

Welcome!



The Rotary Club of Bellingham was chartered September 17th in 1917 and was the 331st Club to be founded. Today there are 33,000 Rotary Clubs worldwide in over 200 countries

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ABOUT THIS BOOKLET

This manual deals with the fundamentals that are important for every Rotary member to know. It's not intended to represent complete information about Rotary International (RI) or its detailed organization structure, projects and objectives. Likewise, it is not a full description of the Rotary Club of Bellingham (RCOB). Instead, think of this booklet as an introductory guide and everyday reference. When you need more information than is provided here, consult the website for the Rotary Club of Bellingham, District 5050, or Rotary International. You will see these website addresses to the right:

BOOKMARK THESE SITES:

www.BellinghamRotary.org www.District5050.org www.Rotary.org

CLUB HISTORY

THIS CLUB WAS FOUNDED SEPTEMBER 17, 2017. It was the 331st club, with over 32,000 clubs to follow! In its long history of service, the RCOB has included many of this area's most notable personages. There were 31 members when the club was chartered, and even though it has nurtured new clubs in our County by sponsoring them (Whatcom North and the Bellingham Bay clubs) plus sponsoring a new club in our sister city of Nakhodka, Russia, we have had as many as 220 members as membership ebbed and flowed depending upon the number of other clubs in the county and economic and business conditions in our nation.

By joining our Club, you are joining an organization who has given millions back to the community and has been instrumental in developing many parks and attractions that are utilized in Whatcom County as well as helping those in need. Welcome to being a part of that tradition!

RCOB HISTORY

The Rotary Club of Bellingham was chartered September 17th in 1917, #331. The sponsoring club was the Seattle Rotary Club (Seattle was #4). The Clubs in Tacoma, Everett, and Vancouver B.C. sent delegations to the presentation held in the Leopold Hotel.

There were 31 charter members. The first officers to serve the Club were Will J. Griswold, attorney, President; Thomas B. Cole, customs broker, Secretary; J.B. Wahl, department store proprietor (Wahl's), Vice President; and Henry Jukes, banker, Bellingham National Bank, Treasurer. By May of 1918, the Club had grown to 75 members!

Originally the Club met in the south hall of the Leopold Hotel until 1929 when meetings shifted for the next 50 years to the Crystal Ballroom at the Leopold! In 1979, the meetings shifted to the Elks' Club on Squalicum Way (now a St. Joseph Hospital facility) until 1988, then to the Bellingham Yacht Club until 1996; and at Northwood Hall until 2020.

Through the years, the meetings have changed in content. In the early years, there were open discussions on many subjects of political and community interest. Early members would expound and debate on a wide spectrum of topics both local and national. Members' names are a "Who's Who" of area leaders.





There have been some especially dedicated leaders among the long lists of officers and directors of the Club. James Faul served as Secretary from 1923 to 1944, and was succeeded by Hugh Eldridge "Brick" Carr who served until 1978, 35 years. Sandee Lindhout was hired to help Carr, and has been serving since 1971. The Club has supplied five Rotary International District Governors, Henry Heal, Mentor Boney, Roy Anderson, Curt Cortelyou, and Jim Caldwell. Our Club has also sponsored the creation of the Whatcom North, Bellingham Bay, and Nakhodka (Russia) Clubs.

After a court decision indicating Rotary International must admit women, this Club quickly admitted several; Ann Jones-Richardson (radio broadcasting) was the first, quickly followed by Mary Robinson (university dean) and Sr. Catherine McInnes (hospital administration). The Club also has a significant list of cherished older members; several have been in Rotary for over 50 years!

Throughout these times Rotary has carried out an impressive number of community and international projects. The long list includes playgrounds, soccer fields, parks (including Boulevard Park, which Rotary "ramrodded"), YMCA's and YWCA's, Scouts, the city pool; environmental projects, and more. To support these efforts, the Club has had many fund-raising projects including raffles, circuses, etc., but for the years 1975–1999 the Club relied on an annual Rotary BRAVO auction proposed by Paul Hanson and first chaired by Jim Caldwell.

How much money have we given? Well, one study shows over \$4,000,000 donated in recent years since the Club starting keeping careful, annual track. This money went to over 250 separate charities!

