

Name of Church
New Hope (Fissel's) UCC
Address
PO Box 25 Glen Rock, PA 17327
Conference:
Penn Central
Association:
York
Title
Full-time Pastor
Start Date
n/a
Description
pastor

# **Church Contact Information**

No contact information has been added to this profile.

# **Listing Information**

Web Presences

- Attps://newhopefissels@gmail.com
- Attps://www.newhopefissels.com

*Type:* Other

Type: Professional

#### Additional Formal Ecumenical Affiliations

Glen Rock Ministerium

#### UCC Conference or Association Staff Contact Person

Name:

Rev. Dr. Carrie Call, PhD

# Title:

Conference Minister for Congregational Discernment/Search and Call Penn Central Conference-United Church of Christ

#### Phone:

717-433-3196

# Email:

ccall@pccucc.org



Summary Ministry Description

 Our rural congregation is seeking a pastor who will support us in furthering God's presence in our community. As a congregation, we are fed by vibrant worship including uplifting music and relevant faith education so that our outreach is guided by God's love and teachings. An energetic and dynamic speaker will enable us to envision a community ministry to include care for our congregation and the surrounding community. The outgoing and sociable personality of our prospective minister will bring an energized presence to our worship and support us in building community engagement. We are an inclusive congregation with an existing community presence that we seek to build upon and expand. Is God calling YOU to our corner of York County, PA?

*Vision Statement:* New Hope UCC will further God's presence in our community through vibrant worship, music, education, and outreach guided by faith in God's love.

Church pictures







What we value about living in our area.

• We value the small town atmosphere of Glen Rock and the sense of community. Our church is within one hour of Gettysburg, Baltimore, Lancaster, and 2 hours from Philadelphia.

Current size of membership 180 Average in person attendance 70

Does your church hold virtual worship services?



No

#### Languages used in ministry

Primarily English and rarely Spanish & Sign Language

#### **Position Title**

Full-time Pastor

#### **Position Duration**

Settled

**Compensation Level** 

Full Time

Does the total support package meet conference compensation guidelines?

Yes

Link to current Conference guidelines

Download compensation guidelines

# Scope of Work

Some fields reference The Marks of Faithful and Effective Authorized Ministers of the United Church of Christ.

The United Church of Christ recognizes *The Marks of Faithful and Effective Authorized Ministers* in the formation of ministers, in the practice of active ministry, and throughout life. For the purposes of completing a denominational Profile, ministers are asked to spend some time with the *Marks*.

#### The Scope of Work developed by our church using the Call Agreement Workbook.

No response

3 core competencies that we imagine could be foundational in our next minister's relationship with the church. First:

# Energetic & detail oriented

- preparation and leadership of Sunday worship including scripture study, crafting of liturgy and bulletin, sermon preparation, guiding and sometimes finding lay liturgists, working in coordination with the music director, preaching, offering of prayers
- faith formation and vitality through prayer, Bible study, service, identifying helpful resources and opportunities and helping lay persons take advantage of them
- leadership development by working with people in the church to create ministry and programs
- · strategic planning for current and new directions in ministry
- attend meetings and give leadership as needed to church programs, in collaboration with lay leadership
- · participate in wider church activities such as conference and association meetings
- · faithful financial development and stewardship
- study and prayer to increase faith and to improve skills so as to lead, teach, preach better



· develop youth program with assistance from the pastor

# Second:

# Outgoing & sociable

•

community engagement and leading the way for the church to be an ambassador of God's love

•

weddings and funerals for participants in the worshiping community

# Third:

Sensitive and caring to the needs of the church and its people.

- · pastoral care in collaboration with lay people
- · counseling, listening, and referral and confidentiality
- energizing and deepening the spiritual connections and faith understandings of others in all they do

# **Compensation and Support**

The salary basis comes from the <u>Call Agreement Workbook</u>, equal to Cash Salary plus Value of Parsonage/ Housing Allowance. The Conference can assist in determining these amounts or provide a worksheet to be used to calculate these values.

