

Non-Profit Org. U.S. Postage PAID Harris, MN Permit 3

Mailing Address: PO Box 206

Harris, MN 55032 Phone: 651-674-4252

Online: www.fishlakelutheran.org

Office Hours:

Monday—I I:00-4:00

Wednesday, Thursday 11:00-4:00

Friday 11:00-:400

RETURN SERVICE REQUESTED

APRIL



Fish Lake Lutheran Leadership & Staff

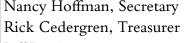
Pastor: Rev. Teleen Saunders

Office Administrator: Denise Steinberg Parish Deaconess: Sister LaDonna Olson

Pianist: Cindy Blesener

Church Council Members

Michelle Young, President Floyd Pinotti, Vice-president Nancy Hoffman, Secretary



Jeff Lustig Lisa Nephew

Luciano Schisano, Youth Representative

Worship Service each Sunday 10:00 am Online options also Choir rehearsal 9:00am every Sunday Chimers rehearsal the 2nd & 3rd Sunday at 9:30am

Address Label

3rd WELCA Meeting 9:00am work time, 11:00 meeting

8th Fish Lake Council Meeting 7:15pm

9th Social Ministry Meeting 6:00pm

14th Senior Group Interest Meeting 11:00am

17th Confirmation class on Zoom - 6:30pm

18th WELCA Sewing/Coffee 9:00am

20th Block of the Month 8:30am

21st Baptism of Decker Lee Pilz

25th Property Committee Meeting

28th Food Collection Sunday

Fourth Sunday Forum

*Every Wednesday - Community Meal 5:30pm Youth programming 6:00pm



Vine & Branches

A Monthly Newsletter of Fish Lake Lutheran Church

April 2024
The Pastors Page



THANK YOU, ROBIN AND TOM!

If "cleanliness is next to Godliness" then it is Robin Graham and Tom Anderson we have to thank! For the past fifteen years Tom and Robin have been the cleaning team for Fish Lake Lutheran Church. Retirement for Robin has been a long time coming. A year ago, Robin also worked as a full time housekeeper at M Health Fairview in Wyoming often getting up early in the morning to work two jobs. She is now down to part time at the hospital only. We are so thankful for Robin's good humor, commitment to hard work, and her abiding faith.

Robin says, "God has been with me through all the ups and downs of my life. I have enjoyed serving at Fish Lake Lutheran." Robin is looking forward to spending more time traveling, doing crafts, walking her dog, and shopping for a good bargain.

Robin's favorite Bible verse is: "Whoever sows sparingly will also reap sparingly, and whoever sows bountifully will also reap bountifully. Each one must give as he has decided in his heart, not reluctantly or under compulsion, for God loves a cheerful giver" -2 Corinthians 9:6-7.

Tom will be moving to fewer hours where he will concentrate on attending to the altar with paraments and holy communion. Tom says, "I feel very fortunate to be able to take care of things at Fish Lake. This is how I serve God."

Tom's favorite verse is: "Therefore, I urge you, brothers and sisters, in view of God's mercy, to offer your bodies as a living sacrifice, holy and pleasing to God—this is your true and proper worship" - Romans 12:1.

Please hold Tom and Robin in your prayers as they move through this job change.

Jeff Lustig has graciously agreed to fill in until we find a permanent replacement. Thanks, Jeff!

We welcome the following to the Lord's table for their first communion on Maundy Thursday

Matthew Skiba Grace Ramelfanger Andrew Berg

Sarah Skiba Anna Ramelfanger

Mark your calendars! WELCA will be serving a chicken dinner immediately following the Memorial Day Service on Monday, May 27th!



Our regular WELCA meeting was held on Wednesday March 6, 2024.

