

“The CHIMES” - February

Volume 54, No. 2

2019

Continuing the Conversation...



“A legal expert stood up to test Jesus. “Teacher,” he said, “what must I do to gain eternal life?” Jesus replied, “What is written in the Law? How do you interpret it?” He responded, “You must love the Lord your God with all your heart, with all your being, with all your strength, and with all your mind, and love your neighbor as yourself.” Jesus said to him, “You have answered correctly. Do this and you will live.”

—Luke 10:25-28 (CEB)

As leadership of the church met with me during our retreat last month the above Scripture from Luke was used to help us focus our conversation for the day as we considered the questions: Who is my neighbor? and What is my purpose?

I know it wasn't possible for everyone to be at the leadership retreat but I very much appreciated all who were able to attend. We had some excellent conversation around those two questions and how our United Methodist mission of “Making disciples of Jesus Christ for the transformation of the world” fits into the work of our particular church. I also shared a concept called “simple church” from a book by the same name and suggested we take up the mantle of simple church as a way to be more focused and effective in ministry.

But the work didn't stop when the retreat ended. The conversation needs to continue as we review and update our ministry plan—which doesn't mean more committees, remember we are going for simple. So, even if you couldn't be at the retreat, there is still plenty of opportunity for you to share in the conversation. Clear and open communication is vital to our ministry so the right hand knows what the left hand is doing and we don't wear ourselves out with redundancy or too many good intentions.

As was mentioned at the retreat, we can't be everything to everybody and we're not called to be. We need to focus on what God is calling us to do and who God most specifically is calling us to be neighbor to. This will take work and may feel uncomfortable because it can seem easier to just continue doing what

we have always done. But eventually there will come a time when we run out of people who know how things were always done or just don't care that much about how things were always done.

This congregation is full of wonderful people with good hearts and great ideas, but we need a current and relevant plan for ministry so we can all be working in the same direction as we discern the ways God is calling us to love God and our neighbors in this particular community using the gifts for ministry God has provided to us. We need a plan that makes sense for us and gives people opportunities to grow in their faith no matter where they fall along the spectrum from seeking to know God all the way to mature and committed follower of Christ who is looking for a next step.

We must keep the conversation going until we have a plan and a process to complete our God-given mission. Even after that we need to keep the conversation going, assessing our efforts, learning from failures, and moving on with a new plan. The world doesn't stop changing, we can't stop either because loving God and loving our neighbors are ongoing activities not one-time events. As Jesus told the legal expert who came to test him, “...Do this and you will live.” Not, know this or believe this, but “do this.”

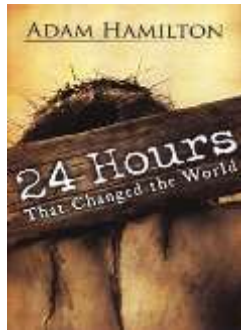
When Jesus promises that we will live, let's be clear that he is not talking about just surviving or maintaining a status quo. Jesus makes many promises in the Gospels about living, for those committed to faithfully following him. For example he promises, abundance (John 10:10), newness of life (John 5:24), that what comes later is better than what came first when we obey Jesus (John 2:7-11), that He (the Son of God, creator of the world, Savior of you and me) will be with us always (Matthew 28:20), God will give us what we ask for in Jesus' name as we bear fruit (John 15:16). These are just a few of the ways Jesus promises we will live.

This is how I want to live and I hope you will join me in doing the work of faithfully following Jesus and living God's greatest commandments, *“You must love the Lord your God with all your heart, with all your being, with all your strength, and with all your mind, and love your neighbor as yourself.”* In this spirit of living, keep your eyes open for further updates on our ministry planning process and join the conversation!

God bless you as you seek to know and love God fully!

Pastor Loretta

Come and Experience *24 Hours That Changed the World*



This is one of those years where Lent and Easter fall later in the spring, but I want to get information on the Wednesday evening Lenten services out to you now so you can make sure to get these special services on your calendar. We will be using the *24 Hours that Changed the World* DVD along with other more traditional elements of worship.

This 6-week Lenten worship and study takes us to the Holy Land through the eyes and video lens of Rev. Adam Hamilton. Hamilton combines biblical story, historical detail, theological analysis, spiritual insight, and pastoral warmth to tell the narrative of Jesus' last and greatest hours. It is a well-done and thought-provoking series that helps us to more fully understand the significance of Jesus' final hours.

