Services held every Sunday morning 10:30 am

Volume 18 Issue 8 October 2022

Next issue: First Sunday November 2022

Chaplaincy Information Inside Front Cover

The Chaplain Writes 1

St Mary's Chapel News 2

۸	Word	from	Wales	9
А	vvora	rrom	wates	- 2

- St James the Least 4
- Forthcoming Services 6 7
- A Church Organists 8
- Memories Part 2 Australia
- St Francis and the 10
- Life of Simplicity
- A letter to Johanna 11
- A Long Life is Ended 12

St Mary's Magazine



St Mary's Chapel, Diepenheimseweg 102 7475 MN Markelo www.anglicanchurchtwente.com



The Anglican Chaplaincy of Twente

DIOCESE IN EUROPE

THE CHURCH OF ENGLAND







October 2022

The Chaplain Writes

Dear Saints,
Greetings in the name of
the Lord!

September was a very hectic month for us here at St Mary's Twente. We have set it aside as our Stewardship month and the idea was to explore it from a biblical perspective and its implications on our lives. We also wanted to do this in the month when we had our Castle Fair, which is our annual big Fundraiser. September is also when we have our Dedication Sunday, when we celebrate that our Chapel was dedicated to St Mary in 1987. What we did not expect at all was the death of Queen Elizabeth, the Head of our Church, and the impact it would have on all our activities as a Chaplaincy.

I would like to congratulate our congregation with the way we managed our affairs this past month.

With regard to Stewardship we managed to keep the discourse alive in the congregation during the month of September. There were some private conversations in the Hut every week on the nature of our commitment to the Church as the Sunday Scripture readings and sermons facilitated this process.

The successful Castle Fair organised by the Chaplaincy was also a reflection of the deep commitment the community has to each other and the life and ministry of the Chaplaincy here in Twente. The Castle Fair Committee reported that it was the most successful Fair to date, both in terms of numbers and funds raised.

With regard to both, mourning the death and celebrating the life of Queen Elizabeth, our Chaplaincy offered several opportunities for our members and the community at large to express their condolences and to show their respect to Queen Elizabeth. One of the highlights of these events was at the Fair, when all present were offered an opportunity to be part of this historic event in a very meaningful remembrance ceremony. We have an arrangement of candles on the altar that were lit at our first Prayer and Reflection service



Did you mean what you just said?

The following are genuine notes left for milkmen. (in the good old days when milk was delivered daily to houses)

~ Dear Milkman:

I've just had a baby, please leave another one

- ~ Cancel one pint after the day after today.
- ~ Please don't leave any more milk. All they do is drink it.
- ~ Please close the gate behind you because the birds keep pecking the tops of the milk.
- ~ Please cancel the milk. I have nothing coming into the house except two sons on the dole.
- ~ Please bring me a form about cheap milk, as my boyfriend has made me stagnant.
- ~ Please do not leave milk at no. 14 as he is dead until further notice.

(Continued on page 5)

Forthcoming Events

Blessing of Animals There will be a service for the Blessing of Animals on Tuesday 4 October at 16:00, which is St. Francis' Day. Please bring your dogs, cats and other pets for a blessing at this service.

Baptism

There will be a baptism at St. Mary's on Sunday , the 23 October 2022.

Quiet Day

On Saturday 5 November there will be a Quiet Day looking forward to the new church as we approach the season of Advent. The Quiet Day is for the council and congregation of St. Mary's. It will start at 10:00 in the Hut.

A Word from Wales

Queen Elizabeth II 1952 - 2022

On Thursday, the 8th of September, all the main television stations in the UK, slowly stopped broadcasting the advertised programmes. Switching to commentators in studios across the nation, came the news that the Queen's doctors were concerned for her health. There were dramatic pictures of senior members of the Royal Family racing to RAF

Northolt, on the outskirts of London to catch a flight to Aberdeen.

Viewers learnt that Prince Charles and the Duchess of Cornwall, who had been on holiday in Scotland, were already at Balmoral with the Queen. The Princess Royal and her husband were also there. As the afternoon wore on, concern for the monarch grew.

Yet more pictures of the Duke of Cambridge, the Earl and Countess of Wessex and Prince Andrew disembarking at Aberdeen. Surrounded by police and military vehicles, with blue lights flashing, the convoy raced to Balmoral.

