



# NORTH EAST DISTRICT

## *“The Shofar”*



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**2021 SHOFAR will be delivered electronically and US mail.**

**APRIL SHOFAR will be devoted to information about the new branding, UNITED METHODIST WOMEN “UNITED WOMEN in FAITH”**

**TAKE A LOOK at the new website: [uwfaith.org](http://uwfaith.org)**

(check the E-Store for free digital copy of March/April issue of response)

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### **TEAM MEETING SCHEDULE: (CONTACT US TO ATTEND MEETING)**

**June 3 – Tele-Conference**

**August 5 – Suamico UMC Plan Annual meeting**

**November 4 - (TBA) 2023 planning**

### **North East District EVENTS**

**April 30: Retreat at Appleton Emmanuel UMC at 9:00 AM**

**September TBA: Annual Day of Celebration at Suamico UMC**

### **WI CONFERENCE MEETINGS**

**April 9: Mission Action Day ?TBA?**

**May 20-22: Assembly 2022, Orlando Fla.**

**July 12,14 & 19, 20: Mission u ZOOM**

**July 28-30: Mission u 3 day, Watertown**

**October 14-15: Annual Gathering - 1<sup>st</sup>.UMC, Baraboo, WI**

### **2022 SHOFAR Newsletters:**

**July 2022: articles due June 15**

**October 2022: articles due Sept. 15**

**January 2023: articles due Dec. 15**

Go to: [www.wisconsinumw.org](http://www.wisconsinumw.org) for LATEST copies of “CATCH the VISION”



## *President's Message*



United  
Women  
in Faith

### **CHANGE! CHANGE! CHANGE!**

This has been our mantra for over 2 years, starting with COVID. Everything we were used to doing was cancelled, many were ill and we lost some dear friends. Leap forward (like Daylight Savings time) Now we can plan, or try, in person meetings for units, Districts and Conferences. We have been starved of personal contacts with friends, **now is the time!**

**Now, more changes. UNITED WOMEN IN FAITH.....** We have a new brand, new logo, and website, (umfaith.org). We wanted to share their Mission, Vision, and Action.

**Our Mission,** “We seek to connect and nurture women through Christian spiritual formation, leadership development, creative fellowship and education so that they can inspire, influence and impact local and global communities.”

**Our Vision,** “We are a powerful, fearless force driven by God’s love and united in sisterhood. With a focus on women, children, and youth, we act for justice and transform communities.

We face the realities we see in the world, even when they are not the ones we would like to see. However, our goal is not to bear witness simply to harms but also to God’s love by acting boldly to change those harms.”

**Our Action,** “Bold action, like faith, takes courage. Our bravery is inspired by God’s love and our powerful commitment to improve the lives of women, children, and youth. United Women in Faith works for justice through compassionate service and advocacy to change unfair policies and systems that harm women, children, and youth—from racial and gender injustice to economic inequality, climate issues and more.”

**HOWEVER, FOR NOW, or UNTIL FUTURE NOTICE,** we are still **United Methodist Women**, **purpose** has not changed, **checking accounts** remain the same, checks are still made to **United Methodist Women**, and **missions** remain the same.

The new brand will hopefully attract younger women, which we have not been able to do. For now, we must be patient and help promote the new brand to our members and our church’s.

*Psalm 33:12, Blessed is the nation whose God is the Lord, the people He has chosen as His own inheritance. 13, The Lord looks from heaven; He sees all the sons of men. 14, From the place of His dwelling He looks on all the inhabitants of the earth; 15, He fashions their hearts individually; He considers all their works.*

Jan Stanko, NED President

## *Wisconsin Conference President's Message*

March has been a busy month...one filled with opportunities to learn, grow, and enjoy the sisterhood of United Methodist Women, now United Women in Faith. I've attended a Voices from the Field talk with women in Lithuania, Latvia, and the country of Georgia who shared how they are responding to the needs of women, youth and children impacted by the war in Ukraine. Support from United Women in Faith makes that possible. I've been spiritually nourished by the Lenten study, "Roll Down, Justice" and the discussion of racial justice with women from all over the country. And I just checked out the Reading Program book, *For Such a Time as This*, from the library.

