

#### Volume 28 • Number 42

October 27, 2015

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# Joining Hands with God

Dr. Jeff Roberts, Senior Pastor

jroberts@tbcraleigh.com • Twitter: @Jeff\_\_Roberts



As we enter November and December, we have so much to look forward to at Trinity. Our services will be filled with Bible Presentations, Baby Dedications, Thanksgiving and Advent celebrations. In recent years, October has become a month where people do a lot of traveling and have many obligations. The result is our attendance in October now is lower than any month but July. It may sound odd, but it is not only our experience. Many churches not only in Raleigh, but other places as well. Why attendance is important is because it keeps us connected as a congregation and worshipping community. So as we begin November, I want to encourage you to be present, but also to encourage each other. Think of someone you may have missed during the past few weeks and drop them an email or give them a call and let them know they are missed. It is important that we all encourage each other to join together for worship and service. It was the writer of Hebrews who encouraged the early church with these same words. He wrote "And let us not neglect our meeting together, as some people do, but encourage one another, especially now that the day of his return is drawing near." (Hebrews 10:25) I am looking forward to our time of worship this coming Sunday. Don't forget to set your clocks back and hour, enjoy your extra hour of sleep and join us for worship.

I am pleased to inform you that our budget vote passed by a 99% affirmation. I am grateful to all who were a part of the process and now let us be faithful in our giving of our tithes and offerings as we continue to minister together.

Finally, don't forget Fall Fest this coming Friday night. This is an important night of fellowship and outreach. We will have many people from our community join us for this special fall event. We need you to be present to not only enjoy the fellowship and fun, but to welcome others as well. We can always use more "trunks" for the treats. If you would like to come and be one of the "trunks", then call the church office and let us know you want to participate. We will provide the treats. If you can decorate your vehicle all the better, but if not that is okay as well. Just come and join the fun!

# FALL FEST TRUNK-OR-TREAT FRIDAY, OCTOBER 30 | 6:30-9:00pm

# This Sunday At Trinity

#### Fall Back: Daylight Savings Time Ends

#### 1st Grade Bible Presentation

8:45am	Worship (Sanctuary)
9:30	Welcome Center Opens (Narthex)
9:45	Sunday School (Bible Study for all ages)
	8th Grade Sunday School Open House (A300 Hall)
10:55	Worship (Sanctuary)
	Extended Teaching Care (E100 Hallway)
11:30	D-Teams Lunch (UG)
4:00pm	First Light Choir (Choir Rm)
	High School S.M.A.C. (E247 MP Rm)
	Middle School S.M.A.C. (Min. Conf. Rm)
4:30	Committee on Committe Meeting (Conf. Rm)
5:00	Bells of Praise (Old Choir Rm)
	Jobs for Life (A214)
	MS Choir (Choir Rm)
5:45	HS Snack Supper (UG)
6:00	Preschoolers at Church (Birth-2yrs.) (E104)
	Bible Friends (3's - Kindergarten) (E131)
	Bible Buddies (Grades 1-3) (E238)
	Bible Skills, Drills & Thrills (Grades 4-5) (E246)
	Discipleship Academy (Chapel)
	First Place E244)
	HS Choir (Choir Rm)
	MS Snack Supper (UG)
6:15	MS Missions (UG)
7:00	HS Student Leadership Meeting (UG)

# Flower Committee Poinsettias for Sale

#### Cost: \$10.00 Thru November 11th

Be a part of Trinity's traditional Hanging of the Greens by purchasing a beautiful poinsettia from one of our Flower Committee members, who are now selling poinsettias for \$10 in honor of a special family member or loved one that you would like to remember. Purchases can be made this Sunday, November 1st in the Narthex. Each poinsettia purchased for a memorial or in honor of a loved one will be recognized in a special holiday bulletin.

# Women's Book Study

#### Thursday, November 19 7:00pm • Church Parlor

*Life after Life* by Jill McCorkle For more info call Beth Duke: 919-880-7251.