During the long afternoon I repeatedly went to the window and looked out. In the early afternoon, there were people walking dogs, working in their gardens, washing cars and so on. As the afternoon wore on, everyone disappeared inside. No doubt to watch the same programme we were watching.

Finally, late in the afternoon on BBC, the picture changed suddenly to a view of Buckingham Palace, with the Union Flag flying at full mast, Then the flag lowered to half-mast and the nation knew their queen's life had drawn to an end. The official announcement came a few minutes later.

In the days that followed, when we met people, they all seemed to be reluctant to discuss the passing of their monarch. It was as if no-one could quite believe the news.

On the Sunday, the planned services to mark St Denial's Day went ahead as planned. A beautiful service with incense and a full choir. In the transept at the centre of the church, a table carried a framed photograph of the late Queen Elizabeth II, a lit candle, and a book of condolence.

That evening I went back to church for the special service of Evening Prayer. It was a wonderful service. Especially at the very end, when the four priests lined up in front of the altar and led the congregation in singing the national anthem, God Save the King. For many of us, it was the first time we had heard this version. Many a tear was discretely wiped away. May her soul rest in peace and rise in glory.

Magazine Payments

St. Mary's Magazine plays a valuable role in helping to keep the congregation informed on what is going on in their church and the chapel community. If you wish to receive a printed copy of the magazine, issued ten times a year, an annual donation of €15 will help to cover printing costs. If you cannot pick up your copy in the chapel and want to have it posted to you, we need to ask for an additional donation of €20 to cover postage.

Payments Due

With the start of the new year the call has to go out again for those people who receive a paper copy, to make their annual donation. During 2020, Lub Gringhuis took over the job of arranging the printing. With some skilful home printing and costing the magazine covered its costs. With Lub's skilled management and your prompt donations, the magazine will survive.

Intercessions

If you wish to have someone included in the intercessions, or who is in need of a pastoral visit, please contact one of the Churchwardens before the Service. Alternatively, if you want to have someone included in the intercessions you could contact the Intercessor via the Prayer Request Tool on the Chapel Website. The Wardens and the Intercessor will simultaneously receive your message via this tool. The link below will take you directly to the Prayer Request. http://anglicanchurchtwente.com/home/service%20%26%20readings/prayers%20requests.html

(Continued from page 4)

Collecting firewood It was April and the Aboriginals in a remote part of Northern Australia asked the new minister at their small church to ask God if the coming winter was going to be cold or mild. The minister did not want to lose their confidence, as he had only just arrived. but when he prayed and looked at the sky, he had frankly no idea what the winter ahead would be like

To be on the safe side, he told his congregation that the winter was indeed going to be cold and that the members of the tribe should collect firewood to be prepared. But after several days he had an idea. He called the Bureau of Meteorology and asked if the coming winter in his area was going to be cold. The meteorologist responded, "Yes, it looks like this winter is going to be cold."

So, the minister went back to his people and told them to collect even more wood in order to be prepared. A

(Continued on page 6)

(Continued from page 5)
week later he
called the Bureau
of Meteorology
again, to ask if it
still looked like it
was going to be a
very cold winter.
The meteorologist
again replied,
'Yes, it's going to
be a very cold
winter.'

So, the minister went back to his community and ordered them to collect every scrap of firewood they could find. Two weeks later, and still concerned, the minister called the Bureau again. "Are you absolutely sure that the winter is going to be very cold?" he asked.

"Absolutely," the man replied. "In fact, it's looking more and more like it is going to be one of the coldest winters ever."

"How can you be so sure?" the minister asked. The sky didn't look any different to him.

The weatherman replied, "Our satellites have reported that the Aboriginals in the

(Continued on page 7)

The Revd Dr Gary Bowness continues his tongue-incheek letters from ' Uncle Eustace'...

The Rectory St James the Least of All

On publishing my book

My dear Nephew Darren

After all these years, who would have believed it: to have my own book printed! I



must admit, I had imagined a leather-bound volume with gold leaf lettering on the spine – perhaps even titled 'Volume One', implying future delights when further work would appear. A paperback, held together with glue was a slight disappointment. The publisher's reason for a print run of 50, saying that it meant fewer would have to be dumped in cutprice bookshops, was not what I had expected either.

