



Central E-Link

*News, Resources & Opportunities to Energize & Equip
Church Leaders of the Central Texas Conference*

August 11, 2010

Welcome! This is the conference's weekly update to church leaders — lay and clergy. Articles and requests should be submitted to Carolyn@ctcumc.org by **12 noon Tuesday** in order to be e-mailed on Wednesday. Articles should be brief and include active links to websites or contact persons for details. To add a colleague or church member to *E-Link's* weekly distribution, send their addresses to susan@ctcumc.org.

Editor: Carolyn Stephens Carolyn@ctcumc.org

See quick links under "Resources" for more news and resources

News Briefs — The Conference

Mid-Year Financial Status Report

From CTC Treasurer Harvey Ozmer: We are now in the eighth month of 2010. Throughout the months of this year we have continued to see a time of economic uneasiness. The Conference Council on Finance & Administration and the CFA staff want you to know that we do our best to insure that Christ's ministries of love and compassion supported by your apportionment giving are carried forth. We take seriously the confidence placed in us by all the churches of our conference.

- Our 2009 financial audit has been completed. The result was exceptionally strong and will be reviewed by CFA at its next meeting. The audit will also be available in the *2010 Conference Journal*.
- Apportionment receipts ending July 31 showed the conference to be slightly ahead in receipts compared to last year. Only one district was lagging significantly behind its numbers compared to 2009.
- We encourage every church treasurer, finance chairperson and pastor to read and apply the information contained in the Treasurer's Quarterly Newsletter *FAITH*.
- Always, if you would like any assistance, please invite Harvey Ozmer (treasurer) and/or David Stinson (assistant treasurer) to meet with you.

Tom Locke, president of the Texas Methodist Foundation, has said, "In the final analysis, our futures are based on our collective good stewardship of the abundant generosity of God as demonstrated in the life of Christ." All that is being accomplished through your gifts is a testimony to your generosity. And as you complete your apportionment giving in full for 2010 so much more will be done. Thank you for proclaiming through your giving in the ministry of the UMC – a generous and gracious God.

CLERGY ONLY: E-mails on CTC Website Update

Some pastors have asked for the conference to reveal clergy email addresses on the conference website (rather than the hidden link system) to make it easier for those who do not use an email client like Microsoft Outlook, Mozilla Thunderbird, Apple Mail, etc. to send email. There are advantages and disadvantages to changing the system. So far 56% of the 27 pastors who took the time to vote on their preferences at <http://ctsitesite.brickriver.com/surveys/TakeSurvey.aspx?PageNumber=1&SurveyID=p2KMm96> would like the system to remain as is with "hidden" addresses. The survey will be active through the remainder of this week.

Date Change for UCC's New Poly Center

An article (New Poly Center is a blessing) in last week's Central Link newspaper reported that the dedication and blessing of the new Polytechnic Center in east Fort Worth would be scheduled on Friday, Sept. 17. Unfortunately, United Community Centers has had to postpone the open house/dedication due to a construction setback. A new date and time will be forthcoming in late September. Should you have any questions regarding the dedication, please feel free to contact Susie Reyes, UCC Director of Fund Development, at 817-927-5556, x115. For more details about UCC's capital campaign and how you/your church might want to volunteer, contact UCC President Celia Esparza at cesparza@unitedcommunitycenters.org.

Grants for Caregiving Ministry

Grants provided by the UM Committee on Older Adult Ministries are part of the Comprehensive Plan for Older Adult Ministries adopted by General Conference 2008. The committee will award grants for Caregiving Ministries in 2011. Grants for Intergenerational Ministries were provided in Fall 2010. All grant applications (pdf attached) must be submitted to the Center on Aging & Older Adult Ministries, PO Box 340003, Nashville, TN 37203-0003. Grant applications that meet the criteria will be forwarded to the UM Committee on Older Adult Ministries for review. All applications must include the required signatures. A copy of the grant application should be sent to your Annual Conference. The maximum grant per quadrennium per recipient is up to \$2500 seed money for the starting of a new ministry or up to \$4000 for continuing ministries with matching funds or in-kind contributions.

Update on Centennial Celebration — Oct. 23

As of this morning (Wednesday) five churches have called or e-mailed corrections/inclusions for the list of still existing churches formed prior to 1910 that appeared in the Aug. 6 issue of *Central Link*. Again, we ask forgiveness for any inaccuracies. The old printouts were difficult to read, names were incomplete and multiple dates for some churches. If there is an inaccuracy or an omission for your church, please send your correction to Carolyn@ctcumc.org. When we feel confident that all the corrections are made, we will put the revised list on the conference website AND display it at the Centennial Celebration on Oct. 23.

John Beckling, III Shares New Vision for Chrysalis Journey #16

The CTC Chrysalis Journey #16 will be Aug. 19-21 at First UMC in Early (Brownwood District). This is an Emmaus program for young adults ages 18-28. John Beckling, III, the lay coordinator for Chrysalis Journey #16 is asked for prayers for the resumption of this program and "for our caterpillars." If you have any questions, please contact Beckling at utachristianguy@yahoo.com.

Online Safe Sanctuary Training Available in Mid-August

The CTC now has an online Safe Sanctuaries Training for local church leaders and volunteers who will be working with children, youth and vulnerable adults. This course is not meant to replace the local church's face-to-face training. Rather, it is hoped that this will be an option for those who, for any reason, are unable to attend the regularly scheduled training a local church provides. The conference estimates that it will require about four to six hours to complete the online training, but those who wish to complete their training online will have up to one month to complete it at their own pace and on their preferred schedule. Upon completion, the participant will be able to print a certificate to present to their Safe Sanctuaries coordinator or the equivalent in their local church. The person who chooses this training will need the book *Safe Sanctuaries* by Joy Melton to be able to successfully complete it. Most local churches have this book, but it can be purchased through the Cokesbury store or at www.cokesbury.com. The first scheduled opportunity to take the **online course will begin on Aug. 15**, and it should be completed by Sept. 15. For more information, contact Karen Granderson at 817-877-5222, 800-460-8622 or Karen@ctcumc.org.

Are You a Potential Centennial Church?

Tapping into this year's centennial theme — the 100th anniversary of the CTC — a "Centennial Church" will be a designation given to congregations reaching certain achievements and will be

celebrated at the 2011 Annual Conference June 5-8 in Waco. Check out the revised Point System list and other details at www.ctcumc.org. Between Sept. 1, 2010 and May 1, 2011, a church may select challenges from the list and will receive the designation of Centennial Church with a score of 100.