I did all that without leaving my house, thanks to technology. Our foremothers in our predecessor organizations wrote letters seeking support for missions in the 1800s. In the 1900s, telephones made communication faster and easier. Today's technology, the internet and email, provide important tools for communicating with one another and spreading information about our work.

The women of United Methodist Women/Women United in Faith have always been open to change that helps us achieve our goal of turning faith, hope and love into action for women, children, and youth around the world. We know that while change brings challenges, it also brings opportunity. Our new name, United Women in Faith, indicates our desire to more inclusively welcome women of faith into our sisterhood. Along with a new name and new logo, we have new resources and tools. Some of you are already using our new Daily Prayer Guide, the updated and expanded new version of the Prayer Calendar. The new format offers more prayers and reflections which encourage its use as a devotional resource. Our new website ([uwfaith.org](http://uwfaith.org)) offers resources and tools for women seeking spiritual enrichment, sisterhood, leadership development tools, and ways to put their faith into action.

We remain the official women's organization of the United Methodist Church.

Our core values of faith, action and sisterhood are reflected in our new mission statement: "United Women in Faith seeks to connect and nurture women through Christian spiritual formation, leadership development, creative fellowship and education so that they can inspire, influence and impact local and global communities." We continue to be women who believe that love in action can change the world.

Gloria Carter, Conference President

**Heidi J. Careaga (Jaqueline Mercedes Garcia Campo)**  
***Chair of Board of Directors Finance Committee***

Dear United Women in Faith Sisters,

I send greetings in the name of Jesus Christ, the one who sustains us and guides us through the Holy Spirit. I pray that each of you in your units is blessed, healthy, and excited as I am about our new operating name which was announced in the free [March-April edition of the Response](#), our newly launched rebranded [Website](#), and [Facebook Event](#) on March 3, 2021. If you have not read or seen these announcements and resources, I urge you to do so! The Response magazine contains detailed information about our rebranding and answers to frequently asked questions you may have about these exciting changes that we had been announcing and have been expecting for a while.

Once again, our organization makes history during Women's History Month!

It is an exhilarating time, as we commit to even greater diversity, action, and impact as United Women in Faith. We remain women of passion and power, united by God's love and committed to our PLEDGE to the mission for women, children, and youth. This is a time for us to STAND UNITED! Each unit in our local churches can continue to be part of our organization because each of you in the units is valuable, and most of all you are loved. To share this love, to have faith, action, and to be a sisterhood is our calling as we reach out to invite new women to join us on this wonderful journey and find new ways to support one another.

We will maintain the legal name United Methodist Women while operating as United Women in Faith. I compare this blessing with my own life experience. I was born with one name, when I was adopted, I took a new name, my birth certificate says ALL names belong to me and I can use ALL of them. I see this as a double blessing in my life! The blessing of operating as United Women in Faith just opens a flood of opportunities to do what we do best and that is to continue working for missions around the world, to spread the gift of the good news of salvation, and Jesus' love to women, children, and youth!

I invite you to be up for the challenge with me, along with the conference team. I am calling all bold women of faith to act as a sisterhood to make systemic changes that will last. We are called by God to make an impact in the world.

I can't wait to meet you in person if you wish to continue this conversation and on how we can utilize all the new and innovative programs that will be rolled out through 2022. If you would like for me to visit your unit or zoom in with your group, I am only an email or phone call away. I hope to see you at Assembly on May 20-22 in Orlando, we will have a wonderful celebration then!

In everything you do, put God first, and he will direct you and crown your efforts with success. Prov. 3:5-7

Blessings, Heidi

## *Vice-President:*

We have switched back to Daylight Savings time. We are dealing with new realities after COVID struggles. We are aware of human problems around the world. We are more aware of our church issues, church attendance and UMW activities. Changes! New “normals”!

I remember my grandparents referring to “the good old days.” Now I guess I am old and I “get it”. Some change is good, but some change takes “getting used to”. Maybe in some cases we really aren’t wanting to change our ways and lifestyles.

The North East District of United Methodist Women has been dealing with some changes, also. For some time we have mostly been holding our district board meetings via telephone conference instead of at designated locations. I heard that one of our members said that we have become good at setting dates for activities and then cancelling them. So we have to work harder on communications, staying in contact with each other, our UMW members, and our church family members.

