



January 2026

FAMILY OF GOD

Monthly Newsletter

“Children by grace, extending Christ’s embrace”

CHURCH NEWS AND EVENTS

WORSHIP & COMMUNION

Sundays at 9:30 am

In-person and
livestreamed on our
website fogchurch.org
Just click on YouTube



THIS MONTH’S REMINDERS

- Young Adult Bible Study Thursday at 6:30 pm
- Burning of the greens Wednesday January 7th at 7 pm
- RIC discussion Sunday January 11th at 11 am
- Annual Meeting Sunday January 25th at 11 am
- Tuesday Bible Study resumes on the 20th at 9:30 am and 7 pm

Family of God Lutheran Church, ELCA

8625 Zane Avenue N, Brooklyn Park, MN 55443 763-424-8625
fogchurch.org

A NOTE FROM THE PASTOR...

"I shall be telling this with a sigh

Somewhere ages and ages hence:

Two roads diverged in a wood, and I—

I took the one less traveled by,

And that has made all the difference."

This well known excerpt of a poem by Robert Frost seems to have a clear meaning at first glance. So it is interpreted, the one path less worn is chosen, and it was the right choice for whatever reason. I have read this over the years, but one time interpreted it a different way: We assume the road less travelled was the best choice—but what if it wasn't? What if the events which followed after taking that path did not turn out well, and in "ages hence" the author will be telling this "with a sigh" that the choice that was made led to hard and difficult things. I have paddled canoes through the Boundary Waters and there are different choices to make on how to travel—a different lake, a different day, a different portage—and sometimes we don't know if the choice was better, but only that the one we took did not turn out so well. This is why this has been such an admired poem—it speaks to the common human experience of making decisions, sometimes with not too much knowledge, and we will never know if it was the best or even right choice.

I was watching an NFL game the other night and the star of the game was being interviewed. The answers to the questions that were posed were the typical variety: "First I give thanks to God because without God this victory would not have been possible." Which poses interesting questions since the team that won the game will not even reach the playoffs. Does that mean the player is thanking God for a meaningless victory in a forgettable season? Or what about this answer: "I know God has a plan and we have been fortunate enough to be a part of it." Again, is it God's plan that they have a mediocre season—and what does that say about the best teams in the league; does God choose the Super Bowl champion, or does it even matter to God?

Somehow or another we have learned that God has a plan for our life, like a road chosen in spite of experiences

Pr. Paul Burow

to the contrary. I think such a testimony is made as an expression of trust in God's will.

Soon after college I was asked to be a youth director in a church when the former youth director had just tragically been killed. It was a compliment to be asked. But I struggled with the question, wondering if God wanted me to take this position. I felt feelings of loss and guilt and confusion. So I went to my pastor and asked him what I should do and he told me that sometimes we have this idea that God has one way for us to go and the other way is wrong or contrary to God's will. Instead he told me, what if God tells us you choose the path you feel is best and I will go with you and bless you either way?

I had never thought of it that way. Instead of a right or wrong answer, perhaps either answer was fine by God. What a wonderful answer—how freeing it was. It freed me from the guilt of turning the offer down (it just didn't feel right), and I didn't second guess myself.

What is God's will? Luther says in his Small Catechism the Will of God is that God hinders and defeats every evil scheme of the devil which and opposes the coming of his kingdom. And God's will is that God strengthens our faith and keeps us firmly in His word. That's it. Oh Jesus talks about choosing the narrow road and avoiding the wide road that leads to destruction. But Jesus is talking about temptation and leading godly lives—not making individual choices about careers or family or relocations.

As we enter 2026 we pray for godly wisdom in our lives, but most of all thank God for Jesus, who walks with us on either path and will never leave us.

Greetings to everyone at Family of God —

We are in a time that is in between Christmas and Lent. This tends to be a less eventful period of the church year, where we don't have midweek services or any major holidays (at least ones that are celebrated by wider society). There is one special Sunday that takes place in January, though, and I wanted to take the opportunity to reflect on that.

January 11 is the Baptism of Our Lord Sunday. This is the day where we read the account of Jesus going to the River Jordan and seeking out John the Baptist. John protests, saying that if anyone needs baptizing, it is him by Jesus. Jesus responds that this must take place to fulfill all righteousness. After John baptizes Jesus, the Holy Spirit descends from heaven like a dove (not necessarily as a literal dove, as is often depicted in art) and alights on Jesus. God declares, "This is my Son, the Beloved, with whom I am well pleased."