Beginning on Ash Wednesday, March 6 we will meet in the chapel at **6 p.m. for worship**. After that initial Wednesday, we will begin by meeting in the fellowship hall for a simple soup supper at 5:30 and then move to the chapel for our worship service. I hope to see you there!

The complete six-week schedule follows:

Wednesday, March 6 (in the chapel only at 6 p.m.)
The Last Supper

Wednesday, March 13 (supper at 5:30, chapel at 6 p.m.) The Garden of Gethsemane

Wednesday, March 20 (supper at 5:30, chapel at 6 p.m.) Condemned by the Righteous

Wednesday, March 27 (supper at 5:30, chapel at 6 p.m.) Jesus, Barabbas, and Pilate

Wednesday, April 3 (supper at 5:30, chapel at 6 p.m.) The Humiliation of the King

Wednesday, April 10 (supper at 5:30, chapel at 6 p.m.) The Crucifixion

An offering will be taken that will support the Sparta Ecumenical Food Pantry.

2019 Ecumenical Lenten Lunch/Speaker Schedule

Each Lunch begins at 12 noon, with music and speaker lasting until around 1PM

Wednesday, March 6th Ash Wednesday. Each church hosts their own Lenten service this day.

Wednesday, March 13th

Lunch Site: United Methodist Church
Speaker: Jo Glasser

Wednesday, March 20th

Lunch Site: Faith Evangelical Free Church
Speaker: Father Peter

Wednesday, March 27th

Lunch Site: St. Patrick's
Speaker: Pastor Bill

Wednesday, April 3rd

Lunch Site: Trinity Lutheran Church
Speaker: Father Eric

Wednesday, April 10th

Lunch Site: Congregational United Church of Christ
Speaker: Pastor Mark

Wednesday, April 17th

Lunch Site: St. John's Episcopal Church
Speaker: Pastor Loretta

Friday, April 19th Good Friday

Meet at 11AM at St. Patrick's. Walk and Prayer through Sparta— Pastor Brian coordinates.

11:45AM. Concluding Talk at Lanham-Schanhofer Funeral Home. Pastor Brian. **No lunch this day**

A Lenten Study Opportunity

Paul Foulke will be leading a 5 week Lenten Study on Monday afternoons and evenings beginning Monday, March 11th, with classes at 1:00 and 6:00 p.m. This video-based series by Adam Hamilton is titled "Half Truths". We will look at statements that are often said that are half true, such as:

- Everything happens for a reason
- God helps those who help themselves
- God won't give you more than you can handle
- God said it. I believe it. That settles it!
- Love the sinner, hate the sin

The cost of the accompanying study book is \$12. Please let Paul know of your interest by March 1st, so books can be ordered. He can be reached at 1-715-554-0246.

A Note of Thanks... (Attention: Carolers)

Dear Friends,

I want to thank you for your holiday visit. Your carols brought the Christmas spirit to my parents and me. It was wonderful to see so many friends, long-term and more recent. Many of you we've known for thirty or forty years, with at least one over fifty years! You were definitely the brightest point in our holiday season.

With gratitude, Byron Holz

Nurture News...

Cyndi Wise, Chairperson

Thank You to all who purchased “Light the Night luminaries for Christmas Eve in honor or in memory of your loved ones. \$450 will be given to the Ecumenical Food Pantry because of your generosity. The front of our church looked beautiful with over 100 luminaries ‘lighting the night’!”

Thank You to all who helped make our annual ALL-Church Birthday Banquet so festive and delicious with the decorated tables and wonderful cakes! Our “birthday penny” offering of \$49.93 went to Volunteers in Mission. God bless us all, as we celebrate our birthdays in 2019!

Looking ahead:

February 17th – This is the DEADLINE for Lenten Devotional booklet submissions. A devotional booklet will be compiled for the 40 days of Lent, so please submit readings, stories, prayers, poems, songs, etc. to share. Thank You!

March 3rd – The Shrove Pancake Breakfast will be served by some of the men of our church following the worship service that day. This annual fellowship gathering is held a few days before Ash Wednesday. Please come and enjoy!

March 6th – This is Ash Wednesday. There will be an evening worship service at 6:00 p.m. in the Chapel. A six lesson video-based series titled “*24 Hours That Changed the World*”, along with other more traditional elements of worship will be utilized in this special service and those that follow in weeks to come.