SALARY AND BENEFITS OFFERED: SALARY BASIS: ITEM OFFERED	AMOUNT OR PECENTAGE(IF DETERMINED)	IS THIS NEGOTIABLE	PASTORAL CANDIDATE DETERMINES
Salary (Cash basis determined from Conference/ Association Guidelines)	-90000		
Housing Allowance	0		
Any Experiential Difference (Related to years of experience)	0		
Sa	alary Basis: -90000		
Pension/Annuity	0		
Social Security and Medicare Offset	0		
Medical/Dental Insurance	0		
Life Insurance	0		
Disability Insurance	0		
Worker's Compensation	0		$\overline{\checkmark}$

If needed, please comment further on your church's salary and benefits for the minister.



#### The expected living situation for our next minister.

Living elsewhere to commute as needed (housing allowance included in salary basis listed above). The pastor is expected to commute from their house to the church. Mileage for pastoral duties will be paid at the IRS mileage rate.

If a parsonage is provided, will the church offer a home equity allowance to the pastor? (The recommended guidelines for a home equity allowance is equal to 1.5% of the average home value in the community; this is considered taxable to the minister. The Housing Equity Offset should not be calculated into the Salary Basis upon which other Benefits are determined. Churches should consult a tax advisor prior to establishing any account for an equity allowance to ensure compliance with IRS rules on nonqualified deferred compensation plans.) No

No response

How our church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment.

No response

Additional reimbursements the next Pastor can expect to receive as part of their employment:

Conference and/or Association meeting registrations

Other meeting registrations (or educational requirement registrations).

Peer and professional supports available for ministers in our association/conferences.

• The Conference offers an annual Clergy Convocation, a wonderful resource, and it is now initiating Clergy Communities of Practice. Lancaster Theological Seminary is very supportive of churches and pastors. The York Association Ministerium meets monthly to provide aid and collegial support, along with the Glen Rock Ministerium.

# Who Is God Calling to Minister with Us?

The ministry goals we envision our next minister collaborating with the congregation to achieve.

- · a pastor who can help us further God's presence in our community
- vibrant worship and relevant faith education to enhance personal growth & community outreach
- pastoral care for our congregation and the surrounding community
- an outgoing and sociable personality to help build community engagement

How our vision of the minister we are now seeking will assist the congregation in making an impact beyond its walls.

- Actively and visibly supporting stewardship
- · Evangelism and local issues
- Visiting the sick
- · Collaborate with local ministers to target those in need
- · Continue to serve the community and add new and fresh ideas

Language requirements or culturally-specific capacities preferred in a next ministerial leader, and why those matter to the congregation's sense of calling.

• English with a basic knowledge of Spanish language and culture as the Hispanic community is growing in our area.



Based on what we have learned about who our church is, who our church's neighbor is, and who God is calling the church to become, these are four areas of excellence from The Marks of Faithful & Effective Authorized Ministry that our next minister will display to further equip the congregation's ministry in these areas.

- Empowering the Church to be faithful to God's call
- · Reflective of Christ's mission, and open to the surprises of the Holy Spirit
- · Strategically creating the future of God's Church
- Exhibiting knowledge, understanding, and continuing study of the Hebrew Scriptures and the New Testament
- · Continuing discernment of one's call in the community
- Exhibiting a commitment to lifelong spiritual development and faithful personal stewardship

# Who Is God Calling Us to Become?

"You shall love the Lord your God with all your heart, and with all your soul, and with all your mind." (Matthew 22:37 NRSV) Who God is calling us to become as a congregation.

• God is calling us to become as a congregation that creates an open, appealing, and engaging environment for families in the community and a congregation that is in touch with the needs of the community and works to address those needs.

How God is calling us to reach out to address the emerging challenges and opportunities of our community and congregation.

- · Donations to House of Hope Ministry for troubled youth
- A free library
- · Donations of Fleece Blankets and Quilts
- · Donations of non perishable foods
- · Donations of school supplies and backpacks
- · Free offering concerts to benefit the community
- · Drive through early morning coffee and prayer
- · Donations to The Well
- · Donations to Hoffman House
- · Donations to Southern York County Pantry
- · Membership with Homewood Auxiliary

Vision statement: New Hope UCC will further God's presence in our community through vibrant worship, music, education, and outreach guided by faith in God's love.

# **Congregation Reflections**

We would describe our congregation's life of faith as...