He seemed to think that my commentary on Eusebius's tables for cross-referencing the gospels, as explained in his letter to Carpianus, would not have mass interest. While I concede it will be unlikely to dent the sales of Harry Potter, and that I am unlikely to be involved in negotiating the film rights, I had hoped for slightly more enthusiasm for this stride forward in global knowledge.

The excitement of the book launch and signing was also tempered when only the bishop arrived, expecting a free copy, so he could mark it for theological errors. My suggestion that he take a copy to colour it in did not go down well. I suspect I will not now be asked to deliver a paper on it at the next clergy conference.

I was briefly excited when several parishioners came into the shop. But it turned out that one wanted to book a baptism with me, and another wanted to complain that at his recent wedding, I had nearly married the best man to the bride. I was tempted to tell him that the time may come when he wished that I had, but decided that would be another sale lost

I could not even console myself with a free drink. The publisher had only brought two bottles of that particular white wine, of unknown origin, that seems specially reserved for book launches and retirement parties. I suspect it derives less from a vineyard and more from a laboratory. One bottle he kept for himself and the other disappeared

(Continued on page 7)

(Continued from page 6)

after my Confirmation class came in to ask whether the book would be serialised on TV.

In the end, I bought all 50 copies myself, placed a note in the bookshop window saying that, due to exceptional demand, the print run had been entirely sold out. It has also solved the annual problem of Christmas presents; in your case, a second copy will probably arrive for your birthday too.

Your loving uncle, Eustace



(Continued from page 3)

This will be taken from the altar on the fortieth day of the death of Queen Elizabeth.

Last, but not least on our final Sunday of September our Dedication service was followed by a fabulous bring and share lunch, which once more was an expression of the generosity and love which is such a mark of our community.

I must say that I am very blessed to be able to be part of a community where generosity is the order of the day and where Christian fellowship is not just something to desire, but something that we are gifted at.

The months ahead promise to be as full of opportunities for us as a community to find ways of expressing our love and generosity to God, our community and the world at large. Let us go for it.

Yours in Christ as always, Jacque (Continued from page 6)
north are collecting
firewood like crazy,
and that's always a
sure sign."

Four worms

A minister decided that a visual demonstration would add emphasis to his Sunday sermon on temperance. So four worms were placed into four separate jars. The first worm was put into a container of alcohol. The second was put into a container of cigarette smoke. The third was put into a container of chocolate syrup, and the fourth worm was put into a container of good clean soil.

At the conclusion of the sermon, the Minister reported the following results: The first worm in alcohol . . . dead. The second worm in cigarette smoke . . .dead. Third worm in chocolate syrup . . . dead. The fourth worm in good clean soil . . . alive. So, the minister asked his congregation, "What did you learn from this demonstration?"

There was silence, until one farmer at the back hazarded: "That as long as you drink, smoke and eat chocolate, you won't have worms?"

Forthcoming Services

2 October 2022

10:30 Eucharist Trinity 16

Celebrant and Preacher Revd. Jacqueline Williams

Duty Warden Intercessor/Assist Communion:

Caroline Siertsema Jeanet Luiten

Sidesperson/Reader Readings

Erica Bonting Lamentations 1, 1-6
Eric Wanjala 2 Timothy 1, 1-14

Gospel Luke 17, 5-10

9 October 2022

10:30 Eucharist Trinity 17

Celebrant and Preacher Revd. Jacqueline Williams

Duty WardenCaroline Siertsema

Intercessor/Assist Communion:
Joyce Wigboldus

Sidesperson/Reader Readings

Heleen Rauwerda Jeremiah 29, 1, 4-7

Jan de Bey 2 Timothy 2, 8-15

Gospel Luke 17, 11-19

16 October 2022

10:30 Eucharist
Harvest Sunday

Trinity 18

Celebrant and Preacher Revd. Jacqueline Williams

Duty Warden Intercessor/Assist Communion: Klaas Prins Caroline Siertsema

Sidesperson/Reader Readings

Jeanet Luiten Jeremiah 31, 27-34

Joyce Wigboldus 2 Timothy 3, 14 - 4.5

Gospel Luke 18, 1-8

Forthcoming Services

23 October 2022

10:30 Eucharist Last Sunday after Trinity

Celebrant Revd. Jacqueline Williams

Duty Warden Intercessor/Assist Communion:

