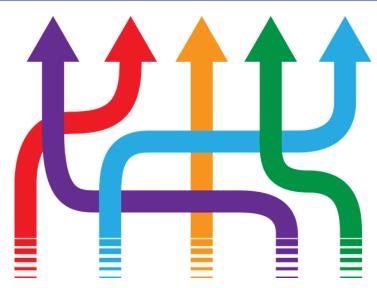
# Grace Notes

## One New Episcopal Church From Two Historic Parishes

Volume 5 Number 5 May 2025



Happy May, everyone!

I want to take this moment to remind us where we are in the Church program year and to inform you about some recent remarks from Bishop Matt at the priest's gathering that relate directly to Grace. First, the remarks about the program year.

As you recall, the Church program year begins on the first Sunday after Labor Day and runs through the end of June. Summer in July and August is a time of rest and slowing down for all, gathering supplies for the next program year, making administrative and programatic changes for the next year, etc. So, my remarks for May about the Church program year are... Congratulations! We made it! Yahoo!

As you can see from the articles and photos contained herein, we had a lot going on in April: our usual full ministry of activities as an engaged church, full Holy Week services, a bishop's visit, receptions...and more. Boy are we an active church! Thanks be to God! Enjoy this newsletter and consider sharing with a friend looking for a great, engaged faith community. All are welcome!

At the three-day priest gathering that took me to Port Jervis after Easter, Bishop Heyd said a number of interesting things that I want to share with you and relate to Grace. First, he affirmed his core theological premise: the Holy Spirit moves at ground level. As you've heard me say before, this is his way of affirming that the Holy Spirit doesn't just hang out downtown at the Cathedral, but is present in our parishes and daily lives too. He reminded us of his Mission priorities: 1) Care of one another as Christians, 2) Care for our parish and local communities, and 3) Preach the Gospel.

He said a number of important things about parish life: "the mission priorities of a parish define who they are, what they do, and how they do it." "We are living in a time of both abundance and struggle." "Healthy systems know who they are, and they are embedded locally." "The crazier the world gets, the heavier our work gets."

Under Bishop Matt's leadership, the Diocese of New York is in a time of discernment, just like Grace. The diocese is clarifying its sense of identity as an Episcopal institution and realigning its resources — its money, people, assets, buildings, faithfulness, activities, etc. — just like Grace. At the Priest Gathering, for example, we learned that the deconsecrations during Holy Week were not an aberration and will now happen every year. There are already a number of parishes lined up for next year. My take-away from this news was that parishes who have not clarified their sense of Episcopal identity for the current times, have not actively realigned themselves to be engaged in the local community, and are not living and preaching the good news of the Gospel will be shuttered sooner rather than later. There is no more "later." The needs of the world now are just too great and all Episcopal institutions are in a great position, if they choose, to make an existential difference. The Bishops expect all parishes in the Diocese of New York now to choose to make a tangible difference.

Grace made that choice to remain a tangible difference-maker in the lives of people in Ossining when our two parishes merged. Thanks be to God! As you know, the vestry is discerning a process that will help Grace, as a whole parish community, discern who we are, how we can best support Ossining in its contemporary needs, and continue to preach the Gospel. More on this vestry work will be shared as it gets clarified and unfolds.

Please pray this adapted prayer for Grace, regularly. It comes from our Book of Common Prayer (page 818):

Almighty and everliving God, source of all wisdom and grace, be present with us who discern for the mission and continuation of Grace Church. Teach us in all things to seek first your Holy Spirit and guidance, your honor and glory. Guide us to perceive your will for Grace, and grant us both the courage to trust you and the faith to accomplish what you desire; for the sake of Him who is Lord of All, our savior Jesus Christ. Amen.

With love and prayers,

Fr. Hal+





WELCOME, RESURRECTION!

A story of hope and new life could not come soon enough for me! From late winter into early spring, we've experienced social and economic upheavals that are historic. The news reports of people being disappeared has directly impacted my day-to-day work life. There are far fewer immigrant business owners and families coming to my workplace. They are far less visible in the community. The economic uncertainties have directly hit small business owners who I know.

Our Easter season certainly isn't going to fix or change any of this reality. What the Resurrection does, though, is change me and change us. It gives me courage. It is the great affirmation of the power of love and hope. In Bishop Matt's morning prayer this week, he delivered a reflection that urged us all to live the Resurrection by trying something new. He had written a new prayer and was urging us to reexamine our private prayer time.

Finding a new way, trying something new, can apply to anything. This can mean seeking a new perspective on an issue you care about, or volunteering or donating to support an initiative.

Jesus made it clear from the beginning that he would be doing the work of resurrection. He would be making things new, and whole, and full of life. I live into Resurrection by trying to do the same.