Major gifts through 2020 of around \$100,000 each include the Bellingham Food Bank, Bellingham Swimming Pool, Bellingham Technical College, Bellingham Theatre Guild, Boys & Girls Club, Brigid Collins House, Hospice House, Lighthouse Mission, Rotary International Foundation, Rotary Polio Plus Campaign, Remodeling the Sun House, The Whatcom Museum, the YWCA, Lydia Place, the parking lot at Galbraith Mountain, the Recovery House by the Opportunity Countil, the Max Higbee Center and then, during our 2017-18 100th anniversary year, over \$400,000 was added to our scholarship endowment.

The long history of the Club stands as testimony to the hard work of the hundreds of Members and officers who, through the years, have never forgotten the Rotary motto, "Service Above Self".



ROTARY INTERNATIONAL (RI)

HISTORY:

Rotary began through the efforts of four men in Chicago. Each represented a different occupation: a mining engineer, a manager in the coal industry, a merchant tailor, and a lawyer. It was the lawyer, Paul Harris, who first thought of the Rotary idea; they had their first meeting in Chicago on February 23, 1905. Men only were admitted to Rotary Clubs until 1985 when all clubs became gender neutral.

ROTARY NAMF:

The early meetings were held in rotation at the offices of the early members, and as a result the name "Rotary" was adopted. (To celebrate this heritage, the RCOB holds at least one "Rotation Day" annually when each of us meets at member's businesses instead of our usual meeting spot.) As the Clubs grew, they started meeting instead at central locations as they do now.

BECOMING INTERNATIONAL:

Rotary became international in 1912, when Canadians came to the National Convention. Rotary had also heard from British members. The name was changed to "The International Association of Rotary Clubs", soon becoming "Rotary international".

HOW RI IS CONNECTED TO OUR CLUB:

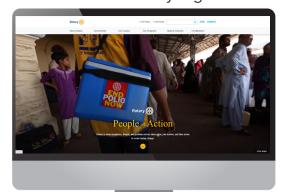
It is a surprise to most new Rotarians when they learn that they are members of a local club only, not Rotary International! It is our club that is a member of RI...

HOW MUCH CONTROL DOES RI HAVE OVER OUR CLUB?

RI only requires that clubs conform to certain criteria; day-to-day operation is left entirely to Clubs, including meeting times and frequency, attendance requirements, etc. More freedom was given particularly in 2016!

www.Rotary.org







ROTARY INTERNATIONAL'S AREAS OF SERVICE AND FOCUS

Rotary International defines Rotarian's Service into five "Avenues":

CLUB SERVICE focuses on making clubs strong. A thriving club is anchored by strong relationships and an active membership development plan.

COMMUNITY SERVICE encourages every Rotarian to find ways to improve the quality of life for people in their communities and to serve the public interest.

INTERNATIONAL SERVICE

exemplifies our global reach in promoting peace and understanding. We support this service avenue by sponsoring or volunteering on international projects, seeking partners abroad, and more.

VOCATIONAL SERVICE calls on every Rotarian to work with integrity and contribute their expertise to the problems and needs of society.

YOUTH SERVICE is a special emphasis for Rotarians to assist youth and their growth as good citizens through Rotary's programs to serve young people and through local activities as well.



Rotary is dedicated to seven areas of focus to build international relationships, improve lives, and create a better world to support our peace efforts and end polio forever.

PROMOTING PEACE

Rotary encourages conversations to foster understanding within and across cultures. We train adults and young leaders to prevent and mediate conflict and help refugees who have fled dangerous areas.

FIGHTING DISEASE

We educate and equip communities to stop the spread of lifethreatening diseases like polio, HIV/AIDS, and malaria. We improve and expand access to low-cost and free health care in developing areas.

PROVIDING CLEAN WATER, SANITATION, & HYGIENE

We support local solutions to bring clean water, sanitation, and hygiene to more people every day. We don't just build wells and walk away. We share our expertise with community leaders and educators to make sure our projects succeed long-term.

SAVING MOTHERS AND CHILDREN

Nearly 6 million children under the age of five die each year because of malnutrition, poor health care, and inadequate sanitation. We expand access to quality care, so mothers and their children can live and grow stronger.

SUPPORTING EDUCATION

More than 775 million people over the age of 15 are illiterate. Our goal is to strengthen the capacity of communities to support basic education and literacy, reduce gender disparity in education, and increase adult literacy.