Update on Church/Ministry Display Tables

Twenty more churches (highlighted in yellow) and ministries have signed up for display tables at the CTC Centennial Celebration Oct. 23 at Will Rogers Memorial Complex in Fort Worth. For more details and a registration form, visit www.ctcumc.org and click on the Centennial logo. The 96 display tables already reserved are for:

Acton	Alliance First	Alvarado	Arlington First
Asbury, Ft Worth	Ballinger First	Bethel, Ft Worth	Bethesda
Bracks/Springhill	Breckenridge First	Brock	Cahill
CT Meth. Foundation	Christ, Ft Worth	Cisco First	Cogdell Memorial
Coleman First	Corsicana First	Couts Memorial	Cransfills Gap
Crawford First	Cross Plains	Crowley	Davis Memorial
Dido	Edge Park, Ft Worth	El Buen Samaritano	Emhouse/Richland
Emanuel Chapel	Epworth, Arlington	Euless First	Eureka
Ferris	Ferris Heights	Fisherman's Chapel	Fort Worth First
Frost	Gatesville First	Genesis	Glen Rose First
Grace, Arlington	Grace, Ft Worth	Graham First	Grapevine First
Granger	Groesbeck First	Hamilton First	Handley
Hico First	Hillsboro First	Hurst First	Iredell
Jean	Keller First	Kennedale First	Kerens
King Memorial	Kirvin	Kopperl	Meadowbrook
Mexia First	Mt. Zion/Perry Chapel	Newcastle First	New World
Novice	Perry	Pleasant Grove	Polytechnic, Ft Worth
Pooleville	Richland Hills	Ridglea, Ft Worth	River Oaks
St. Andrews, Ft Worth	St. James, Waco	St. John the Apostle	St. Luke, Ft Worth
St. Luke, Mexia	St. Mark, Cleburne	St. Paul, Georgetown	Saginaw
Salado	Santa Anna	Silver Creek	Smithfield
Springtown First	Tehuacena	Temple First	Thompson Chapel
Waco First	Weatherford First	Wellspring	Wesley, Waco
Wesley Mem, Cleburne	Woodway, Waco	Wortham	United Com. Centers

Self-Care for Clergy Program Coming in Sept & Nov

The Self-Care for Clergy Workshop is designed to provide a break from day-to-day responsibilities and allow for reflections, reviving and renewing the spirit and potential that effective ministry requires. There are two programs from which to choose:

Servant Leadership: Personal and Professional Self-Care

Sept. 20-21-- Still Water Lodge, Glen Rose
Register by Sept. 1 • 254-897-2247
www.glenlake.org/stillwater

Nov. 8-9 – Summers Mill Retreat Center, Belton
Register by Oct. 15 • 254-939-6194
www.summersmill.com

Schedule for each: 5:30-9 p.m. Monday; 8:30 a.m. – noon on Tuesday. The cost of the course is \$85/person. Participants in the Virgin Health Miles program will be given a 1,000-mile award for participating in Self-Care for Clergy. Sign up for one of the sessions by the indicated deadline. Register at www.ctcumc.org under “Ministries” and choose Health and Welfare.

Central Texas Methodist Foundation Workshop — 9 a.m.-noon Aug. 28

The Central Texas Methodist Foundation workshop on “Engaging, Equipping and Growing Disciples” for church leaders, scheduled for 9 a.m. to noon Aug. 28 at Arlington Heights UMC in Fort Worth, will include three discipleship segments:

- New Consecration Sunday program for stewardship development,
- EQUIP – the Methodist version of the Financial Peace University program, and

- Alpha USA – the evangelism program that engages people to explore faith in Christ. Presentations will be followed by round table discussions. No charge, but reservations are required to assure adequate materials. Call 817-332-1394, 800-333-4096 or e-mail pat@ctmf.org.

Created by God: Train the Trainer — Sept. 10-11

Andy Stoker from the North Texas Conference and Kay Lancaster from the CTC are amassing a group of persons within our conferences to attend a regional *Created By God: Train the Trainer* event for the human sexuality course for tweens. If you would like more information about the process of being trained to lead this course in local churches, contact Karen Granderson at karen@ctcumc.org, 817-877-5222 or 800-460-8622. If you have been previously trained, it may be time for a refresher course on the revised materials. The event will be held Sept. 10-11 at FUMC-Arlington. If you feel called to be a trainer, register soon. All are welcome! See http://ct.brickriver.com/files/oFiles_Library_XZXLCZ/CBG_Trainer_Poster_RDGF4U7Y.pdf.

Preventing Clergy Sexual Misconduct (PCSM) — Sept. 30

Course to be offered in the Brownwood District: Karen Granderson and Mary Gean Cope will lead this course from 10 a.m. – 3 p.m. Thursday, Sept. 30, at Early First UMC (1073 Early Blvd., Early). The course is designed for clergy who wish or need to do the training in person instead of online. Clergy from other districts are welcome to attend as well as church assistants and children and youth workers. A light lunch will be provided for the cost of \$5. Please RSVP to the Brownwood District Office (brownwood@ctcumc.org; 325/646-8223 or 800/646-8223) by Monday, Sept. 27.

UMVIM Team Leader Training — Sept. 18

If you will be leading a mission team or would like to consider becoming a mission team leader for your church, please join us for a conference-wide UMVIM team leader training! Training will be held on Saturday, Sept. 18, from 9 a.m. to 12:30 p.m. at FUMC Round Rock. For more information and to download a flyer and registration form, please visit the UMVIM page on the conference website (www.ctcumc.org) under the “Ministries” tab.

Glen Lake Adventure Race — Oct. 9

Join the first annual Glen Lake Adventure Race on Saturday, Oct. 9, at Glen Lake Camp & Retreat Center, Glen Rose. Teams of 2 will run/bike/paddle/climb their way around Glen Lake with a few fun surprises along the way! Team categories: Men, Women, Co-Ed, and Youth (5th-12th grade). Prizes awarded for the top three teams in each category. This is a course that anyone can do. Never done an adventure race before? But up for the challenge? Not a problem. This race will be a fun day of getting to enjoy the outdoors and a little friendly competition along the way. All proceeds from the race go to support the ministry of Glen Lake Camp. Please visit <http://www.glenlake.org/recreation> for further details and to register!