## Deacon Jean Marie

P.S. Please note, our discussion of *The Seven Deadly Sins of White Christian Nationalism: A Call to Action*, by the Rev. Carter Hayward resumes this Sunday, May 18<sup>th</sup> after worship.



## **OUR UPCOMING SERVICES**

May 4	10:30 AM	Holy Eucharist (Trinity Campus)	Third Sunday of Easter
May 11	10:30 AM	Holy Eucharist (St. Paul's Campus)	Fourth Sunday of Easter
May 18	10:30 AM	Holy Eucharist (Trinity Campus)	Fifth Sunday of Easter
May 25	10:30 AM	Morning Prayer and Baptism (St. Paul's Campus)	Sixth Sunday of Easter

All Sunday services are live streamed to our YouTube channel. And you can also find them there and on our Facebook page after the service is over. The links are:

YouTube Channel: <a href="https://www.youtube.com/channel/UCP1qGAuJllxWU82">https://www.youtube.com/channel/UCP1qGAuJllxWU82</a> ucCKEGA Grace's Facebook page: <a href="https://www.facebook.com/graceossining/">https://www.facebook.com/graceossining/</a>

## New Trees for Our Campus—and the Environment!



On Sunday, May 11<sup>th</sup>, after our service, we will be planting seven thuja trees, generously donated by Carolyn Black. These trees, in addition to beautifying our St. Paul's campus, will contribute to the cleaning of our air. Through a process called photosynthesis, leaves pull in carbon dioxide and water and use the energy of the sun to convert this into chemical compounds that feed the tree. As a by-product of that chemical reaction, oxygen is produced and released by the tree. It is proposed that one large tree can provide a day's supply of oxygen for up to four people.

## Maundy Thursday Dinner

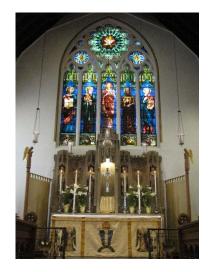




## EASTER DAY 2025









Altar of Repose

High Altar

Service Altar



## BISHOP MARY GLASSPOOL VISITS GRACE



We received Beatrice DiMartino and Christa Grant into Communion in the Episcopal Church! Welcome!









The Rev. Hal Roark Grace Episcopal Church P.O. Box 108 Ossining, NY 10562

April 28, 2025

Dear Hal+,

Words simply won't do it in expressing my profound gratitude to you and to all the wonderful people of Grace Church Ossining for the visitation we shared yesterday – the Second Sunday of Easter. In the midst of all of the very real issues of transition, Grace Church Ossining shines like a star and certainly has a role to play in providing a model for the rest of the Diocese. Thank you.

You have so many talented people serving with you at Grace. Kate Pendzuk, serving as my Chaplain, met my every need, anticipating some I didn't even know I had! Lay readers and greeters were excellent and took appropriate pride in their roles, liturgical and otherwise. Beatrice DiMartino and Christa Grant were a delight to meet and get to know, and it always gives me great hope for the future of the Church to know such quality people are wanting to further their own commitment. You have an extremely talented musician in Suji Jung, and the choir was exquisite.

The Vestry Meeting was also moving to me, with leaders of the church expressing the realities of their individual and collective hope and fears. I was most impressed with the honesty and authenticity of our discussion and will eagerly look forward to seeing how events unfold in the life of Grace Church.

The feast following the service was just that: a feast! Thanks to all who contributed in any way to such a joy-filled and celebrative gathering. I was overwhelmed (in a good way) by the congregation's graciousness and generosity. Sue Monroe's creative talent and the wonderful photo of Pope Francis and that female bishop is something I will treasure forever. I've read the card several times and those messages, and the people who wrote them, I will also hold in my heart

Hal+, you are a consummate priest and pastor: intelligent, experienced, compassionate, fun, and most and best of all: *loving*. You love your people and they love you right back. It is such an honor to serve with you in this Episcopal Diocese of New York, and I look forward to whatever God has in store for each of us in the future.

With love in Christ,

THE RIGHT REVEREND MARY DOUGLAS GLASSPOOL ASSISTANT BISHOP OF THE EPISCOPAL DIOCESE OF NEW YORK

1047 AMSTERDAM AVENUE NEW YORK. NY 10025 T: 212.316.7442 E: BPGLASSPOOL@DIOCESENY.ORG

## WARDENS' REPORT: RESEARCH, REFLECTIONS & RECOGNITION

 We are pleased to report that the recent lab testing of the air quality in the St. Paul's campus choir loft, the pulpit, and hay loft all passed inspection. We are most indebted to Milton Kerr and the inspector he retained. We are grateful that the results showed our music program and worship are celebrated in a safe space. Amen!



