vitality so we can be a presence in this world. Our faith is personal, but it's not private."

Lent is, in part, a 40-day Sabbath time. It is a time to take a breath, to reflect and to refresh ourselves. It is a time to give up things that keep us preoccupied; to give up what keeps us blind to God's greater truth; to give up commodities that please us so we can better serve others; to give up what distracts us from a deepening with God and one another.

What will you do to make this a helpful Sabbath season? Here are some suggestions:

- cut back or give up on some activity so you have time to take a deep breath
- use freed time to spend more time with God, with friends and with family
- commit to coming to worship open to the presence of God
- attend a Lenten book study
- find time to play. Jesus was known to attend dinner parties.
- find time to be alone with God. Jesus did that too.
- contribute the One Great Hour of Sharing
- use the "Tread Lightly" environmental calendar
- approach others with understanding not judgement

May your Lenten Sabbath be a blessing for you.

Pastor Bill

### **Report from Session**

### from Leah Threatte, Clerk of Session

I am pleased to write my first report as the new Clerk of Session- and want to recognize once more the great work that Sue Schell did over the last 6 years in this role. We have been blessed to have her as such a dedicated and organized clerk! Session joyfully approved the Baptisms of Melody Cellina Newell, the child of Annatacha Tay and Micko Newell as well as Choice L. Ashburn, the child of Ervin and Judy Ashburn.

Session is continuing to work on several projects, including developing additional sources of fundraising, ascertaining our financial priorities, engaging in community advocacy and helping more members of our Westminster congregation find ways to get involved. We are looking forward to a fruitful 2020.

### Your Pastor Nominating Committee (PNC) at Work

February may be the shortest month (although a bit longer this year), but the PNC has gotten a lot done! We obtained a second batch of resumes from PCUSA and have been continuing to interview potential candidates and have begun to narrow the field. We have seen several attractive candidates and there have been several who have "self-referred" themselves to us. It has been gratifying to see the talent and dedication out there.

Please keep us in your prayers.

Christabel Abban, Ervin Ashburn, Beth Coombe, Lily Mercogliano Easton, Caleb Karkari-Mensah, Lynne McKee, and Larry Volk

### **Church School News**

41 young people and chaperones will participate in the New York State Council of Church's Youth Leadership trip to Washington D.C. to reflect on justice and public policy under the guidance of Aimee Hong, Director of the United Methodist Church Seminar Program. The trip includes a visit to the National Museum of African American History & Culture. Students from the following churches will participate: First Presbyterian Albany, Hebron United Presbyterian Church, Westminster Presbyterian Church, Henrietta United Church of Christ, Plattsburgh United Methodist Church, Queensbury United Methodist Church, Indian Lake United Methodist Church, Adirondack Community Church, Unitarian, First United Presbyterian Troy, and New Covenant Presbyterian. Those going from Westminster are Ephraim Adjei, Caleb Karkari-Mensah, Henry Sowah, Desmond Sowah, and Allison Decker.



Westminster had a big turnout for the "Bowl-a-Thon" event held to raise funds to support the Emergency Overflow Homeless Shelter operated by the Capital Area Council of Churches. Not only was it a fun time, but our church young people raised over \$1,300 for this great cause! Thanks to Belinda Quaye and Tom McPheeters for organizing our participation. Westminster supports the Shelter ministry by providing on-site hospitality and nourishing meals each Sunday night throughput the operating season (November - April).



### Journey With Us Through Lent

- Ash Wednesday Service: February 26 at 7:30 pm Join us for readings, time for reflection, hymns and imposition of ashes.
- Maundy Thursday Service: "Remembering the Last Supper" April 9 at 7:30 pm Share prayer, scripture, reflection and the Sacrament of Communion.
- Good Friday Service: "Faces at the Cross" April 10 at 7:30 pm Join with us on April 10 at 7:30 pm for our Good Friday Service. Narrative selections from those present at the Last Supper, the arrest, trial and crucifixion will combine with music and prayer to explore the meaning of Christ's death. Speakers will represent the owner of the upper room; a servant girl from the courtyard; Barabbas the thief; Simon from Cyrene along the path to Calvary; a Roman soldier at the foot of the cross; and Mary the mother of Jesus. The service will end with a period of darkness before departing.