It may seem surprising that Jesus wants or needs to be baptized. This probably comes from our ideas regarding the purpose of baptism. The modern church takes a couple of stances on baptism. For some people, they see it as a way to cleanse sins and grow closer to God. They may be baptized more than once. Others wait until a person reaches an "age of reason" so they may actively choose to be baptized.

That's not the way Lutherans see it. We believe that baptism is one of two sacraments (the other being communion). This is a commandment from Jesus that communicates

God's grace with a physical sign. Baptism is a gift from God, not a human achievement. It isn't a magic spell that keeps you from going to hell (so-called "fire insurance") but the beginning of a life as a Christian. Just as Jesus received the Holy Spirit and began his earthly ministry, we also believe that we receive the Spirit and are officially set on a new path as people of faith who seek to grow closer to God. It is a reminder of what God has done and continues to do.

Martin Luther, the theological father of our particular Christian tradition, said that every time we wash ourselves, we should be reminded of baptism. When he found himself in a spiritually difficult place, he would remind himself, "Behold, I am baptized and I believe in Christ crucified!" I hope that you find similar reassurance in this declaration. It often doesn't feel like there are many things we can count on to be trustworthy and enduring these days, but baptism is certainly one of them.

Behold, you are baptized! And if you are not, you may call the church office and we will happily assist in this matter. Blessings to you and your loved ones!

— Pr. Erin Koster

Youth & Education

A heartfelt thank you to our Sunday School teachers and students for putting on a wonderful Christmas Program on December 14th!

Camp Wapo priority registration is in January. After this time they release our reserved spots and it is first come-first served. Historically FoG has provided scholarships to encourage youth to take the opportunity. See Pastor Erin for details.

Facility Updates

Additional bids are required before we will move forward with AC replacement. We intend to complete work before the federal tax incentives expire in June.

Finance

This year we put forward a budget with a 30,000 shortfall. Over the year the congregation has responded with additional donations and it made a big impact.

The spending projections and the pledge projections are very similar to last year. Executive Committee will have one additional budget meeting before finalizing the 2026 budget proposal that will be brought forth at the annual meeting.

A special winter request for new altar care volunteers.

The current people who prepare and clean up communion each Sunday are mostly retired and take advantage of the opportunity to escape winter for warmer climates.....very smart, don't ya think? We are needing 2 to 3 people to step up to altar care January - March. If you take just one Sunday a month, that would be much appreciated help. It would mean 20 - 25 minutes before service and 20 minutes after to clean up.

Couples and families have participated previously making light work. Any one of us is more than happy to help you. Please contact Sue Elsass 612-418-9509 or [susanelass@yahoo.com](mailto:susanelsass@yahoo.com). Thank you for prayerfully considering this most important service.

"Just for fun" dates in January

Jan. 4 Trivia Day
Jan. 7 Old Rock day
Jan. 12 Clean Off Your Desk Day
Jan. 15 Strawberry Ice Cream Day
Jan. 18 Thesaurus Day
Jan. 20 Penguin Awareness Day
Jan. 22 Hot Sauce Day
Jan. 27 Chocolate Cake Day
Jan. 29 Puzzle Day

LINUS QUILTERS

Project Linus donation
for December:
5 quilts to head start
13 quilts to CEAP
Back on Monday, January 12, 2025

Book Club meets the third Monday of the month at 1pm.
The following are the books they are reading:

Jan 19 Martin Luther, A Life
James Nesting
Feb 16 American Dirt
Jeannie Cummons



New members welcome!

Contact Joan Hermanson with any questions.

Tuesday Bible Study: Please join us for a fascinating look at the Prayers of the Bible. Of course we know Jesus teaches the Lord's Prayer, but what about others who prayed? We will study the prayers of Abraham, Moses, Solomon, Hannah, Elijah, the apostles and more. We can learn from these people how to pray and also learn about God who hears our prayers. We meet Tuesday mornings at 9:30 am and 7 pm Tuesday evenings. All are welcome. We start on Tuesday, January 20th.