GROWING LOCAL ECONOMIES

We carry out service projects that enhance economic and community development and create opportunities for decent and productive work for young and old. We also strengthen local entrepreneurs and community leaders, particularly women, in impoverished communities.

SUPPORTING THE ENVIRONMENT

More than \$18 million in Foundation global grant funding has been allocated to environment-related projects over the past five years. Creating a distinct area of focus to support the environment will give Rotary members even more ways to bring about positive change in the world and increase our impact.







ROTARY INTERNATIONAL FOUNDATION

The mission of The Rotary Foundation (TRF) is to enable Rotarians to advance world understanding, goodwill, and peace through the improvement of health, the support of education, and the alleviation of poverty.

The Rotary Foundation helps fund our humanitarian activities, from local service projects to global initiatives. Your club or district can apply for grants from the Foundation to invest in projects and provide scholarships. The Foundation also leads the charge on worldwide Rotary campaigns such eradicating polio and promoting peace. Rotarians and friends of Rotary support the Foundation's work through voluntary contributions.

Donors of \$1,000 or more to TRF are eligible to be recognized as "Paul Harris Fellows" or can designate someone else to receive that honorary designation, highly regarded world-wide among Rotarians.

Donations to TRF over the years have exceeded \$3.4 Billion dollars (US) since 1947! Our Club recommend that you contribute \$50 at each dues billing (see page 18); this counts toward a Paul Harris Fellowship!



ROTARY INTERNATIONAL'S MOTTOES

AS ROTARY GREW, MEMBERS POOLED THEIR RESOURCES AND USED THEIR TALENTS TO SERVE THEIR COMMUNITIES.

The organization's dedication to this ideal is best expressed in its motto: Service Above Self. The motto Service, Not Self was created by Ben Collins, President of the Rotary Club of Minneapolis, in 1911. It was adopted as Service Above Self in that year's convention in Portland, Oregon. Another motto which eventually became a a standard touchstone is: One Profits Most who Serves Best.

THE OBJECT OF ROTARY

The object of Rotary is to encourage and foster the ideal of service as a basis of worthy enterprise and, in particular, to encourage and foster:

- 1. The development of acquaintance as an opportunity for service;
- 2. High ethical standards in business and professions, the recognition of the worthiness of all useful occupations, and the dignifying of each Rotarian's occupation as an opportunity to serve society;
- 3. The application of the ideal of service in each Rotarian's personal, business, and community life;
- 4. The advancement of international understanding, goodwill, and peace through a world fellowship of business and professional persons united in the ideal of service.

THE ROTARY FOUR-WAY TEST

The test has been translated into more than 100 languages, and Rotarians refer to it at club meetings and it can be called into service whenever there is a problem to be solved:

Of the things we think, say or do

- Is it the TRUTH?
- Is it FAIR to all concerned?
- 3. Will it build GOODWILL and BETTER FRIENDSHIPS?
- 4. Will it be BENEFICIAL to all concerned?

The Four-Way Test is a non-partisan and non-secretarian ethical guide for Rotarians to use for their personal and professional relationships.

RI AND POLITICS

Article 14 of the Rotary Club of Bellingham Constitution pertains to Community, National, and International Affairs.

- **Section 1** Proper Subjects. Any public question involving the welfare of the community, the nation, and the world is a proper subject of fair and informed discussion at a club meeting. However, this club shall not express an opinion on any pending controversial public measure.
- **Section 2** No Endorsements. This club shall not endorse or recommend any candidate for public office and shall not discuss at any club meeting the merits or demerits of any such candidate.
- **Section 3** Non-Political. (a) Resolutions and Opinions. This club shall neither adopt nor circulate resolutions or opinions and shall not take action dealing with world affairs or international policies of a political nature. (b) Appeals. This club shall not direct appeals to clubs, peoples, or governments, or circulate letters, speeches, or proposed plans for the solution of specific international problems of a political nature.
- Section 4 Recognizing Rotary's Beginning. The week of the anniversary of Rotary's founding, 23 February, is World Understanding and Peace Week. During this week, this club will celebrate Rotary service, reflect upon past achievements, and focus on programs of peace, understanding, and goodwill in the community and throughout the world





ROTARY DISTRICT 5050

ROTARY IS DIVIDED INTO DISTRICTS

AND OURS IS DISTRICT 5050! It's amusing that it was originally "505" and when Rotary kept growing, it became 5050! That's because about half the clubs in the district are in the U.S., and half in Canada, so "5050" makes sense.