Efforts have been made to encourage our board members to be in touch regularly with our sister units. Not having had our Annual District Gathering at a district church for a few years has made a difference. Granted there has been less traveling and expenses incurred, but our UMW meetings and gatherings or lack of has impacted us all.

Efforts have been made to better inform each other through the SHOFAR. Please continue to read and inform all of your unit members of what has been written, printed, and mailed or sent to you concerning the North East District. In turn, let district members know what is happening in your units and churches.

Good communication is a challenging issue. As we move forward in time, technology, and events in our world, let us step up our efforts as God’s disciples to do what we can as individuals to love and communicate.

Ruth Wiersma  
Vice-President



## *Spiritual Growth:*

### **United Methodist Women----United Women in Faith!**

In the March/April Response Magazine there was a three page article about the UMW name change. This may come as a surprise to some, but in the 150 years of the organization, there have been more than 25 name changes. This new name change will serve to refresh the organization in order to nurture current members and welcome new members. We will legally still be UMW.

We will remain the official women's organization of the UMC no matter what the name of the church will become. There will be a new logo, a new website, materials available to help with the transition and much more information about all of this coming out from the national level in the near future. Check out: [uwfaith.org](http://uwfaith.org) for an overview of all the changes.

United Women in Faith seeks to connect and nurture women through; Christian spiritual formation, leadership development, creative fellowship and education, so that they can inspire, influence and impact local and global communities.

No matter what we call our group, we are all women in faith. Our faith unites us to accomplish more because we are adjoined together: building up and supporting one another; to have more courage to take action on behalf of others; to take more risks to speak out about injustice; to expand beyond our own boundaries to share the good news with the world. We are stronger, wiser, braver, because we are women in faith, united to live our lives growing ever closer to God and striving to emulate Jesus in our daily lives.

***I have much to write you, but I do not want to do so with pen and ink. Hope to see you soon and we will talk face to face. Peace to you. 3John13-14***

Looking forward to seeing you at the Retreat on April 30<sup>th</sup>

Barb Mamerow, Spiritual Growth Coordinator

## *Education and Interpretation:*

Dear Sisters in faith,

We have had a rough few years and I know many of us are looking forward to getting back to a new normal. Being new to this job, I am busy learning my new responsibilities.

Our first opportunity to do mission work the **Local Unit Mission Project**. As local units we do things for our communities. Many of these are ongoing and just something we've done for years. Please share these with us, it is uplifting and inspiring! It is time for our units to plan which mission tasks we will be working on. I know many of us are not able to meet and we understand that. Do what you are able to. (This form is on the next page, due date extended to April 1)

Our second opportunity is to become a **Mission Today Unit**. We have a revised form that guides us to become a Mission Today Unit, it replaces Faith, Hope, Love, In Action. It can be used as a planning tool and should be kept with your unit so you can track your progress. There are two levels to choose from: silver or gold. The mission today tasks include ways we can support missions, ways we can learn about missions, and opportunities for us to share what we do for missions. (This report will be due August 1, 2022 and recognized in Program Book.) The form is in "Knitted Together for God's Work" Program book pg. 15-16. A copy will be in the July Shofar.

Please complete these forms and return them to me by the due date on the form. Please contact me with any questions or ideas,

Sherrie Bekyir, 920-562-9438, [bekyirs@gmail.com](mailto:bekyirs@gmail.com)

**NORTH EAST DISTRICT “2022 SPECIAL LOCAL MISSION PROJECT”**

**Project runs from March 1<sup>st</sup> thru August 1<sup>st</sup>.. Certificates will be presented to participating Units at our Annual Celebration in September**

**UMW UNIT:** \_\_\_\_\_

**Submitted by:** \_\_\_\_\_

**Unit Officer:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Name and description of your local mission project:** \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Describe activities your unit will be doing to support this project:**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Estimate number of members and hours that will be devoted to this project:** \_\_\_\_\_

\_\_\_\_\_

**Submit: Completed form March 1, 2022 (deadline extended to April 1)**  
to: Sherri Bekyir, 1404 Western Ave. #17, Green Bay, WI 54303 or:  
sbekyir@gmail.com



## *Treasurers Message.....*

Sisters in Christ,

Thank you every unit that made the extra effort to make your pledge to district in 2021. I am happy to say that we had a \$40,000. pledge to Conference and we were only about \$1,000. shy of making this. Considering that this was the second year of Covid, I would say that we did very well.