March 13th – This will be the first of the Wednesday evening Lenten Soup & Bread suppers in Fellowship Hall. Worship and the continued “*24 Hours That Changed the World*” series will follow in the Chapel at 6:00 p.m. These Wednesday suppers & worship will continue each Wednesday through April 10th.

Submitted by Cyndi Wise, Nurture Chairperson

A Note of Thanks...

Thank you to all of our church family for the beautiful altar plant and the many prayers for me and my recovery. It was greatly appreciated. God is great!

John Abbott

Breakthrough Prayer

Do you believe prayer makes a difference? If so, here is another question for you: What overall percentage of your time is actively spent in prayer alone and with others focused on God-sized possibilities? For many of us prayer may unintentionally get pushed to the side, becoming only one of many optional activities in life.

Scottish Bible teacher and missionary Oswald Chambers expressed this attention-getting truth about prayer: “Prayer is not a normal part of the life of the natural man. We hear it said that a person’s life will suffer if he doesn’t pray, but I question that. What will suffer is the life of the Son of God in him, which is nourished not by food, but by prayer. When a person is born again from above, the life of the Son of God is born in him, and he can either starve or nourish that life. Prayer is the way that the life of God in us is nourished.”

Pastor L would like to unpack that deep insight in this congregation and bring a *Breakthrough Prayer Initiative* to life here. If you are interested in learning more and working with Pastor on our church’s breakthrough prayer contact her for information.

Would you like to see big answers to big prayers? Stay tuned...God is at work here and desires to do God-sized things through us. We only need to get on board.

Teach Us to Pray

Pastor L will be presenting a sermon series for the month of February and ending on March 3 to get us thinking about a breakthrough prayer initiative for 2019. The series will look like this:

February 3—Prayer and Our Human Situation;

February 10—To Pray is to Change;

February 17—Does Prayer Make a Difference: the Power of Prayer;

February 24—A Life of Prayer/Pray Without Ceasing;

March 3—Breakthrough Prayer.

If you have specific questions about prayer please email Pastor at lewaughtal@msn.com (or drop them off in the office) and she will try to address them at some point in the series.



Prayer and Gratitude

“Thanks be to God for his indescribable gift!”

(2 Corinthians 9:15)

Henri Nouwen has said, “As our prayer deepens into constant awareness of God’s goodness, the spirit of gratitude grows within us.” This implies a cause and effect relationship: prayer causes gratitude. Therefore, it seems that just saying, or praying, “Thanks” is not enough.

What does prayer do to grow gratitude?

- Focuses us on God. Prayer moves our focus from ourselves to God. It reminds us that we are not intended to be self-sufficient, rather, God provides us with we need, sometimes, even with the gift that moves us toward God’s grace.
- Reminds us Who is the Giver. God is the giver of all good gifts and graces. All of our blessings come from God. Through prayer, we come to recognize that we have so much to be thankful for... just pray for the most important people and blessings in your life and you will find that the list gets very long very quickly.
- Keeps us Positive. With our eyes on our blessings, we have little room for complaining and negativity. One cannot be thankful and negative at the same time.
- Moves us closer to God. Debbie McDaniel has pointed out that prayer, “opens up the door for continued blessings. It invites His presence. Our spirits are refreshed and renewed in Him. God loves to give good gifts to His children. He delights in our thankfulness and pours out His Spirit and favor over those who give honor and gratitude to Him.”

This is what Stewardship looks like in the Kingdom of God. Let us pray ourselves and our churches into the Kingdom.

Jim Wells, Wisconsin United Methodist Foundation

Visit the Wisconsin United Methodist Foundation at

www.wumf.org or Facebook/wumf.org

or call 1-888-903-9863

2019 Pictorial Directory:

Be sure to mark your calendars starting on **April 30th and running through May 1-4, 2019!** This is when we will be taking pictures in our church for an updated Pictorial Directory. Lifetouch Church Directories and Portraits will be here to help us capture our church families’ smiles and memories. If you are unable to schedule an appointment during this time, please let the church know and we will work with you to have you included in the Directory. Keep watching the *Chimes* and our Sunday Bulletins as times and sign-up information becomes available.

Remember, if you would like to assist with being a host or hostess or with any other aspect of this event, just let me know. Thank you! Margie Lakowske

February’s Pizza and a Movie

Who: Everyone is welcome (bring a friend)!