### **Lenten Book Study Opportunities - 2 Study Groups**

- Study "Forgiveness" by Marjorie J. Thompson Wednesdays at 12:15 pm, starting February 26. Bring your lunch.
- Study "Inspired" by Rachel Held Evans Mondays at 7:00 pm, starting March 2. Let Rev. Schram know if you wish to attend.

For more details, visit www.wpcalbany.org/upcoming-events

### Siena College Choral Concert at Westminster



Sunday, March 3 at 3:00 pm On Sunday afternoon, March 3, at 3:00 pm, the Siena College Chorus, Chamber Chorus, and Clare Singers and Orchestra will perform their annual Masterwork Concert here at Westminster Church. The program will be directed by Dr. Timothy Reno, Dean of Siena's Creative Arts Department, and by Gene Marie Callahan, who was for several years a soprano in Westminster Church's Choir. The program will include two major works: VISIONS by John Rutter, and Bob Chilcott's JAZZ MASS, as well as the premiere of a new composition inspired by the St. John's Bible. Completed in 2015, the Saint John's Bible is the first handwritten, illuminated bible created since the invention of the printing press. A copy of the book is owned by Siena College. Al Fedak will be at the organ. All are invited to the concert: donations are welcome.



### Capital Campaign Update

We thank all of you who have contributed to the Capital Campaign (CC), raising \$413,920.60 at the close of January 2020! Next steps? We are blessed with a very generous bequest from Marjorie Ketchum in the amount of \$216,920.35. Session has approved the distribution of \$86,079.40 into the Capital Campaign allowing us to reach our goal of \$500,000. With these funds, the committee will explore the remaining CC projects including the 1st floor north wall, ADA accessible bathroom renovation, assembly room aesthetics and electronics and other urgent needs. In addition, we will pay off the Presbytery loan of \$25,000 (\$20,238.24 outstanding balance as of January close). This loan provided money on hand for the steeple project while pledges were being collected. Further, the CC committee and donors agreed to fund 50% of the costs to renovate the State Street center doors (\$7,000). The remainder of the bequest, \$98,840.95, will be placed into the managed endowment fund by Merrill Lynch. We hope to close out the work of the CC in 2020 with your patience and support. Thank you again for your commitment and love toward Westminster!

### Planning for WPC Work Projects

The Trustees have scheduled a second-hour meeting with the congregation for March 15 to discuss work projects for the church. We have ongoing projects and "on hold" projects that are not now scheduled but may be needed in the near future. In sharing this information, we will look to the congregation for feedback on your priorities and who you think should be contracted to do the work. You might also know of projects that should be undertaken that we have not identified. Many of these projects involve painting- the assembly room, the sanctuary, classrooms and bathrooms, so the Trustees plan to reinstate the "last Wednesday of the month work sessions" with the hope that we can get people to volunteer to do some painting. Ultimately, we may need to contract out for painting services, but we want to first see what we can do ourselves.

The Trustees also will discuss emergency plans, e.g. what to do if the furnace doesn't work or the dimmer switch system fails? These emergency plans will be most helpful in knowing who we should call when the lights go out, so to speak. Finally, we want to discuss the broader question of how long should we take to do these projects and how should we pay for them? Your feedback will used when Session and the Trustees make final plans. As you can see, these projects involve many people in the church, so we hope it is widely attended and leads to helpful feedback, giving you, the congregation, the sense that we are keeping you in the loop.

# Schuyler Inn Book Giveaway Wednesday April 15

The spring Schuyler Inn Book Giveaway is scheduled for Wednesday, April 15th, a vacation week for students. We also try to include a gift card for residents as we have availability, so gift cards in the amount of \$10 to either Price Chopper or Walmart are always welcome. Schuyler Inn residents are always very grateful when we can do this. We thank Westminster's congregation for their generosity!



### One Great Hour of Sharing - Collection on Palm Sunday, April 5

ONE GREAT HOUR OF SHARING

SPECIAL OFFERINGS

HUNGER • DISASTER • DEVELOPMENT

Around the world, millions of people lack access to sustain- able food sources, clean water, sanitation, education, and opportunity. The three programs supported by One Great Hour of Sharing — Presbyterian Disaster Assistance, the Presbyterian Hunger Program, and Self-Development of People — all work in different ways to serve individuals and communities in need. From initial disaster response to ongoing community development, their work fits together to provide people with safety, sustenance, and hope.