# **Budget Vote**

Trinity voted to approve the budget of \$2.805.692 for 2016

497 Yes Votes 1 No Votes Thank you for your continued support.

#### TNORTH RALEIGH MINISTRIES

#### This Week's Food Pantry Needs:

- Hamburger Helper Canned Tuna
  - Sweet Potatoes

### **Deacon of the Week**

**Ryan Smith** has been a member of Trinity since 2005 and is a native of Lumberton, NC. He and his wife, Wendee have two children, Paul and Grace. Ryan is a



Lead Designer, Ecological Restoration with HRD/ICA. He serves on the Children's Committee, Upward Lead Team, Parking Team, ETC and Men's 4x4 Basketball League. He serves as 4th & 5th Grade RA Leader and Upward Coach's Commissioner. He works with the Roberts/McClanahan Sunday School class. He also works with deacons Kevin Gard and Kathryn Brantley.

# Did You Know...

Trinity spends around \$55,000 per year to insure the physical building, contents, vehicles, and various liability policies. This serves to protect us in the event of natural disasters or other damages.

The Stewardship Committee wanted to call your attention to this as part of our initiative to keep members informed about how our monetary gifts are used.

#### **Deepest Sympathies**

Thelma Beach, Alta McGowan and Vivian & Bud Johnson upon the loss of Thelma's daughter, Pam Nourse of Raleigh, on October 19th.

Martha & Gary Smith upon the death of Martha's mother and TBC member Eileen Lye of Raleigh, on October 22nd.

#### Thank You Card

From **the family of Regina Conner**. This card will be posted on the bulletin board for the congregation to read.

# **Fellowship Dinner**

#### Wednesday, November 4

• Adults: \$5.00 • Children: \$3.00 Corn & Potato Soup/Vegetable Soup, Crackers, Salad Bar & Dessert

Unless meals are prepaid, reservations and cancellations need to be made in the church office prior to 4:00pm Mondays. Permanent dinner reservations for the semester, or week-to-week reservations can be made by contacting RaNada (919-787-3740 or rthornton@tbcraleigh. com) or by using the card in the pews and putting it in the offering plate. Please don't put the Fellowship Dinner payments in the offering plate.

# DISCIPLESHIP CLASSES

#### SUNDAY EVENINGS

Discipleship Academy: "Discovering Spiritual Gifts" with Dr. Clay Warf

Celebration of Gifts this Sunday

#### First Place: "A Program for Healthy Living"

Thru November 15 • 6:00pm • E244 Cost \$40 • Facilitator: Angela Strickland

#### WEDNESDAY EVENINGS

#### **Companions in Christ**

Thru November 18 • 6:15-7:30pm • B141 Facilitator: Dr. Roberts

#### **Mid-Week Bible Study**

Thru November 18 • 6:15-7:30pm • B144 Facilitator: Dr. Tyler Townsend

#### Dealing with Life as a Christian

Thru November 18 • 6:15-7:30pm • D366 Facilitator: Jody & Paige Bagwell

## Senior Adult Ministries...the Better Half of Life

Rev. Hal Melton, hmelton@tbcraleigh.com



# Adult Ministry & Missions

Rev. Hal Melton, hmelton@tbcraleigh.com

# Belize Construction Mission

#### January 22-30 Cost: \$1,475: All Inclusive

Interested in joining a TBC team that will lay concrete block walls for a school in Belize? Contact Hal this week and get all your questions answered. Over 80 different TBC members (male and female) have served in our CBF Missions partnership with Belize Baptist Churches over the past 7 years. It is a great country for a first time mission experience or for veterans. Let's Go!

### 4 Local Missions Saturdays To Calendar Now!

January 23Habitat House ConstructionFebruary 20Habitat House ConstructionMarch 19Habitat House ConstructionApril 16Operation InAsMuch!



# Thanksgiving Box Collection Begins!

NRM always provides special Thanksgiving meal boxes to families in need in North Raleigh. In order to have everything in hand and organized, we are beginning the food drive now. Here are the items needed for the boxes this year:

- 2 ½ lb bags of Flour & Sugar
  - Boxed Mashed Potatoes
  - Canned Sweet Potatoes
- Canned Vegetables (variety)
  - Canned Fruit (variety)
    - Evaporated Milk
      - Oil or Pam
      - Pie Crusts

## Adult Ministry & Missions



# **TBC Shoebox Drive**

#### Shoebox Dedication: Sunday, November 15

Bring your shoebox(es) to the Narthex. TBC's children will bless the shoeboxes and the children who will receive them. The OCC children will also receive a "The Greatest Journey" booklet about the life of Jesus and an invitation to attend a 12 session Bible Study with the same title, led by a pastor in their village/town.