What: Pizza and a Movie

Where: Chapel – come watch on the big screen

When: Saturday, February 23rd

6:00pm Pizza, 6:30pm Movie & Popcorn Begins

RSVP: To Toni Burrows at **608-343-3029** by **12 Noon on Feb 23rd, if you want to eat pizza!**

“Let There Be Light”

World-famous atheist Dr. Sol Harkens (Kevin Sorbo) delights in debating Christians. Isolated from his wife Katy (Sam Sorbo), his self-destruction culminates in a car crash that leaves him clinically dead for 4 minutes. The message from that experience challenges his convictions. Reluctantly leaning on his family's forgiveness, Sol struggles to find meaning in the words "Let There Be Light." Rated PG13

BASH News:

We have 15 to 18 kids attending weekly. The BASH kids in Children’s Choir will be singing in church on January 20th, 2019.

We will be filling the change jar again to raise money for UMCOR WASH program. The money will be used to fund clean water, hygiene, and sanitation programs around the world. A thousand children die each day because of poor access to clean water. So please send your spare change to help fill the jar. When the jar is filled, we will have a pizza party with the kids.

We have just started new material called Deep Blue. We will be talking about our families and about Jesus’s family.

Just a reminder: if the Sparta Area School District cancels school or evening activities on Wednesdays because of bad weather, there will be NO BASH classes on those evenings either.

God’s Blessings, Lynn Humphrey

January 2019 General Budget Contributions/Expenses

Date	Revenue*	Expenses
1/7/2019	4,725.35	4,067.17
1/14/2019	2,392.00	3,247.78
1/21/2019	2,387.30	2,355.46
1/28/2019	2,401.80	4,388.44

*\$3,895.73 is necessary every week to meet annual budget.

January Administrative Council News

Trustees: Dave Kemp reported that they there are still some small projects that need to be done at the parsonage and around the church. The group assigned the various tasks to be completed.

Finance: Paul Foulke reported that after reviewing the financials from last year it was determined that the church paid 58% of its 2018 apportionments. The Stewardship Task Force will be starting its work soon. Paul will be attending training on Saturday, 1-19-19.

SPRC- Pastor Loretta reported that SPRC is working on the inside custodian job description. The inside custodian position will be 14 hours per week.

Membership- Cyndi Wise reported that the group will be meeting in the next couple of weeks. They have made a recommendation to change the term of Constituents to Friends of the Church.

UMW- Methodist women will be celebrating 150 years this year.

BASH- Lynn Humphrey shared that 15 to 18 kids are coming to BASH each week. Just started the new curriculum Deep Blue.

History/Records- Margie Lakowske said this Committee decided to donate \$25 to Wisconsin Conference Commission on Archives and History. The date has been set for the Community Concert, it will be on October 19, 2019. May is Church History Month. This year they are looking into the history of the parsonage. The Life Touch conference call has been completed and the supplies have arrived for the upcoming photo sessions to update the church pictorial directory.

Nurture- Cyndi Wise indicated that the Christmas Eve Luminaries raised \$450 to be donated to the Food Pantry. Thanks for all that helped with set up and clean up. Over 100 luminaries lit up the sidewalk in front of the church and it looked beautiful. Sunday, 1-20-19 the church will celebrate the All Church Birthday Banquet after the morning services. Lenten Devotional submissions are due to Cheryl by February 17th. The Shrove Pancake Breakfast will be on March 3rd, 2019. The church will be hosting the noon luncheon on March 13th for the Ecumenical Lenten Services. March 6th, Ash Wednesday service will be held in the small chapel at 6 pm. Wednesday night Lenten services will be held at 6 pm following a Soup and Bread Supper starting at 5:30.

Outreach/Mission- Paul and Lynn reported the Committee met on Sunday, January 13th. Group discussed which projects they would be supporting this year. UMCOR, Food Pantry and Kids Backpack

programs were projects that were brought up. Food Pantry could use money, especially in the summer when donations go down. In February, they will be promoting personal care items for the Food Pantry. The Backpack program is now packing 122 backpacks a week for area school children and are very appreciative of the money raised by our church.