Collected on Palm Sunday, April 5th, each gift to One Great Hour of Sharing (OGHS) helps to improve the lives of people in these challenging situations. The Offering provides us a way to share God's love with our neighbors in need. In fact, OGHS is the single, largest way that Presbyterians come together every year to work for a better world.

### One Great Hour of Sharing - makes a difference in the world.

PRESBYTERIAN DISASTER ASSISTANCE (PDA)

- Works alongside communities as they recover and find hope after the devastation of natural or human-caused disasters, and support for refugees
- Receives 32% of funds raised

#### PRESBYTERIAN HUNGER PROGRAM (PHP)

- Takes action to alleviate hunger, care for creation, and the systemic causes of poverty so all may be fed
- Receives 36% of funds raised

### SELF-DEVELOPMENT OF PEOPLE (SDOP)

- Invests in communities responding to their experiences of oppression, poverty and injustice and educates Presbyterians about the impact of these issues
- Receives 32% of funds raised

# "Love Your Neighbor" Fellowship Mixer

Enjoyed as Time of Discovery and Fun

The "Love Your Neighbor" second hour event held on February 9 was a lot of fun! 52 people participated. There were lots of laughs, conversation and Valentine-themed treats. We learned who likes ice-fishing, who enjoys their AP English class, who lists Fritos as their favorite food, who was the NYS baton twirling champion, who loves Kennebunkport Maine, and so much more! There were requests to repeat the event in the future, so we hope to see you at the next one.





\$10,000 Fundraising Goal

# African Spring Dinner

Saturday March 21, 2020

# Wilmot Collins

Mayor of Helena, Montana Former Refugee from Liberia U.S. Senate Candidate

African Spring Dinner: Saturday, March 21 at 5:00 pm Former Refugee from Liberia- Mayor Wilmot Collins "How Refugees Count"

Join us on Saturday, March 21 for the Annual African Spring Dinner fundraiser, from 5:00 pm to 8:30 pm. Learn how donations to Westminster are making a difference in West Africa and help us reach our \$10,000 fundraising goal!

Donations gratefully accepted online at <u>wpcalbany.org/give</u> or CLICK HERE (select "African Mission" in the pull-down menu).

Checks also accepted payable to: Westminster Church ("African Dinner" in memo line).

Please bring a "Dish-to-Pass" to share at dinner, if able.

Registrations are encouraged, but not required, by Tuesday, March 17 for planning purposes:

- Online Registration preferred: wpcalbany.org/upcoming-events
- Call: 518-436-8544 or Email: office@wpcalbany.org

Our invited keynote speaker is Mayor Wilmot Collins, a Liberian immigrant who is now the major of Helena Montana and currently running as a U.S. Senate candidate. His topic is "How Refugees Count." Mayor Collins grew up on the vast Firestone Tire company's rubber plantation in Liberia. He attended the University of Liberia and met his future wife, Maddie. The young couple were caught up in the country's brutal civil war and fled the country after Collins' two brothers were killed. The couple applied as refugees to immigrate to America. His wife, Maddie, was accepted first and left when newly pregnant. It was more than two years later that Mayor Collins was accepted. He met his nearly 2 year-old child for the first time at Helena Airport.

Collins has served in the National Guard, and the Reserves. He has worked as a teacher, at various organizations that helped troubled youth, at the VA, at the Department of Homeland security, and as a child protection specialist for the State of Montana. Then he decided to run for public office. After conducting an extensive door to door campaign, Collins beat the four-term incumbent. Mayor Collins election as a black, immigrant mayor in 2017 made national news. Now he is running for the U.S. Senate. We look forward to hearing his strategies and plans for the future at the African Spring Dinner, 5-8:30pm on March 21. Please join us!

### Mission Trip to Ghana



Would you like to be on the Westminster mission team to Ghana in October, or to support the group in fundraising efforts? Please get in touch with Belinda Quaye or Willie White as soon as possible. Our partners in Tema are planning to host both attendees to the Ghana Mission Network meeting in northern Ghana, to which they will be sending a significant number of attendees, and also, those who would prefer to tour the country. The group will be having their first planning meeting soon, but will still accept new team members.