Strengthening Families in the Local Church — Oct. 16

The Conference Nurture Council will present a seminar on “Parenting Skills Curriculum” starting at 9 a.m. Oct. 16 at Burleson First UMC. Registration is \$12 before Oct. 1, \$15 from Oct. 1-15, and \$20 at the door. The goal is to provide opportunities for teachers, pastors and other church leaders to review and understand that teaching parenting skills is possible in their local setting. Keynote speaker Dr. Katie Long will address the theological rationale for the church to teach parents how to raise their children. Following that presentation, participants may choose up to three workshops on curriculum for the local church. Each of the workshops will provide information and resources that local church leaders can use to provide excellent training for parents and leaders who want to raise healthy, happy, responsible children. This conference is intended to increase spiritual growth, transform existing churches and help develop a whole new generation of principled Christian leaders. Check the Conference website (www.ctcumc.org) for more details. The registration brochure and more information about these workshops and leaders can be found from the calendar or on the Nurture Council, Marriage and Family page.

Lay Health Promoter Training — Sept. 24-26

For the past 5 years, several CTC churches have taken the GoodNEWS training from Dr. Mark DeHaven (Genetics, Nutrition, Exercise, Wellness, and Spirituality) for the purpose of training Lay Health Promoters in local congregations. Sept. 24-26, Dr. DeHaven, along with Dr. Jenny L. Lee, will offer this program at Salado First UMC beginning Friday at 6 p.m. and ending Sunday at 3:30 p.m. A registration form is on the Health & Wellness page of www.ctcumc.org with information on motel reservations and a detailed itinerary. Box lunches will be furnished on Saturday and Sunday. Deadline for registration is Sept. 1, although the motels involved have a deadline of Aug. 24 for the training event rate. This workshop is asking for 2 people per church, and even churches that have taken it before can sign up again. There will be a maximum of 20 churches allowed – 2 individuals per church – with a registration cost of \$75/person, \$150/church; and those attending will pay for their motel rooms, as well as dinner on Friday and Saturday nights. Those attending this training will form the CTC focus group for the next 3 years. Dr. DeHaven will follow progress of the local churches and meet with the LHP's every 6 months for 3 years.

Follow the Conference Centennial Celebration on Facebook — Oct. 23

Mark Winter has set up a Facebook page to follow the growing features for the 100th anniversary Centennial Celebration Saturday, Oct. 23, in Fort Worth. To see more details and confirm this invitation, follow the link at http://www.facebook.com/n/?pages%2FCTC-Centennial-Celebration%2F128618053831428&mid=27b080fG602f37e2G1646330G4c&n_m=carolyn%40ctcumc.org. And look for details and tickets and memorabilia forms on the website at www.ctcumc.org.

The Sower's Bag Sermon Writing Retreat — Oct. 25-27

The Conference Order of Elders is sponsoring The Sower's Bag Sermon Writing Retreat Oct. 25-27 at Still Water Lodge in Glen Rose. This sermon writing retreat seeks to help inspire, facilitate and lead interested clergy in planning sermons for the Advent and Christmas season. Dr. David Mosser, senior pastor at Arlington First UMC, will lead exegetical and study sessions in a lecture/worship format with lectionary and thematic tracks. Time will be set aside for small group fellowship and discussion as well as time to write and plan sermons. Mosser has been the contributing editor for Abingdon's Preaching Annual since 2003, and is a regular contributor to Preaching Magazine, The International Lesson Series Annual, Adult Bible Studies and Lectionary homiletics. For a flyer and registration form, visit <http://www.ctcumc.org/pages/detail/1459>.

News Briefs — The Denomination

UM Afghan Expert Killed in Massacre

A UM layman who devoted his life to the people of Afghanistan was among the 10 persons killed on Aug. 6 as the group returned to the city of Kabul from an eye care camp in a remote northeast part of the country. Daniel Terry, 64, had been in Afghanistan for 40 years, more than 30 of those under the auspices of the UM General Board of Global Ministries. Read more at <http://www.umc.org/site/apps/nlnet/content3.aspx?c=IwL4KnN1Lth&b=5259669&ct=8573197>.

UM \$\$s at Work In Critical Areas

HAITI EVACUEES: UMCOR's Refugee Ministry is supporting 50 of the most vulnerable cases of Haitians who were seriously injured in the January earthquake and who have been admitted to the U.S. for medical care. Through partner Church World Service, UMCOR funding will ensure medical services not covered by U.S. or municipal governments. It will also assist evacuees and their accompanying relatives with housing and transportation needs for those who are disabled, and with meals, medical supplies, and pharmaceuticals. **Emergency, UMCOR Advance #418325.**

PAKISTAN MONSOONS: Rain and severe flooding pushed into a second week in Pakistan. Already the casualties and damages were great: as many as 1,600 deaths, 2 million driven from their homes, and roads, bridges, and crops destroyed. Concern for the spread of waterborne illnesses and starvation is high as the crisis continues. UMCOR) is responding to the emergency in collaboration with its partners on the ground in Pakistan, including the Church of Pakistan,

Church World Service, GlobalMedic, and Muslim Aid. Rain and flash floods continue in Pakistan, and some areas where floodwaters had receded were inundated again over the weekend. More than 14 million Pakistanis have been affected by the disaster. UMCOR grants are providing clean drinking water, food, temporary shelter, and medical aid to tens of thousands of people affected by the crisis. Download church resources, including a church bulletin insert, a PowerPoint slide, and a prayer of petition to share with your church community. **International Disaster Response, UMCOR Advance #982450**

CHILE EARTHQUAKE SURVIVORS: Among the most vulnerable people affected by the massive Feb. 27 earthquake in Chile is the hidden population of migrants, asylum seekers, and refugees, many of whom live in the old section of Santiago, the Chilean capital. The precariousness of their living situations, insecurity of informal work, social isolation, and earlier experiences of trauma, racism, and xenophobia all were exacerbated following the 8.8-magnitude earthquake that killed 500 people, destroyed homes, and disabled roads and bridges. UMCOR is working with the Methodist Church of Chile's refugee assistance program to supply these communities with financial and livelihood support, and to offer them a safe space for self-care. **Chile Emergency, UMCOR Advance #3021178.**

Perkins Youth School of Theology — Sept. 20

High school juniors and seniors are invited to the Perkins YOUTH School of Theology from 7 to 9 p.m. Monday, Sept. 20, on the SMU campus's Prothro Hall/Great Hall Room 121. The school is a theological program for high school youth to explore faith formation practices of service, mentoring and theological study and mature them as leaders for the church and community. To learn more about PYST, visit <http://www.smu.edu/Perkins/PublicPrograms/PYST.aspx> or call 214-768-1333.