THE DISTRICT COORDINATES CLUBS, AND MORE.

Clubs select a district governor who coordinates the activities; there are 58 clubs in the district. Each year the District Governor visits all the clubs tells us about programs available to us.

DISTRICT ACTIVITIES

There are a number of district activities that are valuable and others that are fun! These include an annual May District Conference; seminars contributing knowledge about various Rotary programs; clinics for club officers, chairpersons, and folks involved with particular projects to do the work better. Our RCOB president will keep you up-to-date on these activities, and you will also get emails from the district governor telling you what's going on at that level.

GOVERNORS FROM OUR CLUB

Five Rotarians from our Club have been District Governors and it's quite an honor! They include Henry Heal and Mentor Boney in the 1930's, Curt Cortelyou in the 1960's, Roy Anderson in the 1970's, and Jim Caldwell in the 1990's.



MEMBERSHIP QUALIFICATIONS

A candidate for Rotary membership is an adult of good character and reputation. Traditionally members hold or have held an executive position with discretionary authority in a business or profession. They should preferably live or work within the local area and be willing and able to attend most meetings. Lastly, they must have time and resources which they wish to give back to their local and world community through Rotary by attending meetings on a regular basis and making themselves able to participate in projects and events.

Rotary membership is by invitation. When considering people for membership, emphasis should be on quality. Quality members will be those who are open-minded, honest, generous with leadership qualities, who are prepared to share their professional knowledge and abilities with others, and who wish to belong to Rotary in order to serve others. Membership development is first and foremost a search for the right people and not for people with the right classification.

RI'S DEFINITION OF "CLASSIFICATIONS"

Each member shall be classified in accordance with the member's business, profession, or type of community service. The classification shall be that which describes the principal and recognized activity of the firm, company, or institution with which the member is connected or that which describes the member's principal and recognized business or professional activity or that which describes the nature of the member's community service activity.

RI-APPROVED MEMBERSHIP TYPES

Although there used to be several types of Memberships, now there are only two common kinds: Active and Honorary. Honorary Memberships, usually requiring no dues, are bestowed by Clubs upon persons because of distinction. All other Memberships are "Active". (Note that in 2016, RI allowed Clubs to create other types, subject to some limitations; these have not been implemented in the RCOB.)

Refer to Policy Manual (14.2.2) Honorary Membership - Adopted by the Board of Directors 4/20/2017 for further guidelines.







ROTARY CLUB OF BELLINGHAM (RCOB)

CONGRATULATIONS: YOU'RE A ROTARIAN!

AS YOU WILL LEARN, OUR ROTARY CLUB OF BELLINGHAM HAS A GREAT HISTORY, and we're welcoming you to not only join us, but to take pride in this club and its historic contributions to our community, nation and the world. Being a Member of the RCOB is an honor!

OUR CLUB IS ACTUALLY TWO SEPARATE ENTITIES

"The Rotary Club of Bellingham" (RCOB) and "The Rotary Club of Bellingham Foundation" (RCOBF) are separate operating entities for clarity of purpose and fiscal control as outlined in the following paragraphs.

THE RCOB FOUNDATION

The RCOB FOUNDATION receives, holds, invests and disburses the funds raised by the CLUB assuring they go to properly-tax-exempt charities.

Founded in 1998, the RCOB Foundation is an IRS 501©3 approved tax-deductible organization directed by a Board made up of Rotarians separate from the RCOB Board and Officers. With an ever-growing endowment (approximately \$1.7 Million as of 12/31/2020), the Foundation is destined to support Rotary Projects for many years in the future.

We urge you to consider joining the Rotary Members who have made individual gifts to the RCOBF, including cash, life insurance, property and bequests to carry on our Rotary projects. Full details about the RCOBF are available from the secretary, and the RCOBF Board and Officers.

THE ROTARY CLUB OF BELLINGHAM ITSELF

The CLUB itself holds meetings, belongs to RI and the District, organizes the Members and names committees, decides upon projects, holds social and fund-raising events fulfilling Rotary's purposes, and more.



THE RCOB PURPOSE

FOR MEMBERS, RCOB membership provides opportunities for community involvement; to work with others addressing needs; to interact with other professionals; to assist in RI's services to the world; to develop personal leadership skills; and to allow their families to share in these activities.