Sunday Flowers

1/4 Jeanne Ferguson

1/11 —

1/18 —

1/25 —

2026 Flower Chart is posted on the
narthex kiosk.

The cost of the flowers is \$35.



Global Mission Support

1/4 —

1/11 Davon Stedje

1/18 —

1/25 —

2026 Global Mission Support Calendar is
posted on the kiosk in the narthex. Your
\$35 weekly donation goes to support Me-
gan Tee and Tee Sieng's ministry work in
Japan.



BIRTHDAYS

Lauren Heltemes 01/03
Steve Borgstrom 01/04
Connie Young 01/04
Janice Malmin 01/05
Nanci Parson 01/05
Larry Tamminen 01/07
Genevieve Loberg 01/08
Tim Sedesky 01/08
Beverly Lyk 01/09
Chris Courchane 01/10
Davon Stedje 01/11
Katie Peterson 01/15
Sara Wandrei 01/15
Connie Anderson 01/15
Amie Sedesky 01/18
Lynee Meier 01/19
Hailey Anderson 01/20
Leann Barrick 01/23
Landon Campos 01/24
Cory Koster 01/24
Scott Peterson 01/28
Ellie Heltemes 01/29

If your birthday does not appear, please
bring this to the office's attention.

ANNIVERSARIES

Richard & Ann Schupbach 01/14

If your anniversary does not appear,
please bring this to the office's attention.

Family of God Memorial Garden

The cross that was hidden in the pine trees in the front of the church has been repaired, repainted, shortened and moved to become the focal point in our new memory garden.

Landscaping, lighting, a Tree of Life bench, and pavers have been added to complete the project.

Beginning next spring, we will start taking orders to create engraved pavers in memory of lost loved ones. Engraving specifications and cost will be available at that time.

Dedication will take place the third Sunday in May.

CALLING ALL FOG CRAFTERS!



FOG Crafters will meet the second Friday and Saturday of each month. Subject to holidays and the church calendar. Scheduled weekends are in the Narthex.

Stephanie Statz 612-850-8220 StephStatz24@gmail.com

LeAnne Tieman 612-508-7921 lrtieman@comcast.net

All types of crafters are welcome. We will set up in the Cornerstone Room to utilize the tables. Any questions, please call/text Stephanie Statz at 612-850-8220 or LeAnne Tieman at 612-508-7921.



Farewell to the Women's Christmas Brunch 2025

The December 6, 2025 FOG Women's Christmas Brunch flew by, as always happens with long-anticipated events. This was the seventh recent Brunch at FOG, going back to 2017. Some people may say that the holiday season begins with Black Friday, the day after Thanksgiving. No! The holiday season begins with the Women's Christmas Brunch!

Delicious food, festive decorations, a hilarious program by ventriloquist Pastor Kevin Doely, door prizes including Connie's Creations, holiday music, and most importantly, visiting with family and friends all made this event memorable. We had an excellent turnout with 80 ladies attending.

Many people worked hard to make the brunch a success. They are: Sue Aleckson, Connie Anderson, LuAnn Bahn, Melanie Balzer, Nancy Balzer, Leann Barrick, Kathy Behrens, Kathy Bengtson, Judy Blomgren, Linda Broman, Alicia Campos, Mary Ellen Chinander, Sue Elsass, Joann Frankena, Monica Heltemes, Joan Hermanson, Carolyn Jahns, Ginny Lanctot, Sandy Lenthe, Jan Malmin, Jane Nelson, Pastor Paul, Darlene Peterson, Katie Peterson, Joe Rhinhart, Lydia Rhinhart, Maya Rhinhart, Nancy Rhinhart, Amie Sedesky, Charlotte Sedesky, Diane Tripp, Ginny Trogen, Dixie Umland, Jill Walker, Pam Williams, and Rhonda Withers. We apologize if your name was omitted or spelled incorrectly.

We wish to thank everyone who participated in any way. Your kind comments after the event touched our hearts. Have a safe and happy new year.

Jeanne, Nancy K., and Myra

God wants what is best for us, even more than we do, and if we allow Him to rule our lives, He will use everything we go through (Romans 8:28), to help us be more Christ-like.

A new year is a new beginning, with new challenges and new successes or failures. Have you ever considered that what seems to be a failure when it happens, might become a success after a period of time? Every single one of us have lived through situations that were almost impossible to accept at first, only to realize later, as we started to consider all the factors and circumstances, that what happened was for our benefit in the long run. There is so much that we cannot control, but we can choose how we respond to it!