# Hope Mission School Welcomes Nurse Funded by Westminster

The addition of a part-time nurse at Hope Mission School in Liberia has been enthusiastically welcomed by both students & staff. The position is funded by Westminster Presbyterian Church. This spring Ms. Korlu Jallah will add malaria screening and treatment to the current sick call" services at the school where she has been handling a variety of minor ailments since the summer of 2019. These ailments would otherwise likely go unattended and run the risk of causing more serious health problems.

The school is located in a semi-rural area on the outskirts of the Liberian capital city of Monrovia. Access to reliable and affordable health care is very limited and Ms. Jallah's role at least partially helps to address an important unmet need in the Barnard



Farm community where Hope Mission School is located. Ms. Jallah has been a certified nurse and midwife since July 2014. In addition to "sick call" duties she often holds group sessions of various health related topics of importance to the school's youth. She has covered topics including hand washing, menstrual hygiene and healthy peer relationships.

### African Mission Partner Highlights

Fuller stories in next Newsletter

- Agricultural Project at Westminster-funded Hope Mission School The agriculture program at Hope mission school in Liberia is progressing. The crops will help the administrators give the teachers crops as bonuses and add to the feeding of the orphans. They want WPC to know that if WPC had not invested in capacity building, they would have failed in operating the school and caring for the orphans.
- Tema, Ghana Partners Raise Funds for Joint Mission Projects Our donations to our African Mission partners are providing seed money that allow our Ghana partners to raise additional amounts of money for projects. Barbara Asempa, HOCAP Executive Director wrote from Ghana, "Our partnership with WPC is bringing joy and hope to the poor and the underprivileged." Fuller details of two Tema, Ghana partners will come in the next newsletter.

Liberian Nobel Peace Laureate, Leymah Gbowee,

to Speak at University of Albany: "Beyond Women's Leadership: Liberian Lessons on Peace, Conflict, and Feminist Organizing" April 15 at 12 Noon

The NY State Writer's Institute and the University of Albany are hosting an April 15th visit of Leyman Gbowee, the Liberian woman who lead the women's peace movement in Liberia that played a pivotal role in bringing an end to their long civil war and drove out President Charles Taylor. She was one of 3 peace activists to be awarded the 2011 Nobel Peace Prize. She will be speaking on Wednesday, April 15th at 12 Noon in the Campus Center Ballroom. Given Westminster's mission connection to Liberia, this will be a great opportunity to learn from Leymah Gbowee. For more information, visit: www.albany.edu/womensstudies



We give thanks for the following members of the congregation who are serving as church officers:

Session Leah Threatte Clerk

Jessica Chamberlain Kelly Crisfield Fatmata Hilton Felicia Kollie-Gambles Tom McPheeters Valerie Shanley Larry Volk Sheila Wrede

**Deacons** 

Peter McKee & Linore Southworth

Co-Moderators

Christabel Abban Ervin Ashburn Ruthanne Brod Kate Gallagher Elizabeth McMillan Ned Trudeau

Gilbert Asante Leif Hartmark

Kris Wilhelm

Trustees

Dixon Southworth & Nancy Ost

Co-Chairs

Marie McClumpha Laura Moody Nancy Ost Peter Wrede



### Reflections on the Anniversary Organ Concert

Al Fedak introduced the February 2, 2020 organ anniversary concert with words about the meaning of the organ in Westminster's history. An excerpt from his opening comments is included below.

"It would be hard to overstate the importance of Westminster's pipe organ. Historically speaking, Ernest Skinner's Opus 780 is a quintessential example of early 20th-century American organ building. It was designed and installed by America's premier organ builder at the height of his powers, and it is recognized as one of his finest surviving instruments. In many respects the organ is a time machine. Because think of it: the musical sounds it produces are the very same sounds that accompanied our parents' and grandparents' generations at their baptisms, weddings, and their funerals. When the organ plays, and especially when it leads the singing of congregational hymns, we somehow become mystically connected to the faithful people who worshipped here in the past and, God willing, to those who will worship here in the future. Because parishioners come and go. Clergy come and go. Even organists come and go. But here at least, at Westminster, once again the organ remains. In a very real sense, a pipe organ is a powerful revelation, a manifestation of the communion of saints, that transcends space and time. It is the very voice and breath of the church.