Over the years, our Club has engaged in many improvements to our community and the world. In any ten-year period we contribute/raise over \$1,000,000 (and in some individual years, as much as \$400,000) for various charitable enterprises and edifices including Boulevard Park, the Bellingham Swimming Pool, the Food Bank, Hospice House, Scholarships and more. We have built daycare facilities in Mexico, clinics in South America, sanitary facilities in Africa, extended emergency care to victims of hurricanes, earthquakes, floods, etc. It is an exciting history of work to look back upon!

HOW WE'RE ORGANIZED

OUR GOVERING CONSTITUTION, BY-LAWS & POLICIES

These are posted on our website front page under "About Our Club". You will read in them how they apply to this Club and are adopted and amended.

THE "ROTARY YEAR" BEGINS EACH JULY 1 AND ENDS EACH JUNE 30.

Officers and directors are nominated and elected each December, six months in advance of their term's. The "Changing of the Guard" is late June or early July.

OFFICERS OF THE CLUB

These include six posts: President, President-Elect, Vice President-Program Chair, Past President, Treasurer, and Secretary; in our Club, this last office is our only professional staff person, Sandra (Sandee) Lindhout.

FOUR TRUSTEES

These are elected to overlapping terms, with two chosen each year. Each Trustee supervises a group of committees.

COMMITTEES

ROTARY CLUBS ARE RUN BY COMMITTEES AND YOU WILL BE ON THEM! Committees work in one or two of the RI-defined Avenues of Service. You may be on multiple committees and you can request service on any when the president-elect asks for preferences (usually in April and May as the coming year is being planned). Get your request in early, as the President balances needs with available candidates. Every Member is expected to actively serve on his/her assigned committees.



WHAT YOU CAN EXPECT FROM THE RCOB

YOU WILL BE GIVEN MEMBERSHIP ACCESS TO OUR WEBSITE, THE CENTRAL POINT FOR RCOB COMMUNICATIONS:

- Our Secretary will give you access information, and you should first check your own listing's information and make any corrections or additions.
- Please also include a photo of yourself and add your bio. For your photo, we prefer a color, close-up from the top of head to shoulders. Please also send your photo to rcob@comast.net for use in marketing with your permission. If you don't have a photo, a RCOB volunteer will take one for you.
- Download to your smartphone the Clubrunner app from the iPhone Apple or Android app store and do the brief setup; you'll love this wonderful app that gives you fast access to everything RCOB!
- Print off Membership Roster from Clubrunner if desired.
- If you need help with any of these items, we would be happy to help. Our goal is to make you as comfortable with your resources as possible.

ClubRunner™
Connect. Collaborate. Communicate.



YOU WILL BEGIN GETTING THE CLUB NEWSLETTER, THE TATTLER, AFTER EVERY MEETING.

The Tattler comes out every Thursday in meeting weeks and will arrive in your email. Especially if you didn't attend, check it for RCOB events and to see a preview of meeting programs.

YOU CAN EXPECT TO ENJOY THE REGULAR MEETINGS!

Our Club strives to have informative programs and good food for our regular meetings. But best of all is the camaraderie as you rotate from table to table each week, getting to know your Rotary co-members!







AS A MEMBER, YOU'LL BE INVITED TO ALL RCOB SOCIAL EVENTS.

Our Club has events scheduled nearly every month. See our website and The Tattler for updates.

YOU WILL BE ASSIGNED TO ONE OR MORE COMMITTEES.

As a new member you will be automatically assigned to the Reception & Greeters Committee. This helps new members get acquainted. The committees and our secretary will advise you the committees' expectations from its members; most committees meet and work only a few times per year, or in a single concentrated effort. It is through committee work that you'll get to know other Rotarians better and "get a feel for" all the fun and service your RCOB Membership can bring to your life. More on committees can be found on the following page.



@BellinghamRotary



The RCOB donated
\$100,000 to the
Opportunity Council
project, "Recovery
House" on Girard
St in 2020 as their
major project for the
2019-2020 Rotary
year. These funds
are raised by the
individual members.

WHAT THE RCOB EXPECTS FROM YOU

UPON JOINING, YOU WILL BE A PROVISIONAL MEMBER.