Once we learn to turn our worrying thoughts into prayers to God and we study the Bible on a daily basis, everything changes. The Bible teaches us what God likes and dislikes, what His promises are and how to solve the problems we face correctly. As we grow in knowing God and His will, the new issues that come our way seems smaller and easier to deal with. If we have a thankful heart and have faith in God's love, protection and help, handling life's hardships certainly become easier and we find deeper

peace in knowing that God's way is the best way.

Rehearsals resume in earnest for the chancel choir on Wednesday January 7 at 7:00 pm until 8:15 pm. If you have thought about singing with the choir, now is the time to do so. Generally the choir sings twice a month in worship. Contact Judy Blomgren, music director for any questions you may have.

See you in church,

Judy Blomgren
FOG music director



Please join us for our annual Super Bowl Party, Sunday, February 8th, at 5 pm. It will be a potluck with a big screen to watch the game. Sadly the Vikings will not be joining us.



Bible Verses to Love and Display



Driving on Hwy. 252 recently, I realized the license plate ahead of me displayed a reference to scripture: "Psalm 41." Later, doing research, I found several translations of the first verse. The KJV is: "Blessed is he who considers the poor! The Lord delivers him in the day of trouble." Perhaps an updated version is from the New Living Translation: "Oh, the joys of those who are kind to the poor! The Lord rescues them when they are in trouble." Certainly, we see this suggestion of compassion many times in the Holy Bible, as well as in references from the pulpit.

Ruth Circle members have been sharing thoughts about favorite verses. Two people zeroed in on Proverbs 3: 5-6: "Trust in the Lord with all your heart and lean not on your own understanding. In all your ways acknowledge Him and He will direct your paths." One member has these words taped on the wall by her desk and another has shared these memorable words with her grandchildren at the time of their confirmation.

Confirmation is a theme of other shared verses because we remember forever those lines from our youth. For example, Psalm 27:1: "The Lord is my light and sal-

vation; whom shall I fear? The Lord is the strength of my life; of whom shall I be afraid."

Another Ruth Circle member offered this verse: Joshua 24: 15: "As for me and my house, we will serve the Lord." She wrote, "I have always liked this one and have a plaque hanging in my entryway with this verse on it. Anyone who enters my home sees this and knows where I stand with my beliefs!"

Sharing and displaying verses, perhaps we all do that. More heartfelt feelings about scripture will continue next month, as well as thoughts about the power of prayer.

Myra Madsen

A huge thank you to all who contributed to our mitten tree. We were able to bring 2 snow pants, 1 winter jacket, 26 pairs of mittens/gloves and 21 hats to

Social Ministry Corner

BOTH Evergreen Park & Adams elementary. Headstart donations include, 23 pair gloves/mittens, 16 hats and 28 pair of boys and 39 pair of girls underwear. Some of the mittens were purchased with a \$250 Thrivent grant. All three schools were thrilled to have these winter wear extras for their students.

Our CEAP Food Collection was also a huge success!!!! We brought in 324 lbs of baking and holiday meal items. We were also able to send a \$1,000 check to CEAP to use for their holiday programs. Cash donations were from congregational donations and garage sale receipts. Thanks to all who helped out.

January we will try to restock the Pirate Pantry at Park Center. Items needed are all grab and go snack items such as: granola bars, cookies, fruit snacks, chips, pop tarts, Gatorade and easy mac single and ramen bowls.

2026 FoG Drama Production Auditions:

"The One-Act Play That Goes Wrong" by Henry Lewis, Jonathan Sayer and Henry Shields

Auditions: January 11 @ 2-4pm and January 12 @ 7-9pm

We are looking for actors from age 10 to adult for a variety of roles--no experience necessary. Everyone who auditions will get to participate. Please plan to stay for the whole two hours of audition time, and come:

- Dressed for movement.
- With a list of scheduling conflicts. Rehearsals will generally be held on Sunday afternoon and Monday & Thursday evenings. Performances will be April 23-26.
- Ready to play!

Note that no prepared monologues are necessary--sides from the show will be provided during auditions. If you have questions, please reach out to stage manager Nicole Lang at nicole.lang@gmail.com.