Klaas Prins Klaas Prins

Sidesperson/Reader Readings

Joel 2. 23-end Joel 2. 23-end

Geert Braaksma 2 Timothy. 4, 6-8, 16-18

Gospel Luke 18, 9-14

30 October 2022

10:30 Eucharist, Fourth Sunday before Advent All Saints Day

Celebrant and Preacher Revd. Jacqueline Williams

Duty Warden Intercessor/Assist Communion:

Caroline Siertsema Klaas Prins

Sidesperson/Reader Readings

Patrick Saridjan Daniel 7, 1-3, 15-18

Victor Pirenne Ephesians. 1, 11-end

Gospel Luke 6, 20-31

2 November 2022

19:00 Eucharist Wednesday All Souls Day

Celebrant and Preacher Revd. Jacqueline Williams

Duty WardenIntercessor:Klaas PrinsJoyce Wigboldus

Sidesperson/Reader Readings

Vivian Reinders Philippians 2, 12-18

Gospel Luke 14, 25-33

(Continued from page 7)

Ask Nicely!
In the 1830's, at the inauguration of the gargantuan organ in the Birmingham Town Hall, the Lord Mayor famously introduced the concert to the assembled dignitaries by saying, "And now, the organ will play."

Whereupon, of course, it did not.

Eventually His Honour caught on and revised the introduction, "And now, the Municipal Organist will play the organ."

And he DID!

Hymn or maths?

father had taken his small son to church. The boy listened attentively without saying a word until the clergyman announced: "We will now sing hymn two hundred and twenty-two: 'Ten Thousand Times Ten Thousand', two hundred and twenty-two."

Alarmed, the little boy nudged his father.

An Organist's Memories - Part 2, Australia

In a previous phase of my life, I visited Australia several times, more particularly the state of Western Australia. Usually, on Sunday, my ex- and I attended a church service.

On several occasions, at the end of the service, I did try to have a little chat with the organist. Of course, only if there was an organ in that church! Many, many churches in Australia don't have an organ at all. Still, usually, the significant and major churches do have one.

Personally, I have had the privilege of playing a few four-manual organs, really big ones, in my life, in Holland (Breda, above), in Belgium and Down Under, of course. The latter was in the R.C. St. George's Cathedral in Fremantle, four manuals and 101 stops, a "monster" the biggest organ in the state of Western Australia.

In case you are not familiar with the concept of "stops" (in Dutch: registers) of an organ, then I do invite you to come over to the organ after service, and I will show you and explain .

I had permission to play that organ for one hour on a Monday morning. The (professional) organist was very friendly. After giving me a very brief introduction (he soon became aware that I had some idea), he handed me the keys and, while leaving, said, "enjoy yourself".

Well, I did! I did not have any sheet music with me, of course (one does not drag that all the way to Australia), So I played from memory and improvised a bit, and in such situations, I always ended my "performance" with the "Wilhelmus", the Dutch National Anthem, played with *full* organ! Well, in this church and on this big organ it was an *unbelievable amount of noise* it made the roof rise!..... most impressive..... unforgettable.... And I did enjoy the "naughty boy" feeling.....

That leads to an another memorable event in the Anglican St. John's Cathedral, also in Fremantle. The organ was just a little bit smaller than the one above, but still, eh.... let's say, way too big for St. Mary's. After a Sunday service, I tried to have a little chat with the organist, but he was clearly not interested and downright, how should I say: "politely unfriendly, the English way" (My apologies to English readers) So that did not appear to lead to anything....

However, a few days later, we had dinner with one of my ex's girlfriends and her husband. This lady was one of the top officials of the church council of St. John's. She even had a special parking permit for the area around the church, in the town centre. Such permits were a rarity..... We had a nice dinner and an animated chat, and when I briefly told her

(Continued from page 10)

about my short meeting with the organist. Her reaction was immediate: "Ah, but he is a servant of the church and is being paid as well. Just hang on for a moment!" She grabbed her phone straightaway and rang the organist and in no time it was all arranged, "Thursday-morning, 10 o'clock, the organ is yours."

That morning, a few people were walking around the church. The caretaker, Frank, and his wife worked on some flower arrangements. Well, it turned out that some organ sheet music was lying near the organ, so I could use some of that as well, apart from improvising my own "music".