Preparing for a Future With Hope — Oct. 7-8

The best years of the church are ahead of us, and in anticipation, this year's Leadership Institute will focus on "**Preparing for a Future with Hope.**" Join Adam Hamilton, the staff of the Church of the Resurrection, and thousands of UMs in our goal to "Prepare for a Future with Hope" at Leadership Institute 2010 October 7-8, Leawood, KS. For a video clip message from Adam Hamilton and more details on the Leadership Institute, visit <http://www.cor.org/catalyst/leadership-institute-2010/>.

Foundation on Evangelism Highlights Vital Churches

There are hundreds of churches that have experienced 20% or more attendance growth in five years. We have interviewed many pastors of such churches about their ministry of evangelism to learn to what they can attribute such growth. This goes to the heart of the mission of the Foundation, to provide resources for evangelism that enable the Church to bring persons into a personal relationship with Jesus Christ. Perhaps this resource will help you find an idea to start increasing worship attendance at your church. This month is Owasso UMC in Owasso, OK, and in the following link (<http://foundationforevangelism.org/2010/07/owasso-umc-owasso-okla/>) pastor Chris Tiger lists five of their "secrets to success."

September: National Hunger Action Month

Churches are challenged to raise hunger awareness and action to end hunger

Hunger is a year-in-year-out problem. But during September hunger advocates, agencies and alliances across the country work together to focus attention on the issue of hunger in America. The Society of St. Andrew (Advance #801600) is providing a variety of free, ready-to-used resources to motivate church congregations to step out on faith to follow Jesus. All of these resources are available for free download at http://www.endhunger.org/hunger_action-month.htm or by contacting the Jennifer Vestal Moore at the Society of St. Andrew at 800-333-4597 or church@endhunger.org.

The Society of St. Andrew (SoSA) is a national nonprofit hunger relief ministry founded in 1979. SoSA saves fresh vegetables and fruits from going to waste in fields and packinghouses and donates this nutritious food to critical feeding agencies for their clients. Each year SoSA saves

20-30 million pounds of perfectly good produce that would have been dumped into landfills or plowed under and uses it instead to provide 60-90 million servings of the most nutritious food to the hungry. So far this year nearly 15 million pounds of food have been donated to agencies throughout the nation. Last year 26.5 million pounds of produce, saved by nearly 35,000 volunteers, provided almost 80 million servings to hungry Americans. For more information about Hunger Action Month worship resources or about the Society of St. Andrew (www.endhunger.org).

Changing the Church, Changing the World: Real-Life Stories of Transformation — Sept. 9
Perkins School of Theology at SMU will host a presentation, “Changing the Church, Changing the World: Real-Life Stories of Transformation,” on Thursday, Sept. 9, from 7 to 9 p.m. in the Great Hall of Elizabeth Perkins Prothro Hall. The presentation, sponsored by the Wendland-Cook Professorship of Constructive Theology, will consist of a panel discussion by Gil and Inez Dawes and Friedrich Gehring, moderated by Professor Joerg Rieger, the first scholar to hold the Wendland-Cook Professorship. Free parking in the Meadows Museum garage can be accessed via Schlegel Street off of Bishop Blvd., just north of Mockingbird Lane. For more information about the presentation, contact Professor Rieger at jrieger@smu.edu or 214-768-2356.

Lighten the Burden III AIDS Conference — Deadline: Sept. 20

Lighten the Burden III, the third international AIDS conference sponsored by the UM Global AIDS Fund committee, will be Oct. 14-16 at the Radisson Central Hotel in Dallas. Join along with AIDS activists and advocates on this educational and spiritual journey to work toward an AIDS-free world. Registration: \$100 (includes meals and resources). Deadline: Sept. 20. The conference will feature national and international speakers, each bringing their unique perspective to the AIDS pandemic. Featured speakers include:

Dr. Musa W. Dube, theologian and biblical scholar, the University of Botswana;
Dr. Pauline Muchina, senior partnership adviser, UNAIDS;
Bishop Minerva G. Carcaño, episcopal leader of the Desert Southwest Conference;
Jeffrey Crowley, director of the White House Office of National AIDS Policy (**invited**); and
Rev. Tyrone Gordon, St. Luke UMC, Dallas.

To register for Lighten the Burden III, go to www.umglobalaidsfund.org. Questions? Contact Donna Brandyberry at dbrandyberry@umc-gbcs.org or 202-488-5641.

Wesley Ministry Network

Connect with other Christians to deepen your faith and grow in discipleship with Wesley Ministry Network On-line. In partnership with Bishop Richard Wilke's Institute for Discipleship, Wesley Ministry Network now offers its lay education courses on-line. Each course features streaming video lectures and on-line discussions with other students and experienced Wesley Ministry Network teachers. Courses are open to everyone, and CEUs are available for pastors. Fall courses begin Sept. 12 and include: Simply Christian; Devotion to Jesus: The Divinity of Christ in Early Christianity; Religion and Science: Pathways to Truth; A Life Worthy of the Gospel; In God's Time: The Bible and the Future. Sign up at <http://www.beadisciple.com/wesleyministrynetwork.html>.

Choir Music Weekend — Oct. 22-24

Lake Junaluska, NC www.lakejunaluska.com/choirmusic/
Choir Music weekend brings together choral training, hand bells, workshops on various subjects, worship and great fun in one of this country's most beautiful locations. Participants will learn skills and music that they can take home with them, along with many rich memories and lasting friendships. Find out more at www.lakejunaluska.com/choirmusic/.

Annual Leadership Institute at Church of the Resurrection — Oct. 7-8

The best years of the church are ahead of us, and in anticipation, this year's Leadership Institute will focus on “Preparing for a Future with Hope.” Join Adam Hamilton, the staff of the Church of the Resurrection, and thousands of UMs from around the country in seeking to “Prepare for a Future with Hope” at Leadership Institute 2010 Oct. 7-8 at Leawood, Kan.

<http://www.cor.org/institute10>. Special Discounts available for young adults and leaders of new churches.