God is a faithful, loving and forgiving Father who is available to everyone at all times. In our midst, the Holy Spirit works through our church family lifting each other up in prayer and providing emotional or physical support in times of need.

## Strengths or positive qualities of our congregation.

- We are welcoming
- Caring
- Ready to help and support those in need
- Hard working & fun as we spread the Good News!



#### A growing edge for our congregation and what we plan to strengthen as a congregation

We are a very active congregation involved in community outreach. We would like to expand our children/youth ministry. We are in need of a committed, strong, pastoral leader.

#### What worship is like when our congregation gathers.

- Sunday worship takes place primarily in the sanctuary, but sometimes in our outdoor pavilion.
  Worship is based around the Bible and we have a wonderful music director that adds special music to our weekly services.
- We are getting ready to welcome 7 new members into our congregation along with 3 baptisms! Baptisms are a time of joy as we welcome people into our church family.
- Good preaching is meaningful and connects our everyday lives to the teachings of the Bible.
- Additional good preaching words are:
  - Uplifting, dynamic, thought-provoking, relevant to current times, engaging, and captivating

#### The educational program/faith formation vision of our church.

- VBS for youth, prayer team, Sunday School for children and adults, new member classes, confirmation
- The Adult Sunday School Class is watching video tapes of "The Chosen" followed by discussion and prayer. The series really brings the bible to life and is especially meaningful to those that did not grow up in the church. The Adult Sunday School class has a weekly attendance average of 10-12 people.

#### How our congregation is organized for ministry and mission.

· Our church is organized with a church council, worship and music team, pastor search committee, pastor relations

committee, & Spirit of Hope which is a community outreach group.

We communicate through announcements, bulletins, email, newsletters, Facebook,

the church website and occasional mailings.

#### When it comes to decision-making, 4 hours are spent in meetings per month.

#### Is the pastor expected to attend all church meetings?

No

In times when action had to be taken quickly, for example when a crisis or disaster occurred. These were the key leaders in taking this action and this was accomplished by...

In a crisis situation where we had to work quickly, emergency meetings are called, phone calls are made and a mass email is sent out resulting in our congregation working hard and pulling together as a team.

A copy of an organization structure, by laws and/or annual report to further explain the patterns of the church's activity and governance

#### ☑ <u>20240822105207261.pdf</u>

11-Year Report

Download a copy of the 11-Year Report developed with the help of our conference staff and UCC Data Hub.

Download 11-Year Report

#### **Congregation Demographics**



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#### Describe those who participate in your church.

DEMOGRAPHIC	NUMBER
NUMBER OF ACTIVE MEMBERS:	75
NUMBER OF ACTIVE NON-MEMBERS:	105
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	180
ARE THESE NUMBERS ESTIMATES?	
Yes	
Percentage of total participants who have been in the church:	
TIME	PERCENTAGE
MORE THAN 10 YEARS:	85%
LESS THAN 10, MORE THAN 5 YEARS:	10%
LESS THAN 5 YEARS:	5%
ARE THESE NUMBERS ESTIMATES?	
Yes	
Number of total participants by age:	
AGE	NUMBER
0-11	10
12-17	5
18-24	10
25-34	10
35-44	20
45-54	40
55-64	5

75+

ARE THESE NUMBERS ESTIMATES?

Yes

# Percentage of adults in various household types:

65-74

HOUSEHOLD TYPE	PERCENTAGE
SINGLE ADULTS UNDER 35:	5%
HOUSEHOLDS WITH MINORS:	5%
SINGLE ADULTS AGE 35-65:	5%
JOINT HOUSEHOLDS WITH NO MINORS:	50%
SINGLE ADULTS OVER 65:	35%

ARE THESE NUMBERS ESTIMATES?