While playing a Mendelssohn piece, I remember several tourists walking around. Some of them sat down to listen. While playing, all of a sudden I heard some hassle behind me and some 'clicking' sounds, etc.

I turned around a bit to see what was going on, and there were a few Japanese tourists with a big video camera plus sound equipment. Oops, there must be some recorded performance of me laying around somewhere in Japan.

At the end, I, of course, did the same thing, as usual, played "Wilhelmus" with full organ. And, to my utmost amazement, what happened?

The caretaker came rushing to the organ, bowed, hand on his heart, in tears. It turned out that "Frank" (pronounced the English way) was originally "Frank" (pronounced the Dutch way), born and grew up in Rotterdam. Apparently, he hadn't heard "Wilhelmus" for 40 years or so...., and now all of a sudden, there it was, in his church, full organ!!! He was so moved! The power of music! (It made me feel so humble). (To be concluded in the November Issue) © Contributed by Louw Talstra



(Continued from page 10)
"Do we have to
work this one
out?"

Love letter
An advert
appeared in the
student
newspaper of the
university:
Sweet little old
lady wishes to
correspond with
university student
- seeks six-footer
with brown eyes
answering to
initials J.A.D.
Signed.

Name

His mother

Vicar
(benevolently):
"And what is your
name, my little
man?"
Small boy: "Well,
that's the limit. It
was you who
baptised me!"

Late

Sidesman to timid parishioner: Why are you late? Timid parishioner: Church started before I got here.

What?!

I get most of my exercise these days from shaking my head in disbelief.

(Continued on page 12)

(Continued from page 11) Miscellaneous observations on life:

A lot of people want to serve God, but only in an advisory capacity.

It is easy to do any amount of work provided it isn't the work you are supposed to be doing.

Anyone who thinks talk is cheap never argued with a traffic warden.

Anything that is good and useful is usually made of chocolate.

One reason why a dog is such a lovable creature is that his tail wags instead of his tongue.

Shooting season
Butcher: "Sorry,
sir, but I'm all out
of wild ducks. I
could let you have
a fine end of ham."
Customer: "Don't
be absurd. How
could I go home
and say I shot the
end of a ham?"

Henry Ford's secret

When the late Mr and Mrs Henry Ford celebrated their golden wedding anniversary, a

St. Francis - and the Life of Simplicity

Just about the only thing most people know about Francis of Assisi is that he talked to the birds. Church-goers also know the popular hymn based on his famous prayer, 'Make me a channel of your Peace', which was sung at the funeral of Princess Diana.

However, Italy's patron saint, whose feast day is this month (the 4th) was a more complex, and some would say controversial character. His life spanned the end of the twelfth and beginning of the thirteenth centuries. He was born into a very wealthy family, but after what he called his 'conversion' standing before a crucifix. He renounced all his possessions. In fact, he stripped himself of his of his wealthy garments in a public square in his home-town, Assisi.

For the rest of his life he and his followers, including his feminine counterpart. St Claire longed, prayed and worked for a life of simplicity - a lifestyle without luxury or privileges. For the Franciscan brothers and the Poor Claires. This meant no private possessions at all. Francis saw that many poor people without these things, actually seemed to live happier and more fulfilling lives than the ambitious rich. He spoke of a simple life not shaped by money or power but by love and mutual concern. As his hymn says, 'it is in giving of ourselves that we receive'.

Of course, poverty; in our modern western world is seldom a matter of blissful simplicity, as present-day Franciscans recognise. For too many it is a matter of poor diet, over-crowded rooms, rough sleeping and unemployment. The call of today's followers of Francis and Claire is that those who are better-off should 'live more simply, so that others can simply live'. Christians follow a Master who said that he came with 'good news for the poor'. They believe that many of us today can be that good news.



A Letter to Johanna

Dear Johanna,

The last time I wrote to you, I thought I had written one of my last letters to you. I had no idea that there would be so much to tell you.

(Continued on page 13)

(Continued from page 12)

One of the most important things was the death of Queen Elizabeth. That brought back so many memories. And you must also have memories we can share.