Pastor- Pastor Loretta said the final schedule for the Lenten season will be put in the Chimes. The program for the evening Lenten Services will be *24 Hours that Changed the World*. The Church informational booklets have been completed and printed. They will be available starting next Sunday. Leadership booklets were updated and are being handed out. The Leadership Retreat held at the Sparrow's Nest went well and now we need to keep these conversations going. One of the ideas that came out of the meeting was that we need to take care of those in our church. Margie made a motion for the Lenten Offerings to go to the Food Pantry. Cyndi seconded that motion. Motion carried.

Old Business- Bev Donahue presented a bill for \$371 from CCLI which allows us to make copies and use music from various sources. Cheryl made a motion to use \$251 from the Winona Haney fund to pay the remainder of the bill so it did not have to come out of the general budget (\$120 was already set aside). Cathy seconded the motion. Motion carried. Bev also received a bill for \$102.51 for video licensing, Cheryl made a motion to use money from the Winona Haney funds to pay for this, since BASH and Pizza and a Movie show videos. Margie seconded the motion and motion carried. Paul shared that there will be a Bible study starting the second Monday in March. It will be an Adam Hamilton study called *Half Truths*.

Lynn Humphrey, recorder



Notes of Thanks...

Thank you so much for all the prayers that were offered and the cards that were received by Danette both before and after her surgery and during her recovery. Your thoughtfulness and caring have been very much appreciated.

Sincerely, Danette & Rich Zidich

Dear Friends, I would like to thank all of you for calling and sending well wishes for a healthy recovery. I am doing well and getting better each day.

Love, Ann Olson

Records & History Committee:

Submitted by Margie Lakowske, Chairperson

The following is an excerpt from the Wisconsin Conference Commission on Archives and History - The United Methodist Church, dated December 2018. If you are interested in reading it in its entirety please contact me.

...The Commission on Archives and History initiated an inaugural year-end campaign to raise support funds for the many ministries of the Commission on Archives and History that cannot currently be fully funded from apportionment dollars. There are seven aspects of our Ministry of Memory that need assistance. They are: (1) publication of their newsletter *Flashbacks*; (2) re-opening of the Conference Museum in Greenfield, WI; with interactive displays that trace the history of the WI UMC and its predecessor denominations; (3) local church historian guidance and anniversary celebration assistance; (4) publication of a book highlighting our WI historic churches; (5) development of historical multi-media presentations for use in local churches; (6) hosting the annual Archives and Heritage Retreat and (7) collecting materials and oral histories from WI clergy for the Sanford Archives Center and opening a photographic exhibit in the spring of 2019.

Local church history is like so many aspects of life in that what is most precious to us is not appreciated until it is gone. How often are we asked for information about a former church, perhaps no longer in existence, that someone remembers as being an important part of their life, and we can't even find a picture of that church? Or how often do we look for a past marriage or birth or baptismal record that someone needs for a purpose that is critically important to them, only to learn that the early records of that particular church were not saved. Sadly, the task of preserving the stories of our local churches and the people that defined those churches is often neglected, unappreciated, and under-resourced...and yet, our past informs our present and our future, for all generations to come. Without the past...without records...without anniversaries or the means to celebrate them, we lose our grounding...

The Wisconsin Conference Commission on Archives and History sent a pledge form for calendar year 2018. I believe this will be an annual event. If you are interested in making a tax deductible donation, I have the information.

We are – Keeping the Eternal Flame Glowing

Your Money or Your Life!

“Give me everything you’ve got on you, or you will lose your life.” These were the words of a thief with a gun pointed at a man who was running...desperately trying to protect the suitcase he was carrying more than his own life. It wasn’t easy for that man to think about letting go of everything he had in his suitcase. He had personal things that were worth a lot of money and were very important to him. Plus, he had years of his life savings he had just withdrawn from the bank. This was where the thief had just followed him out of.

Nowadays, that happens often. It’s very hard for us as human beings to let go of things we consider valuable or meaningful and that are part of our lives. It’s not easy to let go of things we like, that keep us far away from God.

Jesus said to his disciples, “whoever wants to be my disciple must deny themselves and take up their cross and follow me.” To deny ourselves represents to turn ourselves from the selfish way of always thinking about ourselves first. The way we see things, the way we act, and the way we feel about certain things. Everything that separates us from God.

What will you decide to do? Will you deny yourself to follow Christ?