More about our 2026 production: "The One-Act Play That Goes Wrong," directed by Lynn Mullin. From Mischief--the creators of the West End smash "Peter Pan Goes Wrong" and the Tony Award®-winning Broadway hit "The Play That Goes Wrong"--this is the original one-act play which started everything going wrong. This comedy about an amateur theater company trying to perform a murder mystery will both keep you on the edge of your seat and give you a stitch in your side! Rehearsals will generally be held on Sunday afternoon and Monday and Thursday evenings. Performances will be April 23-26.

Greetings to everyone at Family of God —

Now that Christmas is over, we want to take some time to refresh our collective memories on an upcoming vote at church. You may have heard that we held discussion sessions about something called “RIC.” If you haven’t had a chance to participate in any of the gatherings, or if you’d like a reminder on what that is, please check out the information below so you’re well informed for our annual meeting.

What is RIC? RIC stands for Reconciling in Christ. This is a program that helps congregations fulfill their goals of being welcoming to people of all sexual orientations, gender identities, races, and ethnicities. The program has existed since 1983. A number of congregations in our synod (as well as the synod office itself) are now RIC. We are considering RIC for our congregation now, too.

Why does RIC focus on these groups? Unfortunately, over the years, people in certain groups have not experienced the same welcome that others have in the Christian church. Focusing on these groups seeks to address that hurt. If you remember the parable of the lost sheep, this story helps illustrate how some individuals have different needs that require additional care from the church. Some of our members have expressed that RIC would be a meaningful step in showing that care. They have specially asked for that positive statement of welcome.

Why is this program helpful? Can’t we accomplish this on our own? It is true that the values expressed in the RIC program do align with our congregation. We are already doing a lot of this good work! The program itself may help deepen that focus and give us tools to live that out. It can also make us aware of growth opportunities we may have otherwise missed.

What would this program require of us? This is a customizable educational program that can be tailored to fit our needs. It can take two years, or sev-

enteen years if that’s our preference. We learn together, discuss, and reflect on who we are and where we’d like to go. Upon completion, we would need to take steps like indicating our full welcome on our website and be open to calling future clergy to serve our church (should the need arise), regardless of their sexual orientation, race, etc.

Who runs the RIC program? ReconcilingWorks is a ministry that has been around since 1974. They advocate for the full welcome and inclusion of the LGBTQ+ community and have incorporated antiracism into their ministry in the years since then. ReconcilingWorks receives no funding from the ELCA but works with both our denomination and the ELCIC (Evangelical Lutheran Church in Canada).

What does it cost? As it is so customizable, the program requires a “meaningful” annual contribution. There is no dollar amount set. That is for the congregation (or synod, or campus ministry, etc.) to discern.

Why do you need to actually know any of this? We will be voting on starting the program at our annual meeting on Sunday, January 25 at 11AM! We will meet one more time to discuss and answer any questions you may have. You’re invited to join us on Sunday, January 11 at 11 am. In the meantime, please feel free to approach us if you want to chat. You can also learn more by going to reconciling-works.org. It’s important to us that everyone has as much knowledge on this as possible so we can make an informed choice at the annual meeting.

We look forward to hearing from you and beginning another year of ministry together!

— Pastor Paul Burow and Pastor Erin Koster



FAMILY OF GOD RUTH CIRCLE KITCHEN GUIDELINES

When you enter the kitchen, turn on the dishwasher. The on/off button is located on the right hand panel near the bottom. The dishwasher will run a quick rinse right away. Turn on the coffee system.

COFFEE

- See instructions on how to make coffee and clean up. They are located in the drawer under the coffee maker system.
- To fill the air pots, please use a glass carafe. Then pour the coffee into the air pots.
- Rinse out all air pots, coffee baskets and the carafes that are part of the coffee maker system.
- Be sure you shut off the system before you leave.

DISHWASHER

- Remove trays from dishwasher
- Use the flat tray for silverware
- See photo on front of dishwasher to load properly. Dishes will not come out clean if not loaded correctly.
- Be sure to wash all dishes that have been laid out, whether used or unused.
- Remove all food into the waste basket. Then thoroughly rinse the dishes, using a colander to catch any more food particles. Load dishwasher according to instructions above.
- Use one scoop of dishwashing soap, located on a cart by the dishwasher. Put the soap on the dishwasher door.
- Close the door and press the wash cycle button, located on the top right of the dishwasher panel. It's a blue round light.