Yes



#### Education level of adult participants by percentage:

EDUCATION LEVEL	PERCENTAGE
HIGH SCHOOL:	58%
COLLEGE:	15%
GRADUATE SCHOOL:	2%
SPECIALTY TRAINING:	20%
OTHER EDUCATION LEVEL: Military	5%
ARE THESE NUMBERS ESTIMATES?	
Yes	

#### Percentage of adults in various employment types:

EMPLOYMENT TYPE	PERCENTAGE
ADULTS WHO ARE EMPLOYED:	50%
ADULTS WHO ARE RETIRED:	45%
ADULTS WHO ARE NOT FULLY EMPLOYED:	5%

#### ARE THESE NUMBERS ESTIMATES?

Yes

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#### The range of occupations of working adults in the congregation:

Labor, education, business owners, financial and personal services, sales, technology

#### The mix of ethnic heritages in our congregation, and the overall racial make-up.

We are primarily monocultural, mostly due to the community demographics.

#### What diversity means in our context?

Recently there were discussions on becoming an open and affirming church. The idea was tabled due to the transition period we are in.

Has our congregation recently had a conversation about welcoming diversity, or do we plan to hold one on the near future

No

## Participation and Staffing



#### Participation and Planning of Gatherings

WAYS OF CHURCH GATHERING	ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE	WHO PLANS EACH OF THE LISTED GATHERINGS
Adult Groups or Classes (in person or online)	15	Various lay leaders
Children's Groups or Classes	6	Lay leaders
Christmas Eve and Easter Worship	95	Pastor, music and worship team, lay people
Church-wide Meals	75	Lay leaders
Choirs and Music Groups	15	Choir director
Communion (served how often?)	14	Lay leaders, pastor
Community Meals	200	Lay leaders
Funerals (number last year)	5	Pastor and lay people
Outdoor Worship	50	Pastor, worship and music team
Prayer or Meditation Groups	40	Pastor and church secretary
Public Advocacy Work	15	Lay person
Weddings (number last year)	1	Pastor
Worship (digital / online / livestream)	70	Pastor, worship and music team, lay people

#### Worship Times

No Response

#### Additional comments:

No response

List of all members or regular participants in our congregation who are ordained or commissioned ministers, or who hold Lay Ministerial Standing. Additionally the names of Members in Discernment in our congregation.

No Response

Previous pastors or retired ministers who currently hold membership in the church and their role(s) in the life of the congregation:

No response

#### List of all current staff:

No Response

Reflection: What this information reflect about our congregation's overall ministry:

Our congregation is composed of individuals looking toward building a stronger future. We are dedicated, hard working, and deeply care about each other and the community in which we live. We are a congregation looking to grow in all areas.

# **Church Finances**



#### **Current Annual Income**

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	135644
Endowment Proceeds (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)	437
Fundraising Events	12225
Gifts Designated for a Specific Purpose	2550
Total	150856

#### Current annual expenses (dollars budgeted for most recent fiscal year):

195879

Attach most recent church budget, spending plan, operating statement, or annual treasurer's report as shared publicly with the congregation, or – if your church does not pass an annual budget–list current budgeted expenses here.

#### Download church budget

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage?

38

Has the church ever failed to pay its financial obligations to a minister of the church?

No

Is your church 5-for-5, i.e. does it include each of the following contributions during the church year? (indicate those included during the most recent fiscal year)

Our Church's Wider Mission (OCWM – Basic Support) One Great Hour of Sharing Strengthen the Church Neighbors in Need Christmas Fund

## In what way is OCWM (Basic Support) gathered?

Basic Support is a budgeted, fixed, annual amount paid from operating account/general fund account.

#### If calculated as a percentage of operating budget, this is the percentage?

No response

Total amount of loan debt:

No response

Reason for debt:

na

Are capital and other payments current?

No

# **Capital Campaigns**

Description of any building programs projected or underway.

No response

Pictures



#### Description of any capital campaigns in the last ten years:

	YEAR(S)	PURPOSE	GOAL	RESULT	IMPACT
	0		0	0	
	0		0	0	
Description of any capital c	ampaigns underway	or anticipated:			
	YEAR(S)	PURPOSE	GOAL	RESULT	IMPACT
	0		0	0	
	0		0	0	

Description the prominent mission component(s) involved in the most recent (or current) capital campaign.

No response

#### Does your church have an endowment?

Yes

What is the market value of the assets?

493616

#### Are funds drawn as needed, regularly, or under certain circumstances?

regularly

#### What is the percentage rate of draw (last year, compared to 5 years ago)?

same as 5 years ago

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years:

the draw is used if needed to meet our obligations

#### At the current rate of draw, how long might the endowment last?

The principal is intact and the endowment will last indefinitely.