- 1. Secretary's report was approved, as written. Highlights of the WELCA meeting will be sent to Michelle Young as the liaison to the Council.
- 2. Treasurer's report is as follows: opening balance in the checking account was \$1,659.09; deposits totaled \$685.38; expenses were \$344.14, leaving a balance of \$2,000.33. The savings account balance is \$1,808.40.
- 3. Social Secretary report: Request thank you notes be sent to the Block of the Month ladies who continue donating all sorts of items to our missions.
- 4. Council report: No report.
- 5. Block of the Month report: Upcoming presenters are being scheduled. Also, May Basket Bingo will be held; registration will begin for new year; request help/service for upcoming May Basket Bingo. WELCA Sisters: No report.

Old Business:

- 1. Grad quilt update: Have begun looking for fabric for 2025 graduates.
- 2. Baptism quilts: No immediate need.
- 3. Pork Dinner street sign update: A new sign has been ordered replacing the one that was lost. No immediate urgency to have it delivered. If any other street signs are needed for other events, contact Cindy.
- 4. Quilt Bingo: Already have 13 quilts ready; looking for more donations. We have sufficient door prizes available.
- 5. Reading/Comfort Buddies: A request will go out to see if Safe Haven Foster Care would like some; also asking Robin to bring some to the hospital emergency room for children who are there.
- 6. Bundles of Love:
- 7. Infant Donations:
- 8. Pet beds: Pet beds continue to be made and donated to the Northwoods Animal Shelter; also bags of medicine bottles.
- 9. Food Shelves: This month, they are collecting canned fruit and juicess. Also, cash is always needed.

 Safe Haven Foster Care: We will be participating in their mission to "fill the diaper bag". Beginning in April, we will be collecting items from their list. Barb is requesting Thrivent money to purchase the diaper bags as well as other items to be included in the bags.

New Business:

- 1. Faith Journey display: Cindy and Shelly met with Pastor Teleen on this request. The request is for three 3'X3' framed blocks to be changed a couple times a year. Now looking for patterns.
- 2. A Place for You in Pine City: Several guilts and personal care items were donated to this organization.
- 3. Change to monthly meetings: In an effort to complete more projects, we are going to start gathering the first Wednesday of the month with work starting at 9:00. At 11:00, we will have coffee and begin our meeting. We will still have an additional sewing day on the third Thursday of each month beginning at 9:00.
- 4. Discussed the upcoming Memorial Day dinner. We will serve Cub chicken and cole slaw, requests for other salads and desserts. A request will be made to Thrivent for funds to cover the cost of the chicken. More info to come.
- 5. We made current changes to the church's website correcting some items that needed updating.
- 6. WELCA serving day is March 24th. Shelly will be serving.

The meeting was closed with the Lord's Prayer. Our next meeting will be held on April 3, 2024 beginning at 9:00. The April sewing day will be April 18th, starting at 9:00. All are welcome.

Respectfully submitted: Mary Kay Linder

Poems by Sarah Cedergren

NO STONE UNTURNED

"I love this rock," she said out of the blue as we walked, kicking gravel with her feet. I tucked her hair behind her ear. "Me too," I said, pocketing the earthly receipt. We knelt down low, the wily wind blowing bristles of reeds like the brush of a broom. The expanse of the sky was all-knowing holding us taut as a thread on a loom. Miraculous light burned in the distance and ice loitered on the half-frozen lake. She explored with discerning persistence and unbridled joy aglow on her face. Those rosy cheeks and keepsakes in her fist My heart insisting please remember this

Shalom Needs Volunteers

Shalom is looking for volunteers to help on the first Saturday of each month from 12:00pm-3:pm and/or Mondays 12:30-4:00pm. This is a great way to strengthen friendships at FLL and to extend our outreach of compassion to our neighbors in need.

Through volunteers, Fish Lake Lutheran brings in funds each month to help families in need. Come meet & work with this wild & wonderful crew. Contact Candy McColley, 763-333-8597, for more information or to sign up.



SHALOM DONATION FOR THE MONTH OF MARCH...

"THIS MONTH'S CHECK INCLUDES A ONE-TIME GIFT OF \$1,500.00. THANK YOU FOR ALL YOU DO! IT IS OUR JOY TO PARTNER WITH YOU!"