2010 Events at Mount Sequoyah Retreat & Conference Center

150 NW Skyline Dr., Fayetteville, Ark. 72701 • 479-443-4531/800-760-8126

Oct. 18-22: *Leaves of Gold*

This retreat features worship, fellowship, workshops, tours, laughter, learning and fun during the turning of the leaves to gold at Mount Sequoyah! Bishop Richard Wilke will be the featured worship leader. Register online by Oct. 10 at www.mountsequoyah.org.

Oct. 25-28: *Autumn Time*

Autumn Time is a wonderful experience featuring worship, praise, fellowship, laughter and fun! Workshops include centering prayer, spiritual journaling, exercise, nutrition workshop, military workshop, tour of the AR Air Museum. Register online by Oct. 15 at www.mountsequoyah.org.

CEF Conference — Oct. 22-25

Come to Kentucky to experience the Divine in a new way at the Christian Educators Fellowship Conference Oct. 22-25. Bringing the messages will be Bishop Lindsey Davis and pastors Rudy Rasmus (St. John's UMC, Houston and founder of Bread of Life, Inc.) and Sherry Daniels (Norfolk UMC and former Denman Evangelism Award recipient). Check the CEF website at www.cefumc.org to register and get updates on worships, tours, pre/post-conference offerings.

Church Grapples with Sexual Ethics

Church members dealing with sexual misconduct often contact the UM Commission on the Status and Role of Women in search of help. So church leaders can better prevent and address the problem, the commission has scheduled a church-wide training opportunity on sexual ethics next year. The event is titled "Do No Harm." Read the full story at

<http://www.umc.org/site/apps/nlnet/content3.aspx?c=IwL4KnN1Lth&b=5259669&ct=8575241&tr=y&auid=6798836>.

Local Congregations & Ministry Groups

Summer Musical at Meadowbrook — Aug. 12-15

The Meadowbrook Players will present "Nunsense" on Thursday, Friday and Saturday, Aug. 12-14, at 7 p.m. and Sunday, Aug. 15, at 2 p.m. Tickets are \$10 and benefit missions. Meadowbrook UMC is located at 3900 Meadowbrook Drive in Fort Worth. Call 817-534-1741 or visit the website www.mbrookumc.org.

Church Art Pictorial

First UMC of Arlington has published a pictorial history of the church artwork with 221 color images of textiles, stained glass and carvings, along with detailed meanings of the images. The title of the book is "First United Methodist Church of Arlington Religious Art and Symbolism." It can be ordered at the church office through Sept. 15 or ordered online at www.blurb.com, just search for the name of the book, or follow this link

<http://www.blurb.com/bookstore/detail/1469225>.

Tenth Street UMC, Taylor to Celebrate 110th Anniversary — Sept. 4

Tenth Street UMC of Taylor will observe and celebrate its 110th anniversary as a congregation in the CTC on Labor Day weekend 2010. The celebration will begin with a 10:30 a.m. worship service on Sept. 4 with Bishop Michael Lowry preaching. A covered dish luncheon will follow in the church fellowship hall. A historical display will be available for viewing and cake and coffee with visiting will follow in the afternoon. Several former pastors and members as well as guests from other Taylor churches are expected to be present. Tenth St. UMC began as a Swedish congregation in 1900 and vestiges of that heritage are still evident in the church today.

Join the Chivaree at Moody-Leon — Aug. 21

On Saturday, Aug. 21, the Moody-Leon UMC will host a "Chivaree." Chivaree is an old French term for a 'pretend' wedding party and serenade — probably not seen in this area for more than 50 years. In later use, a Chivaree became a community celebration. Everyone is invited out to Moody-Leon UMC to sit in the shade and listen to local musicians as well as professionals coming for this event. Moody-Leon has a large outdoor pavilion and recently installed 'misters' around it to provide a cool respite even on the hottest days. The youth are planning an all night gathering on the 20th and then will complete some local outreach mission projects. If you feel up to the challenge, make a freezer of your best homemade ice cream and enter it in the contest. Invited are local Christian motorcycle groups, classic car groups, and just about everyone else. This is the last Saturday before the local schools start up so the church is incorporating a youth gathering, and this will replace the Lord's Acre/Harvest event as well, so an arts and crafts sale is part of this 'Chivaree.' The youth will turn out Friday night, but the **Chivaree will be Saturday Aug. 21, from 3 to 8 p.m.** Alvarado Roadshow (contemporary country artists from Nashville and formerly of 'The Potter's House' Dallas music committee) will close out the evening with a free concert. Prior to them local artists and '4Given' from Georgetown will perform.

Just Say Know Biblically Based Sexuality Education — Oct. 1 & 2

On Friday-Saturday, Oct. 1 and 2, the Methodist Children's Home will host a training event for the "Just Say Know" Biblically Based Sexuality Education. Rev. Linda Goddard, the author of the curriculum, and her husband Richard, will lead the training. Training begins Friday from 7 to 10 p.m., and continues Saturday from 9 a.m. to 4:30 p.m. MCH has had great responses from students and staff when they have used this curriculum previously. Cost of the training is \$20 per person, which includes lunch Saturday and your own copy of Student Resource Manual. Contact: Chaplain Steve Heyduck at <http://methodistchildrenshome.org/> or 254-750-1310.

Lay Speaker Course / Temple District

Lay speaker courses being offered to all in the Temple District:

Saturday, Aug. 21, 9 a.m.-6 p.m. at St. Paul, Georgetown (bring sack lunch)

Basic — taught by Johnel Louie 254 791-1435 or jlouie28@aol.com

Saturday, Sept. 11 9 a.m. – 7 p.m. at Wellspring, Georgetown (lunch provided)

Youth Basic — taught by Pam Dieckert 254 939-5413 pam@dieckert.comm & Cindy Weigand

Saturday, Oct. 9, 9 a.m. – 6 p.m. at Temple Oak Park

Basic — planning underway by Pam Dieckert, Temple District Lay Speaker chair

Women of Faith — Round Rock First Women Have Tickets to Share

The women of Round Rock First UMC are going to San Antonio for Women of Faith - Imagine, Oct. 22-23 in the Alamodome. We have a few tickets left and invite others from the conference to join us. The ticket price is \$89. Contact group leader Karah Ricketts at krosyrup@yahoo.com or 512-917-9874. *Escape from the everyday at a Women of Faith weekend and be refreshed, encouraged and inspired. Because the God who loves you can do far more than you can ever imagine.*

Basic Lay Speaking Course at River Oaks — Aug. 14 & 21

A basic lay speaking course is being offered at River Oaks UMC on Saturdays, Aug. 14 and 21 from 9 a.m. to 3 p.m. Lunch will be provided by the church. Cost is \$ 25, paid at the first class. Contact Judy Clarke at 817-292-9555 (home), 817-922-9950 (office) or judyclarke@sbcglobal.net.