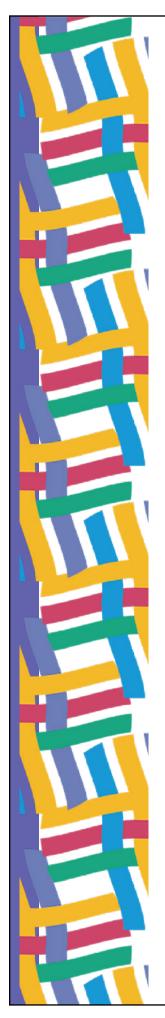
Westminster's pipe organ represents something unique and very special. By now, many know the story: that the organ was rescued from almost certain destruction in 1976, by Dr. Thomas Older and his wife Anne, who kept the instrument safe in their home for nearly a quarter century until it was needed here again. It was returned to the church in 2003, fully restored and enlarged. Westminster chose this instrument not just once, but twice.

Back in 1999, when this church's Session approved the reinstallation of this pipe organ, the one condition they insisted upon was that the instrument be shared,



regularly and freely, with the surrounding community. I am pleased to say that we have met that condition beyond all expectations. The list of performers who have played here reads like a Who's Who of the international organ community. And today's concert is the fiftieth solo organ concert presented by Westminster church since 2003."





# Worship & Second Hours Lenten Worship Theme: "GIVING UP"

Sunday, March 1 First Sunday in Lent, Daylight Savings

10:00 am Worship Rev. Bill Schram leading worship

"Giving Up Control" Genesis 2:15-17; 3:1-7, Matthew 4:1-11

Second Hour: to be announced

Sunday, March 8 \* Second Sunday in Lent, Daylight Savings

10:00 am Worship Rev. Bill Schram leading worship "Giving Up Expectations" Genesis 12:1-4a; John 3:1-17

Second Hour: Presentation by youth on their NY State Council of Churches Youth

Leadership Trip

Sunday, March 15 Third Sunday in Lent

10:00 am Worship Rev. Bill Schram leading worship

"Giving Up Superiority" Romans 5:1-11, John 4:5-42 selected verses

Second Hour: Trustees presentation (see Trustees' article on p.4 for details)

Sunday, March 22 Fourth Sunday in Lent

10:00 am Worship Rev. Bill Schram leading worship

"Giving Up Closed Minds" John 9:1-23, John 9:24-41

Second Hour: Report on the African Spring Dinner and fundraising efforts

Sunday, March 29 Fifth Sunday in Lent

10:00 am FOCUS Churches Worship and Annual Meeting

"Giving Up Our (Dry Bone) Lives" Ezekiel 37:1-14, John 11:28-44

Second Hour: to be announced

Sunday, April 5 Palm Sunday

10:00 am Worship Rev. Bill Schram leading worship

"Giving Up Popularity" Psalm 118:1-2, 19-29, Matthew 21:1-21

Second Hour: The Meaning and Power of Holy Week

Sunday, April 12 Easter Sunday

10:00 am Worship Rev. Bill Schram leading worship "Easter as Earthquake" Matthew 27:45-54, Matthew 28:1-10

### Note:

\* Set your clocks ahead one hour before going to bed on Saturday night, March 7 for Daylight Savings.

Second Hour topics may be added or changed. Watch for updates online in our weekly news emails and on the website: <a href="www.wpcalbany.org">www.wpcalbany.org</a>

Please join us in the Assembly Room following worship to enjoy refreshments and a time of fellowship.