God Bless, Antonia Gutierrez, Lay Missioner
UMC El Buen Pastor



AmazonSmile

Keep in mind this new way to support SUMC - If you shop on Amazon, you can now support your church while you shop. You just need to make sure you go to **AmazonSmile** (smile.amazon.com) instead of the regular Amazon website. Then select our church as the charitable organization you wish to support by putting Sparta United Methodist Church into the search area. (Several choices will come up, so just be sure to select the Sparta, WI option). Or you can go directly to our support page by entering the link <https://smile.amazon.com/ch/39-6026139>.

What is **AmazonSmile**? It is a website operated by Amazon that lets customers enjoy the same wide selection of products, low prices, and convenient shopping features as on Amazon.com. The difference is that when customers shop on **AmazonSmile** (smile.amazon.com) the AmazonSmile Foundation will **donate 0.5% of the price of eligible purchases to the charitable organization selected by customers**. This is such an effortless way to support your local church and collect some “**FREE**” and much needed funds for our ministry. Utilizing this option will be greatly appreciated. We encourage you to also pass this information on to others that you know regularly shop online and ask them if they will also support SUMC through smile.amazon.com.

North Central District Superintendent, Rev. Tsuker Yang asks you to please mark your calendar for this event!

ALL Church leaders are encouraged to attend.

North Central District Conference

Saturday, February 16, 2019

Location: Wesley UMC

1101 Elm St, Wausau, WI 54401

Registration and Fellowship 9:30

a.m. Event 10:00 a.m. – 4:30 p.m.



Theme: “Growing in Christ & Faithful Living”

This is a learning day event and a fellowship opportunity to make connections between our district churches and to grow together in Christ and faithful living. The event is open to everyone, clergy and laity. We will have ten churches sharing their wisdom and successful stories, and learn more about Launch Out! How to lead a Bible study, Civility in the church, and Lay Servant ministry. **We are excited to welcome Rev. Dr. Wesley Jacob as the keynote speaker to our NC District Conference.** His presentation will impact your life for deeper faith in God as related to science and the universe. Your faith will be strengthened. We will be inspired to become deeply committed Christians and see Bible study as the essential part of church growth today. Rev. Dr. Jacob has earned two Ph.D.s, authored fourteen books, and is currently serving as pastor of the Elroy and Wonewoc United Methodist Churches.

Please pre-register at:

<https://www.signupgenius.com/go/4090444AAA822ABF94-20192>

or contact Heidi Careaga by February 13th at:

hjcareaga@wisconsinumc.org

or call her at (414)271-5080 x 3001.

Our Deepest Sympathy To:

The Family & Friends of Jaden Stalsberg, for the loss of Jaden.

The Family & Friends of Jan Gray (sister-in-law of Al Wright), for the loss of Jan.

Directory Updates:

Lisa (Ochoa) Arvizu, 220 N. Court St., Sparta, WI 54656

Vera (Sally) Shann, 315 S. Spring St, Apt 110, Sparta, WI 54656

PLEASE NOTE: Our Parish Nurse, Priscilla Hemmersbach, will start holding office hours at the church on **Wednesdays from 10 a.m. to 3 p.m., beginning Wednesday January 23.** She can provide medical education, take blood pressures, provide information and help fill out Advance Directives, etc. How can she assist YOU?



2019 Birthday Banquet

The 2019 All-Church Birthday Banquet was a success with 12 creatively decorated tables, a potluck feast, and a delicious variety of 12 birthday desserts. Pastor L enjoyed meeting her birthday-month partners and getting to know them better. From the discussions overheard others were having the same enjoyable experience. When our birthday “pennies” were counted we gave \$49.93 to our chosen mission, Volunteers in Mission. This was a truly wonderful way to celebrate together.

A Note of Thanks (abbreviated & summarized)...

Dear Sparta United Methodist Church,

Thank you for your generous gift of \$855.25 during 2018! Thank you to everyone who made our 25th anniversary celebration wonderful. It was great to see so many there and it really blessed us. Thank you to everyone who helped make 2018 a great year... whether it was helping get container donations sorted and packed, helping clean and paint the flooded basement, keeping the yard beautiful, and many other things.

We will need to ship a container in July again this year, so will need lots of help getting boxes sorted and packed. Please get any sponsor gifts to us by July 1st, along with anything that needs to go in the container.

The building project is going well. We've made some changes to the plans and will now have a 5-story building when completed. Praise the Lord!

God's Blessings! Children's Vision International, Inc.