Financial Peace Workshop — Aug. 24 Start Up

Sparks Memorial UMC (900 Maxfield, Waco 76705) will be leading a 13-week session on Dave Ramsey's *Financial Peace University*. The goal of FPU is transformation. FPU teaches how to

eliminate debt, save for the future and how to give like never before. On average, class members pay off \$5,300 in debt and save \$2,700 in a 90-day period. If you would like to register for the class, go to www.daveramsey.com, click on "classes," then click on "find a class." Type in "76705" in the zip code field. Click "Register" under Sparks Memorial UMC. Cost is \$99.51 for materials and is payable at the preview. For questions, contact Jimmy Sansom at 254-799-5124 (church) or 254-716-9550 (cell).

Financial Peace Workshop — Starts Aug. 24 at First Hurst

For the second year in a row, FUMC Hurst will offer Financial Peace University. It begins Tuesday, Aug. 24, and continues every Tuesday evening through Nov. 16. Cost: \$100. Class time: 6:30 - 8:30 p.m. Register online by Aug. 8 at www.fumchurst.org.

Cowboy Church at Christ UMC — Aug. 14-15

Christ UMC, Fort Worth, will be holding its annual Cowboy Church event Aug. 14-15. At 7 p.m. Saturday, Aug. 14, there will be a free concert by Christian country music artist and evangelist Jay Johnson and his band. There is no charge for the concert; however, the church will be accepting school supplies or cash donations to be given to those in need in the local school district. At 10:30 a.m. Sunday morning, Aug. 15, Johnson will lead this country-inspired Country Church worship service with special music by the Emmy nominated gospel quartet Praise, Inc. This will be followed by a BBQ lunch in the Fellowship Hall. For more information, please visit www.cumcfw.org or call the church office at 817-346-2400, or email Allen Heinecke at aheinecke@sbcglobal.net.

Battle of the Bands at Wellspring — Aug. 21

Wellspring UMC in Georgetown is sponsoring a ***Battle of the Bands*** on Saturday, Aug. 21, from 6 to 9 p.m. in San Gabriel Park. The event is free; fun is mandatory. Come hear bands from around the Georgetown/Austin area compete for best in the show. There will be entertainment for the kids and free hot dogs for everyone. This is a great time to enjoy the dog days of summer before buckling down to schoolbooks and hurried family life. For more information go to www.wellumc.org or contact the church at admin@wellumc.org.

Robbie Seay Band in Concert — Aug. 29

First UMC, Cleburne presents "**The Robbie Seay Band**" in concert 6 p.m. Sunday, Aug 29, at the Cleburne Conference Center. For ticket info contact FUMC, Cleburne at 817-645-6392 or clint@fumccleburne.com.

Carry the Light Concert at the Bass — Sept. 26

Sept. 26, Bass Hall, Fort Worth, 3 & 7 p.m.

Carry the Light is a contemporary Gospel concert that will feature over 300 singers and instrumentalists from various denominations located across the DFW area. This concert is part of a plan to sponsor an entire community, over 1000 orphaned children, through the three-year Giving Hope Program to transform their lives from hopelessness to blessing. All proceeds from the concert will benefit the children in this life-changing ministry. More information can be found at www.carrythelight2010.org.

Children & Youth Worker Training: The Basics — Oct. 1-2

Friday-Saturday, Oct. 1-2, at FUMC Weatherford (301 South Main St., Weatherford 76086-4305) <http://www.ctcumc.org/churches/detail/1297> Christian Ed Basics is a weekend training experience for leaders in children and youth ministries. It is open to any children or youth ministry leader, new or experienced, volunteer or paid, full time or part time. At Christian Ed Basics, you get an introduction to information and tools you need to succeed in children or youth ministries. Brochure at http://ct.brickriver.com/files/oFiles_Library_XZXL CZ/conference_brochurefinal_2DKUXFGW.pdf.

Maximizing Emotional Connections Conference — Oct. 14-17

Whether you are counseling, preaching or leading an organization, your effectiveness will be greatly impacted by your capacity to connect with others emotionally. Want to learn more about the “how and why” of emotional connection? The Tomkins Institute presents Maximizing Emotional Connection Oct. 14-17 at First UMC Fort Worth. Sponsored by the Center for Creative Transformation at First UMC of Fort Worth, Wesleyan University, The Institute for Restorative Communities and the University of Illinois at Chicago Medical School, this conference brings presenters from across the globe to offer presentations on topics like the neurobiology of attachment, cognition and emotion, understanding the dynamics of emotion in organizations and relationships, etc. Experts in these respective fields will explore application to church, school, business, criminal justice and psychotherapy. For more information, visit www.tomkins.org or contact Charles Gaby, MA, LPC at 817-339-3881.

Resources

Helpful Links for Church Leaders

- **Central Texas Conference:** (www.ctcumc.org) features and other content changes daily
- **InfoServ:** (<http://infoserv.umc.org>)
- **UM Reporter Interactive:** (www.umportal.org)
- **United Methodist News Service:**

(http://www.umc.org/site/c.lwL4KnN1LtH/b.1355375/k.FA13/UMNS_News.htm)

UMNS on Facebook:

(<http://www.kintera.org/TR.asp?a=iflTKWnrGalKL3K&s=chKUK5NBKbLQI5OKKsG&m=edKIWP rHgIWF>)

UMNS on Twitter:

(<http://www.kintera.org/TR.asp?a=olL5LeMPLeKYLpl&s=chKUK5NBKbLQI5OKKsG&m=edKIWP rHgIWF>)

Interpreter Magazine: (<http://interpretermagazine.org/interior.asp?ptid=43&mid=7085>)

EI' Interprete (Interpreter in Spanish): (<http://elinterprete.org/>)

10thousanddoors.org: (<http://www.tenthousanddoors.org>)

Rethink Church: (<http://www.rethinkchurch.org>)

UM TechShop: (<http://secure.umcom.org/store/catalog/categoryinfo.aspx?cid=16>)

UM Global Health Initiative:

(http://www.umc.org/site/c.lwL4KnN1LtH/b.4407745/k.89CF/Global_Health.htm)

Fall Preaching Convocation — Sept. 20-21

On Sept. 20-21 George W. Truett Theological Seminary (Baylor University campus in Waco) will host its annual Fall Preaching Convocation, featuring Bishop William Willimon. Registration for the two-day event is \$20 by Sept. 1, and \$30 thereafter. Online registration will be available by late July. Contact: Myles_Werntz@baylor.edu.

