St. John's United Church of Christ I-946 St. Rt. 108 Holgate, Ohio 43527

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# RALLY DAY – SEPTEMBER 8 Sunday School Resumes at 9 am Worship Returns to 10:15 am Ice Cream Social After Worship

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St. John's UCC

Sep 2024 (Eastern Time - New York)

	Sun		Mon	Tue	wed	inu	-n	Sat
		1	2	3			5 6	7
9:30am - Wo	orship			SHALOM Delivery in am	12:30pm - Pastor McCarn/Area	6pm - Finance Team		
				9am - Send note to NW Signal to	6pm - Handbells	6pm - Pastoral Relations Counc	ii	]
		1	•	li i	i ·			
				4:30pm - SHALOM Food Pantry	7pm - Sanctuary Choir			
				6:30pm - Spiritual Council			Į.	
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11:30pm - R	ally day - ice ci	ream soci	3	)	6pm - Handbells			
9am - Sunda	ay School		6pm - Deacons		7pm - Sanctuary Choir			
10:15am - W	Vorshin		6:30pm - Consistory					
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10:15am - W	Vorship			4:30pm - SHALOM Food Pantry	7pm - Sanctuary Cholr	j		
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Pastor Jeff	vacation						Pastor Jeff at Heartland Conference	
9am + Sunda	ay School			9am - Newsletter mailing	6pm - Handbells	1:30pm - Vancrest - Angel Cho	r	
10:15am - W	Vorship				6pm - Medicare	3pm - FH reserved		
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10:30am - E	vangelism							
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# The Sentinel

St. John's United Church of Christ I-946 St. Rt. 108 Holgate, Ohio 43527 SEPTEMBER 2024

#### Please Contact us at --

Office Hours: 8-12 Monday - Friday

Church Phone: (419) 264-4401

Betty (Bob) Rettig, Admin. Asst.

Fax: (419) 264-1460

Pastor: Jeff McCarn - Cell Phone 812-202-9273 Parsonage Phone: 419-264-5201

Parsonage Address:13039 Co Rd J, Holgate, OH 43527

Church e-mail: holgateucc@metalink.net

Pastor e-mail: revimccam@gmail.com

Financial Administrator e-mail - stjohnfinadmin@metalink.net

Newsletter Editor e-mail: radurham703@bright.net

Church Website: www.stiohnsuccholoate.com

SHALOM Food Pantry open the 1st and 3rd Tuesdays 4:30 to 6:00 P.M.

#### **WORSHIP SCHEDULE**

WORSHIP SERVICE 9:30 A.M. - SEPTEMBER 1 STARTING SEPTEMBER 8

SUNDAY SCHOOL 9:00 A.M. - WORSHIP SERVICE 10:15 A.M.

**Wednesday Night Schedule** 

Bells

- Danton Jaffa Danie

6:00 P.M.

Sanctuary Choir

7:00 P.M.

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#### RETIREMENT

The Lord said to Abram, "Leave your land, your family, and your father's household for the land that I will show you." (Genesis 12:1 Common English Bible)

Retirement should be a time when life slows down for us to do what we want, when we want, and how we want to do it. In Genesis chapter twelve, we find a story about Abraham and Sarah getting a new assignment from God in their retirement. It is a story about wholeness - a wholeness that comes when we discover our life's vocation no matter where we are on life's journey, even retirement.

In today's modern world, Abraham and Sarah would be recent retirees receiving their pensions, Social Security, and Medicare. They would be like many recent retirees asking the question, "What is next? What will we do the rest of our lives?"

With their lives pretty well figured out, Abraham and Sarah are called to one more adventure. God instructs them, "Leave your land, your family, and your father's household for the land that I will show you." Abraham and Sarah are not sure at first about this new adventure; however, they accept their new adventure relying on their faith that God will provide.

What God is doing is sending Abraham and Sarah deeper into their spiritual journey. We may feel that, at retirement God is finished with us, and our spiritual journey is over. This is a perfect example how God uses the least expected to carry out God's dream.

Abraham was a faithful person having a strong background in spiritual formation. He was grounded in his spiritual life and continued to grow in his spiritual practices. This was the reason God chose Abraham for his new adventure in retirement.