We were about 13 or 14 years old and in the second year of the HBS in Deventer. (in England, it is comparable with O Levels)

All the pupils of the secondary schools were in long rows, neatly two by two, walking to the cinema in Deventer. And there we saw two movies, one about the marriage of Elizabeth and Philip with the second movie about Elizabeth's coronation. Both films made an unforgettable impression on me and, if I remember well, on you. Since that time, I have always followed her example throughout my life. And be sure, it was not easy for her. Being a queen in the difficult years after the second world war and with four children who were also not the easiest. Now it comes to me: you have four children, and I have four children. Is there a connection? I wonder now. But Elizabeth has always more or less been one of the persons whose life has influenced my life.

I watched all the programs about Elizabeth's life and also the complete funeral. And I will miss her in the news and all other occasions where she was filmed and broadcasted. Next week on the fourth of October, we celebrate Saint Francis day. There will be a service for whoever can bring a pet, who will get a blessing from our priest. I am planning to go with my little dachshund. Next month you will hear from me about how things are going. Between you and me, I hope it will be a beastly happening. And I look forward to that.

This is a short letter, but I bought two boxes of delicious apples in our church after the service. They have to become apple pie and apple butter because my daughter is fond of the stuff. It is very American, and most Dutch people have no idea what it is. Do you know it? Something between applesauce and Dutch appelstroop, nicely spiced with cloves and cinnamon.

Dear Johanna, stay healthy and have my best wishes for your husband and children.
Your friend
Frica

©Erica Schotman Bonting

(Continued from page 12)
reporter asked them:
"To what do you
attribute your fifty
years of successful
married life?"

"The formula," said Ford, "is the same formula I have always used in making cars – just stick to one model."

Dead cow

A farmer was trying hard to fill out an extensive and complicated railway company claim sheet for a cow that had been killed on the track. Finally, he came down to the very last item: 'Disposition of the carcass.'

After puzzling over the question for some time, he wrote: 'Kind and gentle'.

A prayer for McDonald's

As my five-year-old son and I were heading to McDonald's one day, we passed a car accident. Usually when we see something terrible like that, we say a prayer for whoever might be hurt, so I pointed and said to my son, "We should pray."

An instant later a fervent prayer was heard in the back seat. "Dear God, please don't let those cars block the entrance to McDonald's."

A Long Life is Ended

An aged heart
flutters
And ceases to beat
A long life is ended
But not in defeat!
For ninety-six years
Of duty and love
A long life inspired
By her God above!



For seventy years
The crown she did wear
And "Long live the Queen!" God answered our prayer!
But now she is with Him
God's true to His word
We'll ask Him for guidance
For King Charles the Third!

Her Majesty had a very long life, didn't she? I kind of stupidly didn't really ever come to terms with the obvious fact that she would always be my Queen! But we prayed 'Long live our noble Queen' every time we sang the National Anthem, and God really did answer that prayer, and we should give thanks for that.

Nigel Beeton

Mission Statement

Founded in 1979, the Anglican Church Twente belongs to the Church of England's Diocese in Europe. The Church of England forms a part of the worldwide Anglican Communion of more than 80 million people

The Anglican Church Twente, based at St Mary's Chapel, Weldam provides a Christian ministry in the East Netherlands. Most of the congregation live in the towns and villages of the East Netherlands and across the border in Germany. Some come from further affeld

The Anglican Church Twente holds a service every Sunday at 10:30 am in English. The church offers Holy Communion to all baptized Christians, Sunday School to nurture and educate children in the Christian faith, and a warm welcome to people of all nationalities.

The main aims of the Anglican Church Twente are to:

- † Offer Christian worship by the rites of the Church of England in the English language.
- † Provide pastoral care to all who are in need of such help.
- † Promote a lively fellowship among those who attend the services.
- † Support outreach in Christian ministry wherever there is a need.

Stewardship

We are a self-supporting church and raise all income from our giving and stewardship. As God has blessed us, we thank Him by giving accordingly.

A Prayer for St Mary's

Almighty and everlasting God
Creator and ruler of all things in heaven and earth,
Hear our prayer for the St Mary's family.
Strengthen our faith,
Fashion our lives according to the example of your Son,
And grant that we may show the power of your love,
To all among whom we live.
Inspire us in our worship and witness,
Grant us all things necessary for our common life,
And bring us all to be of one heart and mind
Within your Holy Church
Through Jesus Christ our Lord,
Who lives and reigns with you in the Holy Spirit
One God, now and forever,
Amen.



Views expressed in this magazine are those of authors and contributors and are not necessarily shared by the editor or church leadership.