SINCERELY, THE BOARD SHALOM THRIFT SHOP

REMEMBER: Gift cards are available from LaDonna all year long! Order forms are kept in the fellowship hall.

Thank You

A huge thank you to everyone that contributed to the Birthday Party Kits. Between the cash and physical

donations, we were able to put 13 birthday bags together. Funds from the cookie jar were used to

another 7 bags for a total of 20 Birthday Party Kits! Ten were delivered to Cambridge Food Shelf and the

other 10 to North Branch Food Shelf. As the bags were delivered to Cambridge, we were told that they

just love when these come in, so we know that they are greatly appreciated!

Cindy Blesener Social Ministry



KIDS!
Join the Twin Cities
Children's Choir
Festival
Saturday, April 27
Hennepin Avenue United
Methodist Church,
Minneapolis

Hennepin Avenue United Methodist Church invites you and the children in your congregation and life to participate in a children's choir festival on Saturday, April 27. The choir is open to children in church choirs, community choirs, or kids who simply love to sing. The day is geared toward kids in 2nd-6th grades, but enthusiastic and motivated kindergarteners or first-graders are also welcome. If you are a parent/guardian registering an individual child, know that there will be caring volunteers to help shepherd your child. The day includes rehearsals, snacks and games for the kids with continuing education opportunities for church musicians. An ecumenical hymn festival, open to the public, will begin at 2 p.m. Registration is \$10/ child and \$20/adult.

https://haumc.org/event/sing-joyfully-twin-cities-childrens-choir-festival-2024/

Car pooling available from Fish Lake.

Pastor Teleen Saunders

A message from Sister LaDonna...

It doesn't seem possible that Spring could arrive so early! Except that my spring allergies are telling me that it has. Of course there is still the possibility of a snow storm. But Spring brings to mind the awakening of the earth as trees drop the last stubborn shriveled leaves, the long dormant plants break through the crumbles of earth, and the early songs of joy spring from returning birds.

It is often said that nature is the first Bible. If you want to connect with God, the closest way is to open your eyes and ears to what is around you. Why is it that some of our most intimate feelings about God come from viewing a sunset, or feeling the breeze as it comes across a lake, or seeing an eagle soar overhead? We know that this amazing creation is a wonderful gift of God's love and care for us.

Scripture tells us this in Romans 1:19-20: "What can be known about God is perfectly plain, since God has made it plain. Ever since God created the world,

God's everlasting power and divinity, however invisible, have been there for the mind to see in the things that God has made" (Romans 1:19-20).

Every day, we are given a natural way to reconnect with God and it doesn't depend upon intelligence, education, or a religion. It depends on really being present and connecting with the soul.

The material world is the place where we can comfortably worship God just by walking on it, loving it, and respecting it. Everything visible, without exception, is the outpouring of God...we continue to encounter in other human beings, in a mountain, a blade of grass, a spider web, or a starling. (Richard Rohr)

My prayer is that you might take the time to see and be blessed by the beauty of the world around you.

Mark your calendar for the 35th Annual Saint Paul Area Synodical Women's Organization Convention: Saturday, April 27, 2024 8:00 am to 4:30 pm St. Paul Lutheran Church 5879 Wyoming Trail, Wyoming, MN Theme: "This is my command – Love Emerging Voice Award and the

One Another" John 15:12 The Keynote Speaker is Rev. Angela! Khabeb who is a Bridges Scholar and Distinguished Alumna of the Lutheran School of Theology at Chicago where she received the 2018

James Kenneth Echols Prize for Excellence in Preaching. Come and Share and Love One Another with the women of our Synodical Area. For registration information, contact FLL Office or Sharon Petit

Fish Lake Scholarship

Purpose: To provide financial support for students who are members of Fish Lake Lutheran Church.

Policy: Students shall receive an annual financial gift upon meeting membership requirements and completing the scholarship application. Scholarship awards will be made based upon application requirements being met and the balance in the scholarship fund.