This temporary status will remain until you have achieved some simple, but important, steps toward full membership. These include (1) Regular attendance at Club weekly meetings; (2) Presentation of a "New Member Talk" at a regular meeting. (3) Completion of the New Member Checklist with your Mentor.

The New Member Talk should be no more than eight minutes long and is intended for you to have a chance to introduce yourself to all the RCOB Members. Of course, you can talk about your business and career, but you should also tell us about your life to date covering your family and the highlights. The talks are usually reasonably informal and sometimes amusing. Your Mentor and existing Members will help you with your planning for this!

YOU ARE EXPECTED TO ATTEND MEETINGS!

It's a good idea to put our meetings on your calendars now.

We schedule our meetings Mondays at 12:15 for lunch. Rotary's rules for attendance are more relaxed than in the past, but you will enjoy Rotary more if you attend with great regularity! 100% should be your goal, and since it is easy to "make up" meetings at any other Club, and by attending certain RCOB events (such as a Board meeting or committee meetings), it's easy to have good attendance. If there is a serious circumstance, you may contact the secretary to be excused. (You can easily check our bellinghamrotary.org website or the RI website, or even your ClubRunner app to find other Club's meeting days and times when traveling; it's often a wonderful enhancement to your trip!)

YOU ARE EXPECTED TO PARTICIPATE IN LOCAL AND INTERNATIONAL COMMITTEES AND PROJECTS.

Committees are what drives our Club. From committees that make our organization run (such as Greeters, Invocation, Minister of Fun, AV, and the Tattler) to helping determine the areas of greatest need in our community (such as the Major Project Committee, Service Fund Grant Committee), our Club needs your expertise and help!

YOU ARE EXPECTED TO INTRODUCE OTHERS TO ROTARY MEMBERSHIP.

We are always looking for new and dynamic members. There may be friends and acquaintances from your personal and business worlds who may be a perfect fit for Rotary and vice versa. We welcome you to invite your guests to a meeting, service, or social event. It's that simple!

YOU ARE EXPECTED TO HONOR FINANCIAL OBLIGATIONS TO THE CLUB:

- (1) New Member Entrance Fee \$150.00 (One time charge) (\$50 of the charge goes to the RI Foundation and is matched by the RCOB this makes you a Paul Harris Sustaining Member- when you attain \$1,000 in donations to the RI Foundation you will become a Paul Harris Fellow)
- (2) \$400 Annual Dues (non-tax-deductible)
- (3) \$200 Annual Assessment for Basic Club Charities (tax-deductible)



(4) \$100 Annual Recommended Voluntary Rotary International Foundation contribution (tax-deductible)

50% of each of 2,3 & 4 is billed in advance by Email on Nov. 1 and May 1 for the coming half year with payment due 30 days later.

You will also be expected to make a Club Major Project Donation: Each year members are expected to support at least one major project aimed at improving the quality of life in the Bellingham area by contributing to the annual RCOB fund campaign. Members are urged to contribute at least \$750 - \$1,000 to this project. If that is not possible, please speak with the club president.

YOU ARE EXPECTED TO PARTICIPATE IN SERVICE PROJECTS AND SOCIAL EVENTS.

You will be invited to participate in service projects and social events throughout the year. We have plenty of opportunities for you to give back to your community and connect with your fellow Rotarians. We will talk about these opportunities at meetings and information will be available on our website and in the Tattler.

This may sound like a lot, but our goal is to make your Rotary experience as fun and fulfilling as possible!
You should get out of Rotary more than what you put in!



THE RCOB CALENDAR

- WEEKLY EVENTS -

Weekly meeting: Mondays 12:15-1:30 pm except holidays

- MONTHLY EVENTS -

Board Meetings - 2nd Thursday of each month at 4:30 pm

Social Outings

- QUARTERLY EVENTS -

Student of the Month Presentations

- ANNUAL EVENTS -

January	February	March	April
	Ski Trip	Rotation Day	District Conference
May	June	July	August
Sunnyland Memorial Park Clean-Up Memorial Day Parade	Annual Youth Awards RI Convention	Changing of the Guard	District Golfun
September	October	November	December
	Blood Drive		Salvation Army Bell Ringing







WE HOPE THIS BOOKLET HAS BEEN HELPFUL!

If you have further questions, ask your mentor, the Club Secretary, or any officer. We're hoping you'll find Rotary to be one of the best things you've ever done!



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www.BellinghamRotary.org