Continued On Page 3



#### RETIREMENT

#### Continued From Page 2

Abraham and Sarah's story gives us a chance to explore our spiritual journey and our spiritual formation methods. When and how did our spiritual journey begin? What has been the path of our spiritual journey? How do we continue our faith formation? Are we listening for the Still Speaking Voice of God?

Many of our spiritual journeys began at Confirmation. Confirmation is a time when we explore and come to terms with our spirituality and the path God is leading us. Growing older, we begin to discern what God is calling us to do.

Continued spiritual formation is a key to discerning God's call for us. We each have a story to tell about our spiritual formation methods. These methods range from attending Sunday School as an adult, attending Bible studies in small groups, reading about theology and faith or engaging nature while admiring God's creation, but all methods include listening for the Still Speaking Voice of God.

Continuing our spiritual formation is a vital part of our spiritual journey for we never know when God will call us to a new adventure. This new adventure may happen at anytime in our life — even in retirement! When we engage in continued spiritual formation, we are more likely to hear God's Voice and be prepared to discern God's call.

Grace and peace, Rev. Jeff McCarn

#### Do What You Can!



I want to start by thanking all the folks that offered to help work the Fair gates on August 15. For me it was a good time to share with all of you in a different setting. Thirty to thirty-five of you helped to get the job done. This effort earned \$1,200 for improvements at the church.

The real beauty of so many things that we work on together is the sharing of our time to accomplish a goal in the name of Jesus. We can't all perform the same tasks, so we do what we can, when we can. One church member pointed out that, physically, they couldn't do this job at the fair. I then realized that I knew of two things they did for the church on a regular basis, year round.

Thank you all for sharing what you can - Eric

I'm big on stolen content, so here are some quotes on TEAMWORK.

- Individual commitment to a group effort—that is what makes a team work, a company work, a society work, a civilization work.
   Vince Lombardi
- We may have all come on different ships, but we're in the same boat now. Martin Luther King, Jr.
- The strength of the team is each individual member. The strength of each member is the team. Phil Jackson
- I can do things you cannot, you can do things I cannot; together we can do great things. –Mother Teresa
- If you want to go fast, go alone. If you want to go far, go together. – African Proverb
- Talent wins games, but teamwork and intelligence win championships. - Michael Jordan
- Coming together is a beginning. Keeping together is progress. Working together is success. Henry Ford



## **Spiritual Council**

#### **Meeting Excerpts**

**AUGUST 5, 2024** 

Pastor: Jeff McCarn Visitation: Rolie Rettig (26)

Head Elder and Evangelism Liaison: Kay Armbruster (26)

Scribe: Bob Rettig (25) Worship and Music Liaison: Greg Nelson (24) Communion Stewards: Greg Nelson (24) and Mike Haldy (25)

Confirmation and Backup Scribe: Eric Shank (24)

- The meeting was called to order by Head Elder Kay Armbruster as Pastor Jeff was on vacation.
- The meeting was called to discuss how we would like to conduct the Pastor's Annual Review and to consider his compensation package.
- The point was made that, not only should the positive aspects of his ministry with us be addressed, but how we can continue to work together to serve the ministry of St. John's UCC should be our goal.
- Using the Pastor's Call Agreement and the compensation guidelines provided by the Heartland Conference, a draft of next year's pastoral care costs was prepared. Kay will work on getting more absolute numbers.
- All were in agreement that the open discussion was important to all of us and the future of the church. We look forward to discussing these things with Pastor Jeff

Bob Rettig, Scribe

# Thank You

Dear St. John's Family,

Thank you for the prayers, cards, and well wishes I received since my recent eye surgery. Your support means a lot. I'm seeing more clearly every day.

Franeli Nelson



# **CONSISTORY HIGHLIGHTS**

**AUGUST 11, 2024** 

#### Special Consistory Meeting Highlights August 11, 2024

## Present in addition to Pastor Jeff McCarn were 6 Elders and 6 Deacons

After about a decade of dedicated service our Administrative Assistant, Betty Rettig would like to step down from the position by the end of November (or earlier)? if an interested candidate can be employed. She is willing to train and mentor the new person and continue to serve the church by assisting or working on projects as needed.

Pastor Jeff and several members of Consistory expressed disappointment that this time had come, but also expressed their appreciation for her service to St. John's. Her letter of resignation was accepted.

Personnel Team will work on updating the job description and related issues.