Student Requirements:

- Students must be an active member of Fish Lake Lutheran Church for at least two (2) years.
- Students must complete the Fish Lake Scholarship application by May 15.
- Each scholarship recipient must continue to participate in service as follows:
 - a. Technical and undergraduate college: a minimum of 10 hours annually
 - b. Graduate school: a minimum of 10 hours annually, 5 of which are in a leadership role
 - Seminary: Ministry services at minimum of 20 hours per semester in a leadership role.

Scholarship Awards: (Depending on funds available)

- Technical and undergraduate college up to \$300 annually for four years with a GPA of 2.0 or higher*
- Graduate school student up to \$500 annually for two years with a GPA of 3.0 or higher*
- Seminary students up to \$1500 annually (\$750/semester) for four years with a GPA of 3.5 or higher* *Part-time students in any category receive half of the scholarship aid offered.

Applications are available in the church office.

2024 FINANCIAL STEWARDSHIP AT FISH LAKE LUTHERAN

DATE	Budgeted Offerings	Actual Offerings	Precent	Above/Below Budget
Feb. 25th	3,936.83	1,195.00	30%	(2,741.83)
March 3rd	3,936.83	3.878.64	99%	58.19
March 10th	3,936.83	5,160.32	131%	1,223.49
March 17th	3,936.83	11,982.51	304%	7,995.68
2024 Year to Date	43,305.13	44,314.25	102%	1,009.12

Thank You to all those who have donated to the following funds so far in 2024

* Cemetery Fund - \$496.00

* Building Fund - 372.00

A donation to the Memorial fund in memory of Marilyn Putz from Pam West, Anita Ryberg, Cindy & Mark Blesener, Karen Lindner, Henry & Sharon Bentz, Dave & Janice Pape, Mike & Mary Kay Linder, Galen Blomster, Julie & Jack Osborne

Shalom Thrift Shop Assistance

Are you or a family in need of some financial assistance, or do know of a family that is? Members of Fish Lake Lutheran volunteer their time at the Shalom Thrift Store in Cambridge. Because of the generosity of their time, Fish Lake Lutheran receives funds each month to help families with financial struggles. All requests are confidential.

Contact Pastor Teleen Saunders or the church office if you, or someone you know, could benefit from this service.

Did vou know

that we have an average of 60 people join us for online worship each week? Online worship is a great alternative for those who can't come to our in-person service. We know that the Holy Spirit calls us together wherever we are.

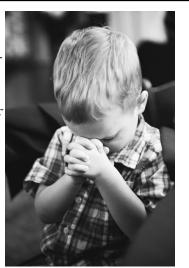
Good morning, Pastor Teleen,

We have temporary use of a Hotspot device and were successful in streaming the service for the first time ever. It is a wonderful option! I was able to hear everything clearly. I loved all the hymns chosen, and was glad the words were printed so I could join in. Thanks to Marshall for providing this option! Have a wonderful day.

Karen Lodin

Let us Pray for...

Injured and ill: Ron Weltruski & his wife, Jo (friends of Jan Burda), John Stanz (father of Maggie Hubbling), Jeff B. (friend of Connie & Greg Smegal), Mary Neria, (mother of Nina Schisano), Laura Nephew (mother of Cory Nephew), Dick Johnson (father of Rick Johnson), Marissa Johnson, Dave Lehman (friend of Robyn Graham), John Plotz (father of Kelli Klein), Betty Schlipp (friend of Mary Bryson) Judy Nelson, Henry Holland (relative of Amy Johnson), Gail Handt, Guy Ahlstrom (cousin of Judy Nelson), Sean, Tom Anderson.



Awaiting organ transplant: Matthew Anderson (cousin of Shelly Lustig), Beth Jones, Chris Olson

Partner congregation - Wasa Congregation in Tanzania.

If you are aware of someone who should be added or removed from the Prayer list, please call the church at 651-674-4252 or send an email to office@fishlakelutheran.org.

Remember and Pray for our homebound members: Tom & Carol Nieman, Evie Janssen, Evie Yates, Jane Chapman, Jack & Linda Sprinkle.