# Shoebox Packing Party

#### Friday & Saturday, November 13 & 14 9:00am - 5:00pm • FH

You can drop by anytime over those days to pack shoeboxes with items already collected. Invite everyone you know! Our goal is to pack 2000+ shoeboxes in two days! All you have to do is show up!

#### You can sign-up on the Narthex Registration Board. We need a lot of volunteers!

### Raleigh Collection Center

#### November 16-23 • Under Tents at TBC

Trinity will be acting as the Collection Center site for Raleigh and north to the VA line again this year. We will collect 39,000+ Shoe Boxes packed for children in need around the world by individuals, churches, schools, businesses and civic groups. This takes a LOT of volunteers. Please use one of the following means to volunteer for at least one 2 hour shift during the collection week:

• On-Line: Go to TBC's Website and Click on the link "OCC Collection Center Volunteer".

Rev. Hal Melton, hmelton@tbcraleigh.com

On LOGIN screen, enter password "tbc"; click on "send". On SIGN-UP screen, select time/day you want to volunteer, enter name, e-mail and phone number; click on SAVE. (You have now completed sign-up.)

- Use Sign-up sheets in the Narthex hallway (on right going from Sanctuary toward Church office)
- E-mail: Ray Broughton at raysheila@aol.com

#### Thank You for Your Willingness to Serve!

## NC Baptist Disaster Relief Call-Out for NC & SC Flood Areas

We are ready to respond to the flooding disaster in SC and NC. We have 3 sites at this time for relief efforts: 1 site in Brunswick County, 1 in Longs, SC and 1 in Socastee, SC.

Trinity's Baptist Men & Women's Disaster Relief would like to have a team respond each month for at least the next twelve months. The teams will leave on the 2nd Sunday of each month at 1:00pm and return the following Saturday evening. Our assigned area will come from NC Baptist Men.

Our first team will respond **November** 8-14. Next teams will respond **December, 13-19**, and **January 10-16**. Sign-up sheets for all teams are posted on the Narthex Registration Board. Please serve on at least one of these teams – there is something for everyone to do!

We will be showing God's love to people that have had years of their lives reduced to total loss. We will be removing water damaged items, removing sheetrock and flooring so the house can dry out and be repaired at a later date. Thank you for your support of this ministry!

## **Music Ministry**

Rev. Steve Byers, slbyers@tbcraleigh.com

#### Music Notes

The combination of Living Praise and our Trinity Orchestra added so much to our worship services yesterday. Special thanks to Joy Blashaw for her leadership of Living Praise, and to Baron Hignite for his solo with the ensemble as well. God has been faithful to bring many people here with hearts for worship and musical gifts to offer. What a blessing!

The song played by the orchestra, "My Shepherd Will Supply My Need," is a beautiful hymn that has found its way into the hearts of many over the years. Isaac Watts, the "Father of English Hymnody," wrote the words to this hymn, and William B. Bradbury composed the beautiful tune to it. The words are a paraphrase of the 23rd Psalm and the musical style is that of an American folk tune. It was published in Southern Harmony in 1835. Since it is not in our current hymnal, I wanted to share with you the words to this beautiful hymn in the hope that it will bring you comfort in a time of need...

My Shepherd will supply my need: Jehovah is His Name; In pastures fresh He makes me feed, Beside the living stream. He brings my wandering spirit back When I forsake His ways, And leads me, for His mercy's sake, In paths of truth and grace.

When I walk through the shades of death Thy presence is my stay; One word of Thy supporting breath Drives all my fears away. Thy hand, in sight of all my foes, Doth still my table spread; My cup with blessings overflows, Thine oil anoints my head.

The sure provisions of my God Attend me all my days; O may Thy bouse be my abode, And all my work be praise. There would I find a settled rest, While others go and come; No more a stranger, nor a guest, But like a child at bome.

### Music Calendar

Take notice of the music calendar below to stay up to date with choir rehearsals and upcoming music events!

> **November 1** Children's Choirs 10:55am Worship Service

November 8 Orchestra Both Morning Worship Services

> New Covenant 10:55am Worship Service

**November 15** Seraph Both Morning Worship Services

> **Student Choirs** 10:55am Worship Service

November 22 Hanging of Greens Rehearsal Day for Preschool/Children/Student Choirs

> November 25 No Evening Activities



If you have singing or instrumental abilities, We Need You.