REFRIGERATOR

- Be sure to take all leftovers home.
- If you spill something, please wipe it up.

CLEAN UP

- Wash all dishes from your event, whether used or unused, in the dishwasher
- Wash tables and kitchen countertops
- Sweep the floor, if needed. The brooms are located in the closet beside the refrigerator.
- Take any leftover food home. DO NOT leave any leftovers in the kitchen or refrigerator.
- Take out all garbage and recycle. Separate garbage from recyclable items. The dumpsters are located behind the church. You may use the Sunday School entrance
- Replace garbage bags in baskets. Extra garbage bags are located in the drawer under the pass-through counter.
- Take soiled towels/aprons home and launder them. Please return them to FOG as soon as possible.

STATE/CITY REGULATIONS

- See the guideline information located in the tray by the coffee system and phone.

SUPPLIES

- If you notice we are getting low on supplies, please fill out the form located in the tray by the coffee system and phone. Put the form on our secretary's desk and she will make sure it gets filled.



January 2026

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1 OFFICE CLOSED	2	3
4 9:30 am Worship 12pm Eternal Life Chapel Crossways Bible Study 11:00 am	5	6 No Bull AA 7 pm	7 Connie's Quilters 11 am Choir 7:00 PM Burning of the greens 7:00 pm	Ruth Circle 9:30 am Young Adult Bible Study 6:30 pm Riverlyn AA 7 pm	9 Craft Group 5 pm Fri & 9 am to 4 pm Sat	10 →
11 9:30 am Worship Sunday School Bible Study at 11 am 12pm Eternal Life Chapel RIC discussion 11am	12	13 No Bull AA 7 pm	14 Connie's Quilters 11 am Choir 7:00 PM	15 Council Mtg Young Adult Bible Study 6:30 pm Riverlyn AA 7 pm	16	17 Men's Breakfast at 8:30 am
18 9:30 am Worship Sunday School Bible Study at 11 am 12pm Eternal Life Chapel / event 2:00 pm	19 OFFICE CLOSED Martin Luther King Day Book club 1pm	20 Bible Study 9:30 am & 700 pm No Bull AA 7 pm	21 Connie's Quilters 11 am Choir 7:00 PM	22 Young Adult Bible Study 6:30 pm Newsletters Deadline	23	24
25 9:30 am Worship Sunday School No Crossways Bible Study 12pm Eternal Life Chapel Annual Meeting 11am	26	27 Bible Study 9:30 am & 7:00 pm No Bull AA 7 pm	28 Connie's Quilters 11 am Choir 7:00 PM	29 Young Adult Bible Study 6:30 pm Riverlyn AA 7 pm	30	31

January worship helpers

Lectors

4 Carolyn J
11 Andrew Peterson
18 Ginny Trogen
25 Ali O'Mara

Refreshments

4 Withers
11 Lenthes
18 _____
25 _____

Altar Care

4 Withers
11 Balzer
18 Elsass
25 Knoell

Ushers

4 Chuck
11 Nancy & Joe
18 Mel & Gary
25 _____

Greeters

4 Nancy Knoell
11 Carolyn J
18 _____
25 _____

Nursery Care

4 Claudia
11 Claudia
18 Claudia
25 Madison



If you are unable to serve on a Sunday you have signed up for, please inform the church office as soon as possible. Thanks!

**** IF YOU CAN FILL IN A BLANK SPOT**

PLEASE SEND AN EMAIL TO

admin@fogchurch.org

SO A MASTER LIST CAN BE KEPT AND SO

A REMINDER CARD CAN BE SENT.

THANK YOU!**

Family of God Lutheran Church

8625 Zane Ave North
Brooklyn Park, MN 55443

Change Service Requested

Rev. Paul Burow, Senior Pastor
pburow@fogchurch.org

Rev. Erin Koster, Associate Pastor
Perin@fogchurch.org

Allyson McDonald, Admin Assistant
admin@fogchurch.org

Judy Blomgren, Music Director
judyb305@gmail.com

Claudia Peterson & Madison Benton, Nursery

Office Hours

Monday – Thursday

9:00 am – 3:00 pm

Friday

9:00 am—1:00 pm

Website: www.fogchurch.org