# MARCH into APRIL • 2020

SUNDAY March 1

9:00 am Sunday Bible Study 10:00 am Worship

11:15 am Church School/Second Hour 3:00 pm Siena College Choir Concert

12:15 pm EBA Seniors Class 7:00 pm "Inspired" Book Study

7:00 am FOCUS Breakfast Program 10:00 am Personnel Committee

7:00 am FOCUS Breakfast Program 12:15 pm EBA Seniors Class 12:15 pm "Forgiveness" Book Study

7:00 am FOCUS Breakfast Program 7:30 pm Choir Rehearsal

12:15 pm EBA Seniors Class

**SUNDAY March 8** 

**DAYLIGHT SAVINGS TIME STARTS** 

9:00 am Sunday Bible Study 10:00 am Worship

11:15 am Church School/Second Hour 2:00 pm 518 Children's Guitar Recital

12:15 pm EBA Seniors Class 7:00 pm "Inspired" Book Study 10

7:00 am FOCUS Breakfast Program 7:00 pm Session Meeting

11

7:00 am FOCUS Breakfast Program

12:15 pm EBA Seniors Class

12:15 pm "Forgiveness" Book Study 7:00 pm Urban Gardening Series

12

7:00 am FOCUS Breakfast Program

7:30 pm Choir Rehearsal 13

12:15 pm EBA Seniors Class

**SUNDAY March 15** 

9:00 am Sunday Bible Study 10:00 am Worship

11:15 am Church School/Second Hour

11:15 am Deacons Meeting

12:15 pm EBA Seniors Class 7:00 pm "Inspired" Book Study

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7:00 am FOCUS Breakfast Program

7:00 pm Compassionate Friends 7:00 pm Trustees Meeting

7:00 am FOCUS Breakfast Program

12:15 pm EBA Seniors Class

12:15 pm "Forgiveness" Book Study

6:00 pm Pine Bush Dinner 19

7:00 am FOCUS Breakfast Program 7:30 pm Choir Rehearsal

12:15 pm EBA Seniors Class

21

5:00 pm African Spring Dinner

SUNDAY March 22

9:00 am Sunday Bible Study

10:00 am Worship

11:15 am Church School/Second Hour

12:15 pm EBA Seniors Class

7:00 pm "Inspired" Book Study

7:00 am FOCUS Breakfast Program 25

7:00 am FOCUS Breakfast Program

12:15 pm EBA Seniors Class

12:15 pm "Forgiveness" Book Study 26

7:00 am FOCUS Breakfast Program

7:30 pm Choir Rehearsal

27

12:15 pm EBA Seniors Class

SUNDAY March 29

9:00 am Sunday Bible Study

10:00 am Worship

11:15 am Church School/Second Hour

30

12:15 pm EBA Seniors Class

7:00 pm "Inspired" Book Study

7:00 am FOCUS Breakfast Program

### **APRIL**

7:00 am FOCUS Breakfast Program 12:15 pm EBA Seniors Class

12:15 pm "Forgiveness" Book Study

7:00 am FOCUS Breakfast Program 7:30 pm Choir Rehearsal

12:15 pm EBA Seniors Class

SUNDAY April 5 PALM SUNDAY

9:00 am Sunday Bible Study

10:00 am Worship

11:15 am Church School/Second Hour

12:15 pm EBA Seniors Class

7:00 pm "Inspired" Book Study

7:00 am FOCUS Breakfast Program 3:30 pm Women Against War Dinner

7:00 am FOCUS Breakfast Program 12:15 pm EBA Seniors Class 7:00 pm Urban Gardening Series

7:00 am FOCUS Breakfast Program

7:30 pm Maundy Thursday Service 8:30 pm Choir Rehearsal

12:15 pm EBA Seniors Class

7:30 pm Good Friday Service

SUNDAY April 12 EASTER SUNDAY

9:00 am Sunday Bible Study 10:00 am Worship

11:15 am Church School/Second Hour



Change Service Requested

### **PLEASE NOTE:**

The Messenger is available for pick-up at the church or by email only, unless requested otherwise.

Please contact us with a current email if you do not already receive our online communications.

## Westminster Presbyterian Church

### **CHURCH OFFICE- Hours**

9:00 am-5:00 pm Tuesday & Thursday; Friday 9:00 am-12:00 noon

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Director of Christian Education: Belinda Quaye

Minister of Music and Arts: Alfred V. Fedak, FAGO, ChM

Parish Associate: Rev. Paul Randall

Sextons: Glenda Bennett, Joy Tallmadge, John Fox

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Newsletter submissions are due by: March 16 Send submissions to: newsletter@wpcalbany.org