We are always looking for more musicians to add to our worship leading ministries at Trinity. Consider getting involved in music ministry and being a part of an exciting place of ministry!

#### www.lifehonestly.com

### **Student Ministry**

trinity baptist student ministry

Rev. Lydia Tatum, ltatum@tbcraleigh.com 🔺 Christian Davis, cdavis@tbcraleigh.com

# **Passion Conference**

# Operation Christmas Child Collection Week

#### November 23 • 4:00pm-6:30pm

The student ministry is responsible for taking the very last and very busy shift for OCC Collection week this year. Please sign-up by texting or emailing Lydia ASAP!

# HIGH SCHOOL Ski Retreat

#### Winterplace Ski Resort • Beckley, WV

#### January 29-31 • Cost: \$190 Registrations Due December 20

Join us for our winter ski retreat! We know you will need some rest and relaxation after exams end and a new semester begins! Come with us skiing! We will be heading up to Winterplace and Glade Springs Resort for a weekend full of skiing, snowboarding, and having so much fun together.

### Attention College-aged Students' Parents

Please email us your child's school address! We would love to send them cards, care packages, and little gifts throughout the year from their church family! You can email all addresses to ltatum@tbcraleigh.com.

#### January 2 - 4 Cost: \$189 to the first 10 who sign-up (\$215 after the first 10)

All college students are invited to experience a weekend of worship and spiritual renewal as we gather in Atlanta, Georgia with 40,000 other college students at the Passion Conference.

#### Please contact Lydia ASAP to register!

# Student Ministry Harvest Celebration!

Wednesday, October 28 6:00pm • ROC

We are having a Fall Fest just for you guys next Wednesday! Bring friends and even wear a costume if you want! We will have games, activities, and fall food!

#### Meet in the parking lot at 6:00pm

# Operation Christmas Child Packing Party + Church Workday

#### November 14 • 9:00am-5:00pm

Check with your D-Team leaders to see when your group has signed-up to work on November 14 either packing shoeboxes for Operation Christmas Child or help with some yard work on the Carter Property! Come, have fun, and serve!

## **Education & Families**

Rev. Karen Metcalf Eickhoff, kmetcalf@tbcraleigh.com

# 1st Grade Bible Presentation

#### Sunday, November 1 11:00am Worship Service

All children in grade 1 will be presented a Bible from the church during this worship service. It is a wonderful opportunity for our church to show support and leadership in spiritual nurturing.

# Solo Mission Projects

GA and RA boys and girls may begin this Fall to work on Mission Projects. All grade school children are encouraged to do an individual mission project and both can choose to race in the RA car race in March. Plan now and begin serving in a special way.

# Mission Walk Down

#### **Coming in December**

Begin saving your monies for Foreign Missions this month!

# Children's Day

#### March 6, 2015

Children will be participating in all aspects of the morning worship services. If you are a grade school child that plays an instrument or has a special talent and you are willing to share with us in the service, please contact me. We may not be able to use everyone but we would like to try to use you if possible. Mark the date!

# Join a Children's Ministry Lead Team

Lead teams take the responsibility for an event or project in ministry and organize, promote and implement the specific event chosen. Lead Teams involve parents, teachers, other adults and children in the children's ministry. They require involvement and effort for the short term.

Connect in a personal way with our Children's Ministry by joining a lead team!

#### Lead Teams Include:

- Children's Day •
- Preschool Easter Egg Hunt •
- Grade School Easter Event •

 $\bullet$  VBS  $\bullet$ 

Sign-up today in the Narthex or in the Grade School or Preschool Suites.

# Family Christmas Tree

The Children's Ministry is responsible for the Christmas tree in the Fellowship Hall. This is a special tree decorated with ornaments provided by you—the families of Trinity. All you have to do is find an ornament relating to the Nativity, write your family name on it with the current year –2015 and bring it to the tree in the Fellowship Hall. Become part of a wonderful Trinity tradition and bring an ornament for the tree!! The Tree will be up around Thanksgiving. Rev. Karen Metcalf Eickhoff, kmetcalf@tbcraleigh.com

# Leaving Your Child at Church

Separation anxiety may begin with a look of uncertainty as a child's eyes dart around the room, absorbing each detail of this strange place. Then the arms desperately clutch at Mommy or Daddy and the head presses firmly against the familiar shoulder. Finally, tears mix with loud wail that seem to ask, "How could you leave me in this place?"