As I am sure you have read by now of the news from United Methodist Women about the new name - United Women of Faith, I am also sure that are many questions. Although we may have a new name, we are still United Methodist Women connected to the United Methodist Church until the Annual Conference. The Conference that had been scheduled for 2022 has again been postponed. The hope is that they will meet in 2024. This means that we will remain legally United Methodist Women. All pledges and other money you send to the District will still need to be made to NED United Methodist Women. Please do not change the name on your bank accounts or other materials as this name change won't be official for at least a couple years. If you wish, you can start using the new name, just not for any financials.

Keep up the good work!

Rogene Moore

NED Treasurer

United Methodist Women/United Women of Faith

## *Program Resources*

The book I would like to suggest this time is *A Road Called Down on Both Sides*, by Caroline Kurtz. It is a first - hand story of a girl raised by missionary parents in Ethiopia. It is a good example of how missionary work has changed. She later goes back with her husband to continue missionary work. Keep reading and learning. Keep abreast of the changes coming about with our organization. Be patient as it is a work in progress, don't make any hasty decisions. This is advice I am giving myself so I can remain calm. Hope it helps you also.

I am also available if you have any question about becoming a district member. This is available for those of you who do not have a local unit to belong to. With the new changes you do not have to be a member of a United Methodist Church to belong. At least that's what I understand for now.

The next page is the registration for our Retreat on April 30<sup>th</sup> at Appleton Emmanuel, please consider attending, we need to get back together... see you there!!

**Sandra Klein, Program Resource Coordinator**

**RETREAT REGISTRATION FORM DEADLINE APRIL 15:**



*“I Love to Tell the Story”*

REGISTRATION.....8:30-9:15AM

*Program begins at 9:30 AM-3:00 PM  
(includes morning snack and lunch)*

*(Do you have a special purse that has a story attached to it? If so, bring it with you)*

The theme for 2022 UMW retreat is: **“I Love to Tell The Story”**. An interactive event open to all. Mark your calendars: **Saturday April 30<sup>th</sup>, 2022, at Appleton Emmanuel UMC, 740 E. College Ave, Appleton, WI 54911**

Barbara Mamerow, one of our new members on the District Team, will be our presenter for the retreat. She has led Women of the Bible studies for 10 years, serves as the Spiritual Growth leader for Lakeshore UMW (also their cook), and is a lay speaker, filling the pulpits on many occasions. She has taught Aging and Ministry in the 21<sup>st</sup> Century. Barbara spent her career in Human Services field, served on the State Mental Health Council and was instrumental in developing and served as chairperson of the State Mental Health, Alcohol & other Drug Abuse and Aging Coalition.

-----CUT HERE to SAVE INFORMATION-----

**Deadline April 15, 2022**

**Registration starts at 8:30 AM.**

Name:\_\_\_\_\_

Address:\_\_\_\_\_

E-mail:\_\_\_\_\_ phone:\_\_\_\_\_

Emergency contact information:\_\_\_\_\_

Release to use photos: (sign) \_\_\_\_\_

**Make check for \$ 20.00 payable to North East District UMW.....**

Mail to: Sandra Klein, 6303 Riverview Dr., Two Rivers, WI 54241

## *Secretary*

While there isn't a lot of inspirational information on Facebook, I found this piece to be a way for us to look at ourselves. What we say to ourselves makes a difference. How we look at ourselves and what we do reflects our reality. If you are interested in the Greek myth of Echo, check out this site <https://www.britannica.com/topic/Echo-Greek-mythology>

**A son and his father were walking on the mountains. Suddenly, the son falls, hurts himself and screams: "AAAhhhhhhhhhh!!!"**

**To his surprise, he hears the voice repeating, somewhere in the mountain: "AAAhhhhhhhhhh!!!"**

**Curious, he yells: "Who are you?" He receives the answer: "Who are you?"**

**Angered at the response, he screams: "Coward!" He receives the answer: "Coward!"**

**He looks to his father and asks: "What's going on?"**

**The father smiles and says: "My son, pay attention." And then he screams to the mountain: "I admire you!" The voice answers: "I admire you!"**