An announcement of this action will be placed in the bulletin and newsletter requesting interested applicants to contact a member of Consistory.

If no interested applicants from within the church come forth by September 9, advertising outside the church will commence.

Bob Rettig, Assistant Scribe

# SEPTEMBER WORSHIP PARTICIPANTS

	ACOLYTES	DEACONS
Sept. 1	Deacons	Janice Rettig Linda Arreguin
Sept. 8	Deacons	Chris Coppes Jared Clady
Sept. 15	Deacons	Kevin Vajen Mark Vajen
Sept. 22	Deacons	Ben Thomas Janice Rettig
Sept. 29	Deacons	Carol Medina Linda Arreguin



### FROM THE SHALOM FOOD

#### FROM THE PANTRY REPORT - July 2024

#### INCOME

St. John's UCC June Giving	\$ 1,750.04
Pleasant Bend UMC	50.00
Rummage Sale	<u>3,304.15</u>
•	

Submitted by Norma Nagel

Total

\$ 5,104.19



Remember Those Who Are III, Undergoing Treatment, In Grief, Or Are Recovering With Prayers, Cards, And Visits

## Within the Fellowship:

Please hold the following persons in your daily prayers...
Those on our hearts and minds

Franell Nelson recovering after eye surgery
Kirk Fruth recovering after hospitalization
Larry Hockman recovering after outpatient procedure
Pam Desgranges slow healing after foot surgery
Maggie Prigge recovering from a heart procedure
Bob Rettig recovering from a heart procedure
\*Pastor Dave Voll recovering from surgery
\*Josh Berry finally home and almost 100%
Gib Sonnenberg recovering after hospitalization

(\*Non-member family and friends)

Other Members of our Faith Family who are dealing with illnesses

Please pray for our members and others who are isolated at home or in care facilities. They would welcome a phone call or card

Prayers for those in areas of conflict throughout the world

Those who are anticipating procedures, testing, and/or test results, or recovering from procedure



Remember Those Who Are Ill, Undergoing Treatment, In Grief, Or Are Recovering With Prayers, Cards, And Visits

#### Within the Fellowship:

- Let us pray for those of St. John's Faith Family who are dealing with health issues or other changes in their lives.
- Let us pray for the church and its leaders and people.
- · Let us pray for our service men and women and their families.

#### Sympathy to:

The family of Leland Rettig who passed away on August 10. Leland is survived by son Rick (Katie) Rettig, daughter Deb Weber, and sister Rose Marie Durham. Leland's funeral was here at St. John's on Saturday, August 17.

The family of former member of St. John's Clarice Lawson who died on August 10. Clarice leaves behind her son Rob (Kris) Lawson, granddaughters Ashley (Taylor) Moyer, Rachel Lawson, and Sydney Lawson as well as a great-grandson, Ellis Moyer.

The family of **Helen E. Maurer** who passed away on Thursday, August 15. She was the mother of **Larry (Paula) Maurer**, grandmother to **Kortney (Jacob) Hahn, Kameron Maurer, Konner Maurer**, and great grandmother to **Harmony Hahn**.

#### Save The Date

# SEPTEMBER 8 – RALLY DAY AND ICE CREAM SOCIAL

Sunday School resumes on September 8 at 9 a.m. Worship will follow with Communion. Then please plan to stay for lunch at our annual Ice Cream Social. There is a **signup sheet** on the table in the narthex for pies and cakes for the Ice Cream Social.



# Remember With Prayers, Cards and Visits Those Not Always With Us Especially For Services

#### **NURSING HOMES**

GENACROSS LUTHERAN SERVICES, 1036 S. Perry Street,
Napoleon, OH 43545
Sue Mohr - #126
Geri Ripke - #221

**SKLD**, 28546 Starbright Blvd., Perrysburg, OH 43551 **Betty Yaichner** 

**Don Huber** - Cards or notes may be sent care of his daughter Dawn Boozer, PO Box 420, Jaraies, NM 87023-0420

#### ASSISTED LIVING

GENACROSS LUTHERAN SERVICES, 1032 S. Perry Street, Napoleon, OH 43545 Gib Sonnenberg - #413