Vigorous protests are common when young children sense they will be separated from Mommy or Daddy. Anxiety at being left with strangers usually begins at around 6-8 months of age. But such an upset is actually a healthy sign that the child has built a strong attachment to parents. However, learning to accept and trust other adults is a necessary step in every child's growth.

When your child begins objecting to leaving you, consider these suggestions:

# Worship Holiday Care Needed

We are just beginning to solicit for extra volunteers for some of our holiday worship services. Please note the times and dates below and contact me if you are able to serve in any capacity. We can also use paid workers during the holidays so if you have a need for some extra cash or a college student that would like to help, please contact me as well.

> November 29 • 5:30-7:30pm Hanging of the Green Service

- December 6 5:45-7:00pm Ensemble Concert
- December 13 5:45-7:00pm Children's Concert
- December 24 5:15- 7:15pm Christmas Eve Service

We are blessed at Trinity to offer quality care for these services. Thank you for your effort to continue this ministry of worship.

- On the way to church, talk about enjoyable activities or people he or she will encounter at church. Even if your child does not understand your words, your loving, focused attention will strengthen feelings of security.
- When leaving your child, move at a relaxed pace, but don't linger. It may help to establish a "good-bye ritual" of a hug, a kiss and a wave good-bye. Do this every time you separate. Then make a quick exit, even if your child cries. Tears are normal—and prolonged departures often make matters worse. Loving care givers know where to find you.
- Return to check on your child only if you intend to stay for the rest of the session. One tearful goodbye is all a little one should be expected to endure in a morning.
- If your child cried when you left, seeing other parents come for their children may stimulate more tears. So return quickly to the area after church services have concluded.
- Be as regular as possible in attending church. Even one absence may make your child feel like a stranger again.
- Serve in Extended Care. Let your child see you serve.

# Parent/Child Dedication

#### November 22 • Both Services

The Parent/Child Dedication is one way to begin making public your desire to lay a faith foundation for your child. We encourage all parents to seek to dedicate and raise their children in the nurture and admonition of the Lord. Let us know if you did not receive a letter or card in the mail.

Please return the card by November 4 or contact me at kmetcalf@tbcraleigh.com. Feel free to call the church office and speak to RaNada or me at (919) 787-3740.

### **Recreation Outreach Center**

Rev. Spencer Good, sgood@rocraleigh.com 🔺 (919) 787-4991

### **ROC Hours**

**Tuesday • Thursday** 8:00 am - 2:00 pm • 3:00 pm - 9:00 pm

**Wednesday** 8:00 am - 2:00 pm 7:45 pm - 9:00 pm (for Trinity Members)

> **Friday** 8:00 am - 2:00 pm (Gym Floor Closes at 11:45)

> > **Saturday** 9:00 am - 12:00 pm

# **ROC Volunteers\***

#### Monday, November 2

8am-11am	Beverly Munday
11am-2pm	Lynda Davis, Pat Pierce
3pm-6pm	Tonya Laferire
6pm-9pm	Volunteers Needed

#### Tuesday, November 3

8am-11am	Leland Cottle
11am-2pm	Marcel Beaudreau
3pm-6pm	Shirley Eason, Doris Young
6pm-9pm	Charla Peel, JoAnn Bell

#### Wednesday, November 4

8am-11am Miller & Liz Warren 11am-2pm Marcel Beaudreau 7:45pm-9pm **Volunteers Needed** 

#### Thursday, November 5

8am-11am	Jane Sauls
11am-2pm	Marcel Beaudreau
3pm-6pm	Shirley Pegram
6pm-9pm	Edythe McKinney

#### Friday, November 6

8am-11am Jayne Simpkins

11am-2pm Volunteers Needed

#### Saturday, November 7

9am - 12pm Michael Stines

\* The volunteers schedule is subject to change. If no volunteer is available the ROC may close, even during regular hours.