**Again, the man screams: "You are a champion!"**

**The voice answers: "You are a champion!"**

**The boy is surprised but does not understand. Then the father explains: "People call this ECHO, but really this is LIFE. It gives you back everything you say or do. Our life is simply a reflection of our actions."**

**If you want more love in the world, create more love in your heart. If you want more competence in your team, improve your competence.**

**This relationship applies to everything, in all aspects of life; Life will give you back everything you have given to it.**

**Your life is not a coincidence. It is a reflection of You!-----Author unknown**

Roberta Gale NED secretary

## *Nominations Chair*

I would like to thank our active units for their faithful work in United Methodist Women, now to be known as Women in Faith. As United Women in Faith I encourage you to reach out to younger women in your Churches to let them know the large scope of Mission work being done around the World by our organization. Share the Response magazine with them, there are many stories in there showing the appreciation of people in other countries for the help and teaching by our Missionaries to them. If you are fortunate enough to have younger women and an active Mission Commission in your Church I encourage you to work with them to make Mission Possible!!

Thank You, Verna Lambrecht, North East District Member.

## *Membership, Nurture & Outreach*

Everything around us these days remind us of the need of stress relief. There is war, sickness, loneliness, disappointments, uncertainties, and I'm sure you could add more.

We know that this is a rough season in the life of our church and our beloved organization. We have lost sisters in death and some of our units have become inactive. We mourn our losses. We celebrate all of these women who have labored in the mission of United Methodist Women.

United Women in Faith, United Methodist Women, we will continue our faithfulness to our purpose. Because of our daily encounters and service to others, our bodies and minds are stressed, and we sometimes need relief.

Dr. Michael Hunter in the Costco Connection newsletter gives some simple steps for stress relief. Be active, move regularly. My 91-year-old aunt exercises three times a week, and she loves it! Be quiet, this world is so noisy. His advice is to take breaks from your phone, TV, and computer. Sit..., rest..., breathe. Get sleep. Maintain a sleep schedule, dim bedroom lights, reduce exposure to outside noise, avoid electronics an hour before bedtime, avoid large meals before bedtime and watch caffeine and alcohol intake before bed. Connect. During this health crisis in our world, we have not been able to be with family or friends but we can/must stay connected. Call your family and friends, and your spiritual sisters.

These suggestions from Dr. Hunter can help us manage our stress. Also remember

Psalm 62:5-8 "Rest in God alone, my soul, for my help comes from him. He alone is my rock and salvation, my stronghold; I will not be shaken. My salvation and glory depend on God, my strong rock. My refuge is in God. Trust in him at all times, you people; pour out your hearts before him. God is our refuge. God has spoken once; I have heard this twice; strength belongs to God."

May God continue to hold you

Gwen Gibson

Membership, Nurture and Outreach

## Frequently Asked Questions on United Women in Faith (page 13, 14 & 15)

### **Why are we taking a new operating name?**

The name United Methodist Women was adopted in 1972, signaling a change not only in the life of the church but in the lives of women and how they could organize for mission.

Over the past 50 years, we have experienced vast change in how women live their lives and choose to engage the world in faith as well as great changes in the life of the church.

It is time to adopt a name that reflects how women are living and engaging their faith in today's realities.

Our new name is part of an overall move to refresh our organization that includes a new look, new feel and new and improved programs. We will be able to better nurture our current members while welcoming into our sisterhood new women who want to put their love in action. The new operating name is also welcoming to women whose local churches may choose to align with another denomination or who are already members of other denominations.

### **Are we still a part of The United Methodist Church?**

Yes! We are still the only official women's organization of The United Methodist Church and our corporate name will remain United Methodist Women.

### **How were these decisions made?**

As part of our strategic planning guided by the Board of Directors, and the Program Advisory Group (PAG), we have conducted an enormous amount of research over the past five years. The new name, programs and program innovations are fruits of that research along with prayerful efforts to discern the times for our organization. The member-elected United Methodist Women Board of Directors, along with input from the PAG, has guided the organization throughout this process.

We've conducted surveys, focus groups and interviews with more than 24,000 United Methodists and women of other denominations and Christian traditions. The changes and programs are data informed and tested to address the needs and life stages of current and future members.