Thank You, Fish Lake Lutheran WELCA,

Your 2023 donation of \$550.00 to Rush City Food Shelf is very generous and so appreciated. We are an ALL donation All volunteer food shelf assisting hundreds of our community member with their food storages each month. Area Food Banks enable us to access as much as \$7.00 of food with each \$1.00 in donations. Your kindness is making a real contribution to this community. Thank you again.

Pamela Burt Hagan, Executive Director

Can't thank you ladies enough for your kind support for this work, Pam

Forth Sunday Forum - April 28th following worship



Joy McElroy from the group Cherish All Children will join us to speak about ways we can prevent child sexual exploitation and trafficking. Cherish all Children works in conjunction with Lutheran Social Service of Minnesota to provide education, resources, and tools that promote healthy and safe

relationships, guided by our Christian values.



April 21st - Baptism of Decker Pilz - Parents: Kaylee and Nick Pilz, Brothers: Kepler & Madden

Godparents: Kelcie & Jake Zengerle, Kristi Pilz, Zack Pilz

Our Global Neighbors

A year ago I had the opportunity to travel to Tanzania with my wife, Christine, and Sue and Dave Klevan on behalf of Immanuel Lutheran, St. Paul. Our journey was part of the ongoing Bega Kwa Bega relationship, and we benefited by traveling with a group from Fish Lake Lutheran who took the lead on the trip organization.

Since our trip we have had the opportunity to share our experiences through pictures and stories. I've also had the chance to reflect on my experiences and learnings. And I'd like to share one of those reflections about building relationships.

So, let's go back to a month after I had returned from Tanzania. The jetlag had disappeared, and the afterglow excitement of the trip had started to fade. I was reflecting on what I might like to do differently on my next trip.

In my reflection, I wished we had had more of an opportunity to talk with individual members of our partner congregations – Magubike, Mkimbizi, and Sayuni. Our time with each of these congregations was celebratory and full of immense hospitality. But our schedules just didn't allow enough time for us to get to know some of the individuals in each congregation. In a future visit, I would want to have more individual time with people from the congregations to get to know them more deeply.

However, more recently, I've shifted my thinking. As Immanuel has learned about and embraced the public church framework, I've learned that although building relationships should be intentional, there is also the need to take the time to be in a relationship with who is in front of you, whoever you interact with and meet. So, as it turns out, I had many opportunities to build relationships – just not with congregational members – the people I had assumed it would happen with. Instead, it was with a variety of other individuals I crossed paths with during the trip. Here are some examples:

At our first breakfast after we arrived in Iringa, we met two individuals who were not part of our group. Godfrey and Joseph were in town for a meeting, and just happened to be staying in the same location. They were both willing to talk about their jobs as accountants, why they were in town, and they were interested in our visit and why we had traveled to Iringa.

During our trip we spent lots of time traveling – sometimes on roads, sometimes on mountain paths. So we were thankful to have professional drivers and guides taking care of us. This travel time allowed us to have conversations with our guides while en route. One of our travel guides was Siah. We asked her questions about her education, her family and her culture. She was open to answering our questions and was also interested in what brought us to Tanzania and our motivations.