#### ROC Activities October 25 - October 31

M, W • 8:00-9:00 am • Gym Cardio Strength Training

W, F • 9:00-10:00 am • Gym Stroller Strides

**T, Th • 5:30-6:30 am • Gym** Fit4 Mom/Body Back Class

**T • 9:00-10:00 am • Gym** Dance-It Group Fitness Class

T, Th • 9:00-9:45 am • MP Room Senior Adult Strength and Stretch • FREE

# Volunteers Needed

1st Monday 6:00pm - 9:00pm 3rd Tuesday • 3:00pm - 6:00pm 1st Wednesday • 7:45 - 9:00pm 1st & 3rd Friday • 11:00am - 2:00pm

Contact Michelle: 919-787-3740 or memmering@tbcraleigh.com if you can sub short term or know of anyone interested in taking on a regular spot.

### **ROC Calendar**

Fall Fest: Trunk or Treat October 30, 2015

**ROC'n Golf Tournament** May 16, 2016

> 9th Annual NH5k September 10, 2016

Rev. Spencer Good, sgood@rocraleigh.com 🔺 (919) 787-4991

# FALL FEST TRUNK-OR-TREAT

# This is a wonderful evening of fun, games, food and fellowship.

Join the fun & be sure to invite your neighbors and friends.

#### **INDIVIDUALLY WRAPPED DONATIONS NEEDED!**

- goldfish animal crackers cookies candy
- Baskets will be placed in Sunday School classes and in the lobby outside of the church office, by the 2nd floor elevator and in the ROC lobby.

Baked goods: Cakes, pies, cupcakes, brownies, anything can be donated for the cake walk! Baked goods can be delivered on October 29th to the church office or by 5:30 on October 30th.

#### **ENTHUSIASTIC VOLUNTEERS NEEDED!**

Sign-up in your Sunday School class or on Sign-Up Genius at http://www.signupgenius.com/go/10c044fada62da6f49-fall

# OCTOBER 30 | 6:30-9:00PM

# Cardio & Strength

Coming in November Mondays & Wednesdays 7:00am - 8:00am Start the day off with a workout that includes cardio intervals to strengthen the heart, jump start your metabolism and activate your mind. Followed by strength and balance training to increase bone density, muscle tone and activities for daily living. Core work is a **must** to encourage healthy backs and greatly improve overall fitness. Finish the class with a cool down flow to decrease injury, increase flexibility and to ready mindfulness to take on your day. **All in one hour!** (Did you know there are shower facilities in the ROC?)

# **ETC Workers**

#### Sunday, November 1

Hostess: Helen Monteith Assistant Hostess: Heather DeVault

#### 8:45 am Worship Service

Stephanie & Chris Stanley, Pat York, Stephanie & Lindsay Sitton, Mike Feree, Jennifer Foster

#### 10:55 am Worship Service

0-4 mos

5-10 mos Brian Sumner, Paige Bagwell

11-14 mos

- 15-19 mos Dana Sumner, Susan Pintuff
- 20-24 mos Karen Spilman, Bill Shelton
- 2 yrs Sheldon & Sarah Fry
- 3 yrs Caroline Warren, Sam Spilman
- 4 yrs Jason Pintuff

#### Wednesday, November 4

Bed Babies Kathryn Byrd

Toddlers	Jennifer McFarling, Priscilla Hart
Two's	Sherry Warf

#### Vision for Growth October 18, 2015

Growing through Bible Study						
Members Age Group	Present	New Members	Visitors			
Adults	482	2	15			
Students	124	0	4			
Children	54	0	$\begin{array}{c} 0\\ 5\\ 24\end{array}$			
Preschool	<u>66</u>	$\frac{0}{2}$	5			
Totals	$7\overline{26}$	-	24			
Sunday School		Te	otal 752			
Growing throu						
8:45am Worship			312			
	10:55am Worship Attendance		<u>529</u>			
Total Worship Attendance			841			
Growing throu	gh Steward	ship				
(YTD totals thro	ough 09/31/	2015)				
YTD General	1	to 100				
Fund Needs (Bi	0		6,780.00			
YTD Operating			5,058.26			
YTD Operating	\$1,863	3,030.53				
Capital Campa						
Capital Campai	gn Pledges	\$4,159	9,670.00			
Pledged Money		\$1,400	),307.59			
Total Received		\$1,527	7,075.99			

When you provide a check as payment, you authorize us either to use information from your check to make a one-time electronic fund transfer from your account or to process the payment as a check transaction.

#### **Trinity Baptist Church Staff**

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