#### Please comment on the above calculations or estimates:

No response

#### Other Assets

investment/Ameriprise 274027

#### Reserves (savings):

56708

#### Investments (other than endowment):

No response

#### Does the church have a parsonage?

No

#### Description of all buildings owned by the church:

The church owns a stone house used by the House of Hope - York, PA. ministry. The church owns a large pavilion, a cook shack, a small storage building, a small garage, and the church building itself.

#### Description of non-owned buildings or space used or rented by the church:

na



Exterior access such as ramps for wheelchair users or people requiring other mobility assistance Accessible parking spaces Interior access to different floors for wheelchair users or others with mobility aids (elevator, chair lift, ramps) Closed-captioning on sanctuary screen and/or livestream Wheelchair access in bathrooms Handrails on all stairs Sound system in sanctuary and other meeting places (fellowship hall, large meeting rooms, etc.) Accessible bathroom on each floor

#### Which spaces are accessible to wheelchairs:

Large print bulletins

The stone house, the cook shack, and the small storage building are not accessible to wheelchairs. The choir loft and the pulpit are not accessible either. There is no designated wheelchair area in the sanctuary besides the front and back/

Policies regarding financial practices of the church:

- The financial secretary is responsible for receiving all records of monies, recording the tithes and offerings of members, and accountings of receipts from organizations. In cooperation with the treasurer, he is to provide the council with a monthly report and the church with a written quarterly report. The financial secretary shall be bonded.
- The treasurer is responsible for receiving monies and depositing same. She is responsible for paying all authorized obligations of the church. In cooperation with the financial secretary, she is to provide the council with a monthly report and the church with a written quarterly report. The treasurer shall be bonded.

# Reflection: After reviewing the church's finances and assets described above, what this information reflects about our congregation's mission and ministry:

The church's finances reflect that we as a congregation are good stewards of the monies received and wisely invest said monies in our mission and ministry.

## **Historical Information**

Significant happenings in the history of our church that have shaped the identity of our congregation.

- 1. Merging two congregations into one in 1997 (UCC and Lutheran joined to be UCC).
- 2. Rebuilding after a fire two times, once in the late 1860's and once in the early 1900's.
- 3. Changed from interim pastor to full time pastor.

#### A specific change our church has managed in the recent past.

We decided to go from a part time pastor to a full time pastor in 2019.

# Every church has conflict, some minor, some larger. "Where two or three are gathered, there will be disagreement....". These are our congregation's values and practices when it comes to conflict.

We had a conflict with a former pastor where complaints were registered. A committee, Council, and the Penn Central Conference helped us resolve the conflict. We learned we could depend on the Penn Central Conference to guide us through that challenging time.

#### The most recent major conflict through which our church has navigated.

The previous answer was our most recent major conflict.



#### Ministerial History:

Name: J. Richard Bishop	Years of service: 10	(UCC Standing)
Name: Larry Knutson	Years of service: 2	(UCC Standing)
<i>Name:</i> Raymond Good	Years of service: 13	(UCC Standing)
Name: Julian Hall	<i>Years of service:</i> 6	(UCC Standing)
Name: David Stewart	Years of service: 3	(UCC Standing)
Name: Peter Seiler, Interim	Years of service: 1	(UCC Standing)

#### What our church has learned about itself and its relationship with people who provided ministerial leadership.

We were reminded that pastors are human and sin just like all humans do, they are not God or Jesus, but merely a leader to help us grow in our faith.

#### Has any past leader left under pressure or by involuntary termination?

# Yes

Has your church been involved in a Situational Support Consultation?

#### Yes

Has a past pastor been the subject of a Fitness Review while at your church?

# Yes

Has a previous minister been a contributor to conflict following their tenure as pastor?

No

# Community Vision

## How the relationships and activities of our congregation extend outward in service and advocacy.

We are a very active congregation with regard to service in our community. For example, we are active in the following: Operation Christmas Child Community Bible School Relay for Life Cancer Research House of Hope Southern Community Services - clothing, school supplies, non perishable food items, blankets Fellowship of Christian Athletes monthly breakfasts for the local high school Drive through prayer and coffee Little Free Library Labyrinth reflection area for the community Outreach to shut-ins through visiting, communion, and singing Free Christian concerts open to the community

## Our congregation's participation in meetings, relationships and activities connecting the wider United Church of Christ.