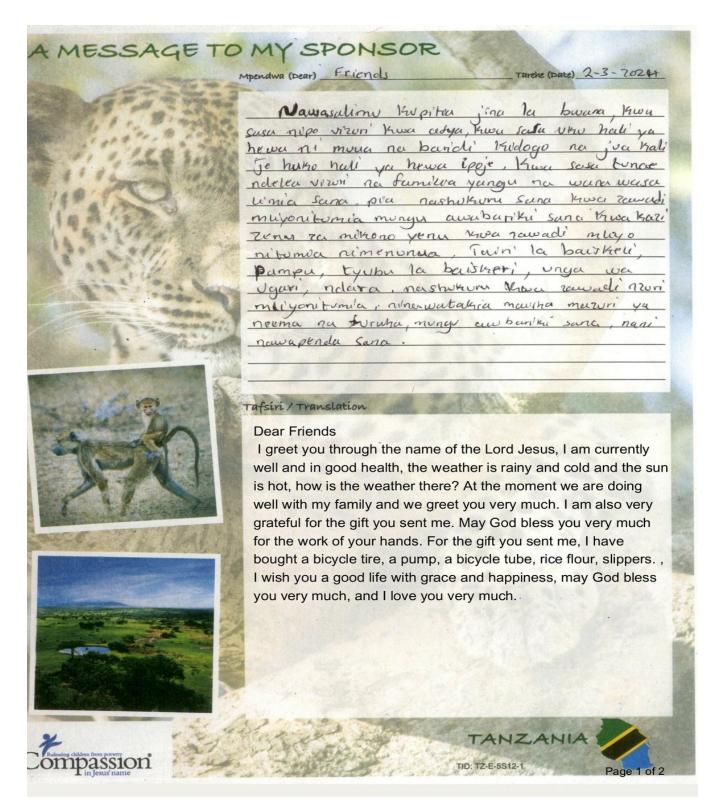
Geofrey and Salamahe were nature guides for us during our visit to a national park. These professional guides shared their knowledge for our enrichment and enjoyment. But they also spent time just talking with us and these conversations uncovered how they care about how Tanzania is developing and what they see as the potential of the country. They shared perspectives on basic community services and job availability for young people.

At the university, we spoke with a librarian who told us about how library shelves from lowa ended up at in the library in Iringa. It was a fascinating story about timing, determination, and knowing how to make use of resources.

These are a few of the conversations I've now realized were the conversations that I needed to have in those moments, and they are all part of being a neighbor in the world. These were not the conversations I expected, but because I listened and engaged, they provided me meaningful relationships.

Meeting people on my journey through life is part of being a neighbor, as God calls us to be a public church.

Loren Danielson Immanuel Lutheran Church, St. Paul



African Sunday - May 5th

Come celebrate our connection with the Wasa Congregation and surrounding preaching points at our annual African service! We are blessed to have the support of our Tanzanian friends in our faith journey. Let us rejoice and sing to the God who makes us one.

Spaghetti Dinner - April 20th

Mark your calendar! After a long COVID hiatus, the youth are once again serving a spaghetti dinner. This fundraiser will help support our Children/Youth/Family ministry as well as give scholarships for camps and trips. Grazie!







WE NEED YOUR HELP!

The church council would like the congregation's input to help us formulate goals for the future! We will soon have a display in the fellowship hall on the west wall. Please add your ideas for the physical church building, outreach, or programming to the display. This will begin Sunday, April 7 and run through April 28. At that time, we will gather all ideas and make work plans to achieve, hopefully, many of the suggestions we have gathered.

We really look forward to hearing ideas from the congregation and hope you will take part! If you have any questions, please reach out to any church council member, or, as always, feel free to message me!

Thank you,
Michelle Young
Fish Lake Lutheran Church Council President
651-248-1302
michelleyoung@g.com

Scam Alert! Just a reminder that Pastor Teleen or the council will never contact you directly and ask for a donation. If someone contact s you saying they are Pastor Teleen or "Your pastor " or a council member asking you to buy something or donate money it is very likely a scam.

All requests for donation from Fish Lake will come through the official website or Vine & Branches.

If there is every any question please contact Pastor Teleen before you make a donation or give out any personal information.

FAMILY PATHWAYS FOOD SHELF DONATION ITEMS OF THE MONTH ARE CANNED VEGGIES



Thanks to Clay and Cullen Wilking for putting together two new high chairs for the Fellowship Hall.

Note: Never tell the pastor that you have no plans for spring break!