#### TRUSTWELL LIVING AT KINGSBURY PLACE, 245 West Rosewood Ave., Defiance, OH 43512 Rose Marie Durham - Apt. 142

Janell Honeck - 6919 Mountain Creek Lane, Missouri City, TX 77459-5786

#### HOME - Send a greeting to these folks or drop by and visit!

Peggy Franz	15396 St. Rt. 281	Holgate, Ohio 43527
Herbert Fruth	13567 Co Rd. H	Holgate, Ohio 43527
John & Shirley Tobias	10011 Co Rd Y	Hamler, Ohio 43524
Sue Waisner	1542 St Rt 108	Holgate, Ohio 43527
Bernard Zimmer	1040 S. Perry St. Apt. 37	Napoleon, Ohio 43545

Mission and Restricted Fund Expenses of Note for July:
Major Maintenance Fund (Repair Door Opener)
Technology Fund (Replace Speaker)

#### FINANCIAL SUMMARY **JULY 2024**

	July 2024 Actual	2024 Year To Date	2024 Annual % of Year Actual Budget Complete YTD	% of Year Complete	Actual YTD
OPERATING BUDGET INCOME	\$11,602	\$106,313	\$226,450		47%
EXPENSES					
BUILDING & MAINTENANCE	\$2,780	\$20,287	\$48,172		42%
MINISTRIES	\$145	\$3,380	\$9,700	20%	35%
MISSIONS	\$538	\$3,763	\$6,450		28%
ADMINISTRATION	\$5,392	\$43,654	\$75,334		28%
PASTORAL	\$3,632	\$45,732	\$84,409		54%
Total EXPENSES	\$12,486	\$116,817	\$224,064		25%
Net Operating Total	-\$884	-\$10,503			
Mission and Restricted Fund Giving of Note for July: Mission of the Month - Our Church's Wider Mission Major Maintenance Fund Shalom Food Pantry	f <b>Note for July:</b> irch's Wider Missio	£	\$305 \$510 \$635		

ST. JOHN'S UNITED CHURCH OF CHRIST

Revenues and Expenses Operating Fund

Chil	dren's	Min	istry
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H			Z P

# **Kid's Corner**





# September

9	_	6	Griffin Tanner
9	-	14	Eric Rettig
9	-	15	Westin Rozevink
9	-	18	Summer Haldy-Hoeffel
9	-	21	Jaidyn Medina
9	-	23	Kasey Waisner



# Kid's Corner





# Attention all students that have been Confirmed!

We will be starting a Youth Group and Sunday School class this year!

Expect to have fun outings, gatherings and activities, opportunities for service projects and furthering your faith.

We will be having our first organizational meeting at 9:00 a.m. on Sunday September 8 upstairs in the room off the balcony. **Bring your parents.** 

Can't wait to see you all!!!

# St. John's UCC Ice Cream Social!!!

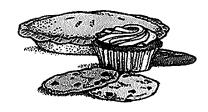
Sunday, September 8 11:30 am - 1:00 PM





Chicken Sandwiches
Hot Dogs with Fixin's
Baked Beans
Potato Salad
Homemade Desserts
Ice Cream

Freewill offering







VanCrest of Holgate Worship Service

Thursday, September 26 at 1:30 P.M.

Angel Choir Needed!



From Your Leader of Notes Greg Our first rehearsals for **Bell and Sanctuary Choirs** will be Wednesday, September 4 at 6 and 7 p.m. respectively.

Rally Day will also be the Ice Cream Social. We will discuss that then too. Hope to see you all there!!



BAPTISMS

AUGUST 4, 2024

MARCEL ALFSEN AND KYLAN ALFSEN

Sons of: Ricky and Aurora Alfsen

Great Grandsons of: Deb and Steve Waisner

Great Great Grandparents: Jerry and Joan Waisner

#### RETIREMENT - BETTY RETTIG

It was with mixed feelings that I informed Pastor Jeff and Consistory members on August 11 that I have decided to retire at the end of November this year. In recent years, when colleagues asked when I was going to retire, I told them that I would quit when I no longer enjoyed the work. That has been the problem —I still enjoy working in the office at St. John's, and I love the people with whom I have been privileged to work. But I have come to realize in the past few months that it is time to let someone else step into this role. I honestly never thought I would still be going to work 5 days a week when I reached my 70's.