Depression Seminar in Your Church — FREE

Mental Health Facts from the Depression Connection Team: Mental illnesses can affect persons of any age, race, religion or income. Mental illnesses are not the result of personal weakness, lack of character or poor upbringing. Mental illnesses are treatable. Most people diagnosed with a serious mental illness can experience relief from their symptoms by actively participating in an individual treatment plan. With no cost to your church, the CTC Committee on Mental Health Concerns and Depression Connection Team will provide a seminar for your church. To inquire, contact Tony Campbell at 817-810-9599 or tony@depressionconnection.org.

Conference Resource Center

New resources highlighted at the Conference Resource Center this week are described below. There are always new resources; check them out! For these and more resources, contact Carol Roszell at 817-877-5222 or 800-460-8622.

The Me I Want to Be: Becoming God's Best Version of You curriculum kit. What does God's best version of me look like? Join bestselling author John Ortberg in this five-session DVD video curriculum that will guide you to discover spiritual vitality like never before. Ortberg teaches

how you can move toward becoming God's best version of you in four specific areas: your mind, your time, your relationships, and your experiences. It is easy to trust God to bridge the gap between us and him, but we struggle to really live by grace and trust God to close the gap between the me I am and the me I want to be. Contains 1 hardcover book, 1 participant's guide, 1 DVD with additional resources and 5 video sessions.

Church Demographics

Church Growth & Development offers a new demographics program for churches. Check it out (and register, if interested) at <http://www.missioninsite.com/>. If you have questions, contact Vicki Eldridge at 817-877-5222, 800-460-8622 or Vicki@ctcumc.org.

Crime Victims Council Information at www.crimevictimsCouncil.org

The new Crime Victims Council website offers many resources. If you are a survivor who would like to share your story or pass along a word of encouragement to one of our survivors or post a picture and other information about a victim, please email encouragement@crimevictimsCouncil.org.

Needs, Resources, Opportunities

NOTE TO LISTERS: Please contact Carolyn Stephens at Carolyn@ctcumc.org to pull your listing when your opening has been filled.

Church Secretary

Silver Creek, a growing UMC in Parker County, seeks a church secretary who has experience as a financial secretary. 20 hours per week, beginning Aug. 23. Contact Vaughn Baker at 817-613-7659.

Communications Training Manager

UM Communications seeks a communication training manager with the following skills:

- Experience with face-to-face training and online learning, instructional design, technical writing.
- Knowledge of Windows systems (Professional), HTML, FrontPage or Dreamweaver.
- A bachelor's degree in communications or a related field. Must have trainer certification.
- A masters degree in a related field is preferred.
- Ability to oversee the design and implementation of an agency strategy for providing training resources and assistance to local churches, districts and annual conferences in areas of Web and Internet technology, Welcoming and Rethink Church, Connectional Giving and other areas as appropriate. Applicants should apply by Aug. 31 to the Human Resources Office, P. O. Box 320, Nashville, TN 37203, 615-742-5137 or fax resumes to 615-742-5428.

Financial Secretary

University UMC, Fort Worth seeks a part-time financial secretary. Applicants should be able to demonstrate strong accounting skills and possess experience in the financial field. Finance or business degree is preferred, but not required. Applicants may submit resume to Dana Boles at officemanager@universityumc.net.

Volunteers for Multiple Tasks

Diamond Hill UMC in North Fort Worth needs volunteers for summer and fall activities:

- Soccer Camp – Friday, July 30, Alliance UMC. Volunteers needed to teach children soccer, help with Bible Studies and music.
- * After school tutoring program – Beginning Mid August. Volunteers are needed to help tutor students and assist with their after school programming.
- Bilingual (Spanish speaking) individuals needed!

If you have the gift of working with children and are able to help, please call Laura or Osvaldo Benitez at 210-378-9283.

Financial Secretary

Part-time financial secretary position open at Smithfield UMC in North Richland Hills. Job requires an average of 10 hours per week and a working knowledge of Quick Books and basic bookkeeping skills. High school diploma or equivalent is required. To apply, send resume to Lisa Neslony at pastorlisa@smithfieldumc.org or 6701 Smithfield Road, North Richland Hills 76182.

Pianist/Organist

First UMC of Midlothian seeks pianist/organist with responsibilities for the 8:30 and 11 a.m. traditional worship services and special seasonal worship. Position available immediately. For detailed information contact Billy Pritchett at billyp@fumc-midlothian.org. A resume with cover letter may be sent to: First UMC of Midlothian c/o Billy Pritchett – Director of Music 800 S. 9th St., Midlothian, 76065.

Portable Kneeling Benches

Good News UMC in Cedar Park is in need of two or three portable kneeling benches for prayer and communion. Please contact Bob Rainey at bobrainey@austin.rr.com or 254-479-0241. We will pick up.

Mini-bus

Lorena UMC wants to buy a good, late-model mini-bus, 14+1 passenger or larger, low mileage. The church will pay cash; the need is now (or soon). Lorena UMC, 254-857-4283, 817-773-6959, lorenaumc@lorenaumc.org.

Organist

First UMC, Belton seeks an organist. If interested, contact Carol Scherer at 254-939-5703 or musicdir@vvm.com.

P-T Director of Music/Fine Arts

Opening for a part-time director of music and fine arts at Aledo UMC, a 1700-member church in East Parker County with an average worship attendance of 450. Responsibilities include oversight of the music and fine arts department, development of creative worship ideas, leading the chancel choir, bell choir, etc., overseeing the contemporary praise and worship leader, overseeing all audio/visual equipment and drama ministries. Requirements: minimum two years of similar experience and an undergraduate degree. Submit resume to Jason Jones at JasonJones@aledoumc.org

Part-time Multi-Media Technician

New World UMC in Arlington seeks an individual with working knowledge of all forms of media including soundboard, light table, personal computer, and CD recording technology. Incumbent must also be familiar with basic principles and operation for the maintenance and handling of theater lights, wireless and wired microphones, and multimedia projectors. Strong interpersonal communication skills, collaborative and helpful demeanor and a willingness to perform any work for which qualified are a must. Good aural skills and musical training would be a plus. The ideal candidate must be a team player who desires to be a servant to the membership while being a leader and coordinator in the multimedia aspect of church operations. For a full description of this position, go to <http://www.nwumc.org/jobs.php>. Interested individuals may send their resume to staff@nwumc.org.