Ideas for Designated Giving:

- Propane
- Snow removal
- Altar Flowers
- Improvements for the fellowship hall
- Bibles for students
- Landscaping
- Property improvement needs



Council Members: Michelle Young, President, Floyd Pinotti, Vice-president, Nancy Hoffman, Treasurer, Rick Cedegren, Secretary, Jeff Lustig, Lisa Nephew, Luciano Schisano (youth representative)

March 2024

FISH LAKE CHURCH COUNCIL March 4, 2024, 7:15 p.m.

Fish Lake Lutheran Church-Stark. MN

Members	Present	Absent	
	Michelle Young (Pres.) Jeff Lustig Nancy Hoffman (Secy.) Rick Cedergren (Treas.) Luciano Schisano Lisa Nephew	Floyd Pinotti (VP)	
Advisors	Pastor Teleen Saunders Sister LaDonna Olson		

Call to Order

Council President Michelle Young called the meeting to order at 7:11 p.m.

Consent Calendar

Items on the consent calendar were presented for approval.

The following motion was made by Pastor Teleen, seconded, and unanimously approved: **CC 24.03.01 Moved:** That the letter of resignation submitted by Robin Graham be added to New Business.

The following motion was made by Nancy Hoffman, seconded, and unanimously approved: **CC 24.03.02 Moved:** That the council approve the Consent Calendar as presented and amended.

Devotion and Opening Prayer

Sister LaDonna led the group in a devotion, followed by an opening prayer from Pastor Teleen.

Financial Report

Sister LaDonna Olson presented the financial reports for the period ending February 29, 2024. The council discussed how we might better manage and maximize the earning potential of our savings account. Nancy Hoffman volunteered to explore options with our current financial institution and report back to the council.

Pastor's Report

Pastor Teleen reflected on the midweek guided prayer and meditation space available in the sanctuary as an opportunity to listen for God in a world that is often too noisy and distracting. Pastor Teleen also expressed her excitement for our upcoming goal setting activities and encouraged everyone to dream big!

Committee Reports

- •Communications Pastor Teleen had no activity to report.
- •Property and Safety Jeff Lustig reported upcoming committee activities: sprucing up the elevator interior, scheduling parking lot repair, and minor repairs/improvements in the restrooms.
- •Social Ministry Pastor Teleen highlighted the new donation station with signage near the fellowship entry door.
- •Worship and Music Sister LaDonna Olson expressed her thanks to the Cedergren family for donating a gently used keyboard and accessories to the church.
- •Youth and Family Pastor Teleen is scheduling planning sessions for summer events.
- •Evangelism and Stewardship Pastor Teleen reported the committee is negotiating with a local photographer to create a new pictorial directory.
- •WELCA Michelle Young reported the group is completing baby bibs, hats, and blankets for donation to Bundles of Love, as well as reading buddies for school classrooms. Members are also supporting Safe Haven Foster Shoppe with a "Fill the Diaper Bag" drive, and continuing work on faith journey wall quilts.

New Business

A revised scholarship policy was presented by Pastor Teleen for adoption by the council. There was discussion regarding requirements and expectations for awardees.

The following motion was made by Rick Cedergren, seconded, and unanimously approved: **CC 24.03.03 Moved:** That the words "with a GPA of 3.5 or higher" be removed from seminary student requirements.

The following motion was made by Rick Cedergren, seconded, and unanimously approved: **CC 24.03.04 Moved:** That the revised policy as presented and amended be adopted by the council.

The Council discussed several events/activities in the coming months: Lenten Soup Supper hosted by the council (March 6th), creating a New Member Welcome group, congregational goal setting in the month of April, and reimagining our fellowship space in consultation with a professional specializing in church building spaces.

Pastor Teleen shared Robin Graham's letter of resignation with the council. Discussion of plans for a future celebration honoring Robin's years of service are ongoing, as well as discussion of filling the open position.

Old Business

None

The Lord's Prayer and Adjournment

Following recitation of the Lord's Prayer, the meeting was adjourned at 8:06 p.m.

Senior Group Interest Meeting
Sunday, April 14
After Worship in Fellowship Hall
Bring ideas for social activities, service projects, speaker topics, etc. 55+ or anyone interested.
ALL ARE WELCOME