- Under Graham's leadership, the vestry has officially begun
  its discernment on the issues related to the long-term feasibility of Grace's current twocampus model. We will produce a report to the parish outlining our deliberations, our
  process, projected timeline, and next steps when we have compiled our data and can
  share our findings. Our parish will become a part of the discernment before we are
  done.
- The Episcopal Diocese of New York de-consecrated Saint Mary's Scarborough during Holy Week, many people we know attended this event. <u>Click here</u> for the article reporting this.
- Thanks to everyone who worked on all of the logistics (flowers, food, music and audio equipment upgrades) needed to get Grace prepared for Holy Week events: Maundy Thursday Dinner & service on the hill, the all-night vigil and a glorious Easter Sunday downtown! We had 90 attendees celebrating Easter at Grace!
- We were most honored to have Bishop Mary Glasspool celebrate our service last Sunday. The bishop officially received Beatrice Dimartino and Christa Grant into the Episcopal Church. The bishop was very sincere in expressing her feeling a little anxious after she retires this June, she made history as the first lesbian ordained as bishop in the Anglican Communion. Her work and beautiful 43-year legacy were celebrated in our parish hall. Sue Monroe posted a photo of our bishop being blessed by Pope Francis and we all had a chance to sign the rainbow greeting card Sue designed for the occasion.

We know that we have much work to do to discern Grace's future, we ask you all to pray, reflect and ask for God's guidance on our journey ahead!

Wardens: Graham Gulian (2026) ggulian@gmail.com

Cecilia Quintero (2027) cquintero 1506@gmail.com

Vestry Members: Ann Barringer Spaeth (2027) abspaeth55@gmail.com

Alison Ford (2028) <u>alisonford@msn.com</u> Milton Kerr (2027) <u>mkdj46@yahoo.com</u>

Jo Ann McGrath (2026) <u>mcgrathinator@gmail.com</u> Maribeth Osgood (2028) <u>mbosgood@outlook.com</u> Kate Pendzuk (2026) <u>katependzuk@gmail.com</u>

## **GRACE HOSTS A SEDER**







I would like to thank Father Hal and my Grace Church family for their love and support in attending the Memorial Service for the blessing of Lord Maxington's ashes.

I know that Lord Maxington was loved by many.

Regards,

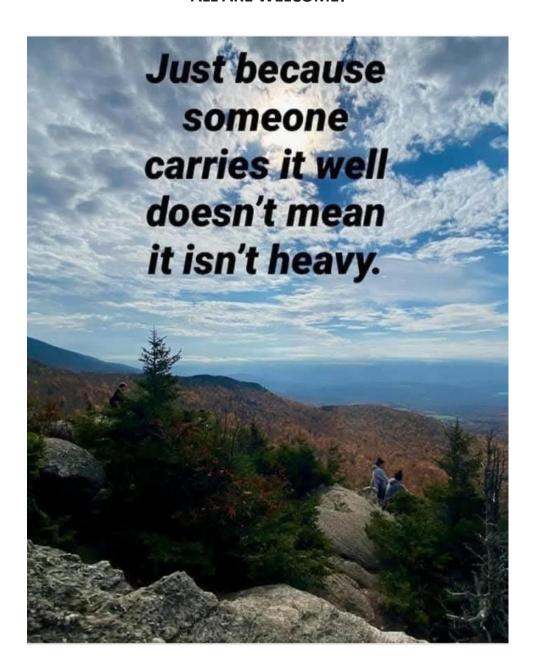
**Charles Korr** 

## GRACE GRIEF GROUP

We will meet Saturdays: May 10<sup>th</sup> & 24<sup>th</sup> at 10:00 AM in the Family Room on the St. Paul's Campus of Grace Church – 40 Ganung Drive, Ossining, NY

The Grief Group welcomes anyone in the community who may be seeking support because of the loss of a loved one. There is no need to register.

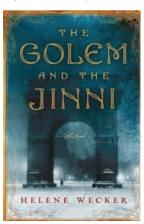
## **ALL ARE WELCOME!**





**The Golem and the Jinni** by Helene Wecker is our next book. Combining the genres of historical fiction with elements of fantasy, it was a huge bestseller! It is time to finally land on a date for this selection. I am thinking about **Sunday, June 8**<sup>th</sup>.

Let me know via my email: <a href="mailto:cquintero1506@gmail.com">cquintero1506@gmail.com</a>



## **OSSINING PUBLIC LIBRARY**

Please remember these upcoming events in May:

**Saturday, May 10<sup>th</sup>** The Friends of the Library is hosting an Etsy Spring Makers Market from 10:00-4:00 in the lower level of the library. Maybe you will find a gift for Mother's Day? A portion of proceeds will support programs and resources sponsored by the Friends of the OPL.