If anyone had told me in early 2015 that I would be the next Administrative Assistant, I would have laughed and told them I wasn't looking for another job. I was working 3 or 4 days/week in a private counseling practice and enjoying just having 1 job. Then, about a month after Pastor Orr arrived as our settled pastor, Robin Brown left to take a job with health insurance benefits. I went home after hearing this and told Bob that I wasn't really looking for another job but it didn't seem right to leave a new pastor with an assistant who didn't know the church or the people. I had no idea when I accepted the position how much I would learn about the behind the scenes work in a church and how blessed I would be with friendships gained!

Any success I have had in this position must be shared with those who made that possible. Pastors Jane Hillman, Dan Sather, David Orr, Dave Voll, and Jeff McCarn all taught me new ways of doing things. I was able to slip into this position having been Robin Brown's substitute for 3 years - she was a great role model and mentor. Once in the position, I learned the true value of volunteers. I was going to list everyone, but just know I would miss someone. Suffice it to say that without volunteers, a lot of things would go undone. I have had the opportunity to work with Consistory and other leaders as well as faithful staff members.

Continued On Page 15

#### RETIREMENT - FROM BETTY RETTIG

#### Continued From Page 14

Each of these people have blessed my life. I cannot fail to mention my husband Bob. He has learned that "I'm running a little late" means he should just eat lunch and not wait for me to get home. He has accepted my taking calls at all times of the day and numerous trips to the church at odd times of the day because he is as committed to the success of St. John's as I. My point is that while the position of Administrative Assistant is a big responsibility, it has also been a blessing in so many ways.

If I had a magic wand, there would be someone from the congregation who would be willing to step into this position. Knowing the people in our Faith Family and the culture here at St. John's will be very helpful for the next person. While the hours are currently 8 am — noon, those can be flexible, as long as the Faith Family knows when they can expect someone to be in the office. The office closes when Holgate Schools close, and weather delays also delay the opening of the office. There are three people who can cover for vacation and other time off and others who are willing to be in the office to greet people and answer phones.

Pastor McCarn, Personnel Team members, and I will be working on the job description for this position in the upcoming weeks. It is my sincere hope that someone will be interested in working with our Faith Family in this position. I know that whoever assumes this role will find this to be a blessing.



Worship and Music Team

Present: Chad and Caryn Lulfs, Greg Nelson, Keith Winnie, Lynne Long.

The team was informed that Pastor will be off on August 11. It was decided to hold a hymn sing on that date for worship. Lynne and Greg will put together a hymn book. Lynne offered to play the piano and Greg will lead the hymn sing and do the readings for that day. Kay Armbruster is Elder of the month and Keith will inform her of the plans for service that day.

Keith also informed the team that pastor will be taking off September 29. Keith asked Chad if the Mission Team could present their trip to Honduras on that day. Chad will contact of the team members and let Keith know if they can present that day.

Pastor may also be off on December 29. The team will meet again before that date to prepare worship.

No set date for our next meeting.

Thank you, Caryn Lulfs

# Thank You

Thank you to all who offered prayers, kept in touch or sent cards when I underwent surgery for a pacemaker/defibrillator implant. One doesn't always realize the value of friends until things get a little "rocky". Although not an uncommon surgery these days, I also give thanks to God for giving the medical staff the skills and knowledge necessary to perform such procedures. The "ole ticker" is running a lot better than it was.

Thank you, Bob Rettig





#### "Senior Saints" Our 80+ Members

#### Darlene Hockman

will celebrate her 84th Birthday on September 11

854 W Graceway Dr Napoleon, OH 43545

#### James Yocom

will celebrate his 88th Birthday on September 26

N416 SR 109 Napoleon, OH 43545

#### **Esther Bischoff**

will celebrate her 89h Birthday on September 27

814 Third St Napoleon, OH 43545



#### Joe and Lynne Long

will celebrate their 54th Wedding Anniversary on September 5

22735 Long Judson Rd. Grand Rapids, OH 43522-9749



# In Loving Memory LELAND F. RETTIG MAY 6,1945 - AUGUST 10, 2024

Leland F. Rettig of Okolona, Ohio, passed away in at the early morning hours of Saturday, August 10 at St. Vincent Mercy Hospital of Toledo after suffering from multiple health related illnesses. Lee was a man of deep Christian faith. He was baptized as an infant, and sealed in the Holy Spirit through Confirmation at St. John's United Church of Christ where he followed the Lord's word for over 65 years. Lee trusted that salvation through Jesus Christ leads to eternal glory.