We send representatives to the Penn Central Conference meeting yearly and to the York association banquet and meeting.

# How our church engages with the community organizing movements in our community.

participate in the community Crop Walk collecting food and clothing to be distributed at local food banks and churches



Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations, through <u>Just World Covenants</u> or affiliations with other groups. Check any of the following partnerships which your congregation has formally adopted, or movements which otherwise apply to your congregation.

Creation Justice. Immigrant Welcoming.

What the above statement(s) mean(s) to our community. How our congregation plans to work toward the above statements of witness in the future.

No response

Our congregation's participation in ecumenical and interfaith activities (with other denominations and religious groups, local and regional).

New Hope participates in community services with area churches during the season of Lent and the Easter sunrise service.

How our mission statement compares to the actual time spent engaging in different activities.

Our mission statement is aligned with the actual time spent engaging in outreach ministries.

The scope of work assigned to our pastor(s). How their community ministry and their ministry in and on behalf of the wider church accounted for in the congregation's expectations on their time.

New Hope allows the pastor to budget their time spend on wider church ministries and activities with congregational support.

# The ARDA or MissionInsite Reflection

ARDA/MI File

No response

From looking at our congregation's The ARDA or MissionInsite report, these trends and opportunities are what stood out to us.

No response

How our congregation's internal demographics compare or contrast to a) the neighborhoods adjacent to our church, and b) other neighborhoods with which our church connects.

Our church's internal demographics are very similar to other churches in the area.

#### How the demographics of the community are currently shaping ministry, or not.

The community is growing, and New Hope seeks to adapt to the growing needs of the community in its ministry.

#### What we hear when we talk to community leaders and ask them what our church is known for.

Our church is known for a welcoming environment, fellowship, food, fun church events like concerts, outdoor picnics, egg hunts, bible school, and community outreach.

#### What new people in the church say when asked what got them involved.

They comment on being invited, receiving a warm welcome, knowing others in the congregation, or attending various events held by the church.

#### References

☑ Wade Bowers
Completed:Wednesday, Aug 28, 2024
I serve as an advisor for Fellowship of Christian Athletes that meets at the church.
Mobile Phone: 7178582459
Reference Response
Our FCA group meets at the church once a month and this church is so welcoming and accommodating to our students and leaders.
Feel free to call me at anytime with any questions. 717.858.2459
C Lori Ziegler

It will not let me fill information in here except this. See below



#### Other: 717-887-2359

#### **Reference Response**

The was reference was request to me by Toni Shearer the Chairperson of the search committee New Hope Fissel's Church. We are truly blessed by this church family as they have touched many teens and their families lives to help them be rebuilt, redeemed and restored by the power of Christ's love. You can visit our website: <u>www.houseofhopeyork.org</u> for more information.

🗖 Julian Hall

Contacted: Thursday, Oct 17, 2024

Email Address: julianedhall@gmail.com

Personal: 717 6372501

Reference Response

No response

# **Closing Prayer**

Here I am, Lord. Is it I, Lord? I have heard you calling in the night. I will go, Lord, if you lead me. I will hold your people in my heart

## Statement of Consent

#### 1. Which individuals and groups in the church contributed to the contents of this Local Church Profile?

For example, church council or consistory, transition team, etc.

Pastor Search Committee (members chosen by the congregation) and the Financial Secretary have contributed to the profile. Toni Shearer- Chairperson Don Markle Tammy Herbert June Russell Pam Seibel Ellen Wilson Vicky Petrucci Jon Wherley Katie Thayil Nicole Smith Harold Fritz

#### 2. Additional comments for interpreting the profile:

New Hope Fissels has a warm and welcoming family of church participants that are extremely supportive of each other and willing to help with the codntinual process of maintaining the church facility and uplifting each other. A full time pastor would be able to rely on the church members to help fulfill any needs he or she may have. New Hope UCC has an outstanding reputation in the community evidenced by the many projects and families they help in time of need.