Organist

First UMC of Waxahachie seeks an organist with primary responsibilities for the 8:30 and 11 a.m. traditional worship services, special seasonal worship, and accompanying the choir on occasional anthems. This position, which is available Oct. 3, is separate from the piano accompanist. The church's organ was built by Wicks Organ Company (opus 6428) and installed in May 2005. It includes three manuals, a pedal board, and is built to AGO specifications. For a detailed job description, please e-mail Ed Gibson, director of Music Ministries, at edchoir@aol.com or contact

the church office at 972-937-4400. Résumés with a cover letter may be sent to: First UMC of Waxahachie, c/o Ed Gibson – Director of Music, 505 W. Marvin Ave., Waxahachie 75165

P-T Director of Youth Ministries

First UMC, Mineral Wells seeks a spiritually mature, dedicated Christian with a heart to make young disciples of Jesus Christ. Experience with youth ministry is preferred along with good communication and relationship building skills. A good understanding of Methodist doctrine is helpful. Will be responsible to plan/coordinate activities for 7 – 12 graders, including weekly Bible study, Sunday school, youth fellowship, fundraisers, and annual mission trips. Send resume to: FUMC, PO Box 1466, Mineral Wells 76068 or contact church office at 940-325-4707 for more details.

Director of ABC Wee School

"Christ UMC of Fort Worth is looking for a director of its ABC Wee School. This is a two-day per week mother's day out program, with the position to begin in September. Inquiries should be directed to Lou Hulcy, SPRC chair, at louhulcy@sbcglobal.net or 817-293-7853.

Display Unit

Custom built tall wooden Stephen Ministry display unit available. Display may be used for stocking Stephen Ministry applications and related literature, as well as having a Stephen Minister stationed beside it to answer questions. Free to a good church home (will require a pickup truck to transport). If interested, contact debbieb@firstmethodistmansfield.org.

Equipment for Hearing Impaired

Godley UMC has three hearing-impaired members who could benefit from amplification devices in worship. Churches that have updated their equipment recently are asked if they would donate their old equipment to Godley. If you can help, please contact Pastor Rudy Rudewick at Godley UMC ([samnrudy@sbcglobal.net](mailto:samnurdy@sbcglobal.net).) This is a church that celebrated Easter Sunday with 14 Baptisms and 14 confirmations — 1 baptism and 2 confirmations of older adults.

Music Director

(20 hours) – If you like the sound of “that’s the way we’ve always done it,” this position isn’t for you. Brock UMC (<http://www.brockumc.com/>), a growing church 30 minutes west of Fort Worth, seeks to hire their first music director; position can include leading music for both contemporary and traditional services, launching an adult choir, overseeing two new kid choirs and even using our two octaves of handbells that are ready to ring once again. Resumes or questions may be sent to Alan@brockumc.com.

Used Folding Machine Needed!

Stephenville Oakdale UMC needs a good used folding machine. If you have one that is no longer needed, please contact Steve Holston at 254-968-8870 or pastor@oakdaleum.org.

Director of Children’s Ministry/Assistant Youth Director

First UMC of Azle has an opening for a director of children’s ministry/assistant youth director. This person will work with the full-time youth director. The responsibilities of this full-time position will be to oversee all the elements of the children’s ministry as well as be an assistant to the youth director in the areas of administration and programming. There will also be some teaching responsibilities involved. For further information or for a job description, please contact Dean Posey at dposey@fumcazle.org.

Organist/Pianist

Organist/pianist position open at Smithfield UMC in North Richland Hills. Duties include two services on Sunday mornings, Wednesday night rehearsal and special holiday services. To apply, send a resume to Lisa Neslony at 6701 Smithfield Rd, North Richland Hills 76182 or pastorlisa@smithfieldumc.org.

Pianist

Lakeside UMC at Richland Chambers Lake seeks a pianist for weekly Sunday service from 8 to 11:30 a.m. This paid position is available beginning June 1. If interested, please contact: Bill Brunson, chairman Staff Parish Relations Committee, at 903-599-4035 or Pastor Sandy Hippman at 903-599-3080.

Director of Youth Ministries

First UMC, Red Oak seeks an enthusiastic youth director. The position is half time and will require working with jr. and sr. high youth. Requirements: experience in youth ministry preferred, excellent communication and relationship building skills and excellent references. Needs to have a good understanding of Methodist doctrine and be a mature spiritual leader with a heart for youth and their families. Be able to plan/coordinate activities for 7 – 12 graders, including weekly Bible study, Sunday school, youth meetings, fundraisers, and annual mission trip. Additional ministry opportunities available depending on gifts and graces. Contact church office at 972-617-9100 for an application.

Office Equipment

A member of Cogdell UMC in Waco offers two items:

For sale — RICOH-2051 copier, w/finisher, internet capabilities and maintenance available till 2014. \$1,500 or best offer.

Contact Pat at 254-855-0796 for more info.

Church Pianist

West FUMC seeks a church pianist. This individual should be talented in playing the piano/organ and also possess a strong love of Christ and the hymns that glorify Him. The position requires playing at weekly Sunday church services, one choir practice session the first Wednesday evening of each month, plus any special services scheduled. Interested individuals should contact Pastor Linda Wimberly at 254-826-5448 or westfumc@att.net.

General Development Officer

The Methodist Children's Home in Waco seeks a full time general development officer.

Responsibilities: initiate, build and maintain relationships with benefactors, foundations and churches in the Central Texas area in an effort to secure charitable donations. Bachelor's degree and experience in fundraising or other related field required. A general understanding of the field of development, charitable giving, the UMC and childcare agencies is preferred. Must be willing to travel an average of three days a week, including some weekends. Apply at: www.methodistchildrenshome.org; recruiter@mchwaco.org; or MCH, 1111 Herring Ave. Waco, TX 76708.

If you know someone in your church, district or even outside the Central Texas Conference who might appreciate receiving this weekly electronic newsletter — or to unsubscribe your own listing — please contact Susan Briles at Susan@ctcumc.org.