Lee was born May 6, 1945, to F. Arthur and Louise (Tieje) Rettig. He graduated from Florida High School in 1963. After high school he enlisted in the U.S. Army and served in the Army Reserve for six years. He was honorably discharged in 1969, earning the rank of E-5, staff sergeant. Lee was proud of his work at Harper's Supply where he worked on many of the large interstate highway projects during the 60's. Lee was hired at the Henry County Highway Department where he spent much of his working life. He rose to a crew leader while at the department and retired with 34 years of service to Henry County.

After retirement, Lee enjoyed watching his grandchildren play sports, keeping his lawn and property in pristine condition, visiting his McDonalds for coffee, and running Okolona as its unofficial mayor. Lee was also very proud of his newly born great-grandchild Otto Doehrmann.

Lee was preceded in death by his parents, his infant brother, Richard Dean Rettig and brother-in-law Harry "Bud" Durham. Lee is survived by his sister, Rose Marie Durham, daughter Deb (Rettig) Weber, son and daughter-in-law Rick and Katie (Swartz) Rettig, grandchildren Ross Weber, Hayden and Katie (Weber) Doehrmann, Jenna, Sydney, Ryan and Avery Rettig and great grandchild Otto Doehrmann.

Friends and family were received at Walker-Hoening Mortuary, 333 West Main Street, Napoleon, Ohio, on Friday August 16 from 4-8 p.m. Funeral services were held August 17 at St. John's United Church of Christ, Holgate at 11 a.m., with visitation one hour before. Burial with military honors followed at Cole Cemetery.

Memorial Contributions May Be Made To St. John's United Church Of Christ, Holgate



## **SEPTEMBER**

9 - 9	Dustin Dunfee	9 - 21	Denny Behnfeldt
9 - 11	Darlene Hockman	9 - 23	Reed Waisner
9 - 12	Brittany Morgan	9 - 25	Chad Lulfs
9 - 13	Maggie Prigge	9 - 26	James Yocom
9 - 15	Colin Waisner	9 - 27	Debbie Eberle
9 - 18	Norma Nagel	9 - 27	Esther Bischoff
9 - 19	Paul Prigge	9 - 28	Brian Lulfs
9 - 19	Terry (Sue) Rettig	9 - 28	Courtney Clay
		9 - 29	Georgena Nanson

This is the list of birthdays that are recorded in the church office. If we have missed anyone, please contact the office so we can add his or her name to our list.

If anyone, for personal reasons, does not want his or her name and birthday listed, please contact the church office and make your wishes known.

(See the Kids Corner pages for the children and youth birthdays.)



In keeping with our young people in their mission during Children's Time for all of St. Johns to join with them and give toward Heifer International. This organization raises funds to help struggling people and communities curb poverty by helping them help themselves. In providing funds to purchase livestock such as chickens, goats, sheep, cattle, Heifer International provides a hand-up not a hand-out, It allows, with our help, to create long-term sustainable solutions to poverty in areas of the world stricken by hunger and famine.

Sharing with families this solution allows them to our feed and clothes themselves and to provide an income to brighten a future that may look and feels uncertain. Henry County and St. John's understands just how vital livestock is. Please give today for those who only want to provide for themselves and their communities and help feed and provide income for families a world away but are much like our own.

Please give today as your heart commands.

On behalf of the Mission Committee, thank you today and for all you past support, Kevin Waisner.



# PRAYER CHAIN CONTACTS

Contact the Prayer Chain if you have any needs.
This Prayer Chain has been updated; they will
faithfully pray for you. Contact one of the following persons:
Betty (Don) R. at 419-264-4321 Kay A. at 419-966-2389
Church Office at 419-264-4401

#### PLAN AHEAD FOR UPCOMING MEETINGS

See Calendar on Inside Mailing Cover

#### **NEWSLETTER DEADLINE**

Deadline for news articles to appear in the OCTOBER

Newsletter is—SUNDAY, SEPTEMBER 15, 2024, at 12 NOON

Please leave your article in the folder in the wall file

on the South Wall (Directly across from the door)

of the church office marked Newsletter



September Mission Heifer Project

St. John's is a member of the Northwest Ohio Association of the Heartland Conference United Church of Christ. Information and resources are available at <a href="https://www.nwoa.org">www.nwoa.org</a>, <a href="https://www.nwoa.org">