### **Will these changes impact me and my local unit?**

All of our traditional structures on the conference, district and local levels—circles included—remain intact. These new tools and programs are **additional** options available to you and your unit to help you better nurture current members, recruit new members into the organization and manage your unit's finances.

### **United Women in Faith has a mission statement. What about our Purpose?**

The Purpose for the local church remains the Purpose as it appears in *The Book of Discipline of The United Methodist Church 2016* (§256.5.3). The core of our work remains the same: changing the world through faith, hope and love in action. The United Women in Faith mission statement—written by board executive committee members, PAG representatives and assigned staff—is a refreshed expression our core principles.

### **Can we remain members, stay connected and join another local unit if our church leaves The United Methodist Church?**

Yes. United Methodist Church membership has never been required for United Methodist Women membership. Bylaws changes allow for women to be involved and be leaders in our organization even if they become affiliated with another denomination. Our new name captures this inclusivity.

### **Where can I learn about all of the changes underway in our organization?**

**response** articles and other free downloadable resources available on the e-store under Member Resources will give you an overview of the changes underway.

### **What do these changes have to do with “new wineskins?”**

United Methodist Women—now United Women in Faith—is again saying yes to being part of what God is doing in the 21st century by creating new ways for women today to gather for faith, sisterhood and action for women, children, and youth.

In other words, we are making new wine and new wineskins to fulfill our role in God’s mission today. We tap Jesus’ use of the metaphor in Mark 2:22 to explain the need for change to help us share with members the new tools, programs, and exciting changes on the horizon for our organization.

### **What new tools and programs are coming?**

The new tools and programs that will rollout throughout 2022 include:

- **A new, easier to navigate website.** The new website will have a homepage designed to pique the interest of women new to our organization and start them on a journey to membership. The homepage will also include a special portal where members can log in to access resources specially designed for them.
- **Templates for Soul Care retreats.** A pilot member recruitment program will be debuted through which current members invite nonmember friends to themed retreats specially designed to nurture our bodies, minds and souls.

- **Innovations to Mission u.** Beginning in 2022, Mission u will be introducing new curricula each year—one for children, one for youth and one for adults—all focused on a shared biblical theme that incorporates spiritual growth, contemporary issues and how these show up in various geographic areas. The new Mission u curricula will be more accessible and adaptable for use in small groups, local churches, vacation Bible schools, retreats and other settings. Through these vibrant, relevant, justice-oriented and biblically centered curricula, Mission u will continue its commitment to learning together for the transformation of the world and expand its impact.
- **A new national membership option.** This option will enable women to join our sisterhood via our new website. They will learn about and be able to participate in programs and events online or in person. Of course, on-line options and resources will also be available to existing members who already participate in circles and units.
- **More targeted giving options.** Members and nonmembers alike want more options to target their financial gifts to specific programs areas such as Spiritual Growth, National Mission Institutions or international work.
- **New tools for conference and district treasurers.** New tools, like Vanco Faith, will be available to enable treasurers to manage, collect and distribute conference and district finances electronically.
- **Innovations in the Leadership Development Days programs.**  
**New and improved resources:**
  - \* Mighty Networks, an exciting new online platform where members can connect, and engage new resources like the Program Resource and Mission u curricula.
  - \* The Daily Prayer Guide, an updated replacement of the Prayer Calendar, which offers opportunities for daily devotion and connection.

### **What does the rebranding have to do with these changes?**

*Brand* is a term most often associated today with commercial marketing, but in reality, everyone has a brand. Brand is just a term to describe what people can expect to experience when they encounter you. “Branding” are the things we do—our look, our actions, our messages—that help let people know who we are and what we consistently deliver.

Rebranding United Methodist Women means we are clarifying the way we tell our story and updating our programs, resources and outreach efforts so that it is easier to see who we are. The research showed us that our values, our commitments, and the work we do in-the world is attractive to many women who are not yet members, including women of diverse ages, racial ethnicities, cultural backgrounds and life stages. Our welcoming new brand will highlight who we are.

North East District Shofar  
C/O: JAN STANKO, Editor  
620 Madison St., APT 3  
Brillion, WI 54110

**Mark your calendar: RETREAT - April 30, 2022**

**SHOFAR: July edition article deadline June 15<sup>th</sup>.**