**Tuesday, May 20<sup>th</sup>** OPL Budget Vote & Board of Trustees Election from 7:00 -9:00 in the Ossining High School gym.

### From Cecilia Quintero:

While my service on the Library Board ends this June, I will always be proud to continue to support the director and the wonderful staff and volunteers who do an amazing job in providing programming for all ages: homework help, job search coaching, bilingual programs, concerts/films, museum passes, and more for their patrons in our community. OPL is a real gem!

## **FACES OF OSSINING**

Have you ever wanted to see yourself captured in a one-of-a-kind portrait? Now is your chance! *Faces of Ossining* is a unique art show at Bethany Arts Community celebrating the heart of our community— YOU! Artist Jack Berkowitz will take photographs of participants, then create original drawings of the people who make Ossining unique: shop owners, parents and children, teachers, seniors, cultural leaders, and more. He'll be coming to our Trinity campus after the service on May 4<sup>th</sup>, so it will be easy to participate! Or to schedule a photo session with Jack, email Julia Schonberg at julias@bethanyarts.org or call BAC at 914-944-4278

Whether you've lived here for generations or just arrived, your story is part of Ossining's rich tapestry. Don't miss this chance to be drawn and celebrated. Get involved! Become part of something unforgettable.

Faces of Ossining will be on view at Bethany Arts Community in November 2025. Stay tuned for more information. Visit us: <a href="https://www.BethanyArts.org">www.BethanyArts.org</a>

## LOOKING GOOD!



Charene, Darryl, Brandon, and Tyler visited with Julie Gross, a long-time St. Paul's parishioner, while visiting Williamsburg, VA. Julie says "Hi to all!" She misses everyone dearly. While she has slowed down a step or two, she lovingly made a cake for us to enjoy.



A MESSAGE FROM SUE BAYLISS As included in her Memorial Bulletin

Thank you for your love, prayers, and support during my life.

Remember that God is always walking by your side with His everlasting arms there to catch you when you fall or stumble, through all difficulties He is there. I am looking forward to seeing you in Heaven and know that if there is a choir I'll be there singing praises to my King. Please remember to encourage each other, thank God for all He has done daily, and pray for each other.

I am thankful to have taught Scripture for over 30 years, to share God and Jesus with many children and to teach them how He made them unique and how He loved them.

Please remember my name Suzanne means lily and my second name means Princess of the Lilies, so not only was I a Princess of God and a child of the King, but my name also says I am a princess.



## Rivertowns Episcopal Parishes Action on Inclusion and Race

JOIN US AT 7:30 P.M. ON TUESDAY, MAY 6th

# DEFENDING THE VULNERABLE: Where We Stand Today



These are times of threat and uncertainty for immigrants, people of color, trans people, and others who may be targeted in Westchester County. Join REPAIR at Christ Church San Marcos in Tarrytown on the evening of Tuesday, May 6th, for a panel discussion and open conversation about the challenges we face as a community. We'll hear from local clergy about current conditions and ongoing activities, from maintaining food pantries and supporting trans youth to responding to messages of hate. We'll also invite representatives of other local groups to share their experiences. And we'll offer a collection of information resources regarding such issues as the legal rights of immigrants, efforts by religious groups to

provide sanctuary, and current threats to voting and free speech rights.

Our two main focuses for the meeting: (1) What is actually happening on the ground, beyond the media headlines? (2) How can our parishes and the members of REPAIR help to defend those who are vulnerable at this time?

Meeting Date: Tuesday, May 6th, 2025 Meeting Time: 7:30 p.m. to 9:00 p.m. Meeting Location: Christ Church San Marcos, 43 S. Broadway, Tarrytown, and online Zoom Link: Click here.



April 9, 2025

Grace Episcopal Church Grace Episcopal Treasurer Beth Leib Pollack PO Box 108 Ossining, NY 10562-0108

Dear Beth,

Thank you very much for your donation of \$262. Your gift allows us to continue standing with immigrant families during these challenging times.

With your support, we are prepared to meet this stark moment. Neighbors Link will continue to offer expanded legal aid, resources, and advocacy, serving and uplifting those who call this community home. Our commitment to standing shoulder-to-shoulder with immigrant families remains steadfast, and your contribution reaffirms the shared values that bind us together.

Your gift ensures that our mission continues and that the principles of justice, resilience, and mutual respect prevail. Thank you once again for your support.

Sincerely

Adrienne Vogel

**Development Director** 

they pr standy withus duy a time of heightened breed for support an Neighbors Link Corp. (Federal ID# 13-4088125) is a 501(c)(3) not-for-profit organization. In accordance with IRS guidelines, we confirm that no goods or services have been given in exchange

for your gift. Please retain a copy of this letter for your records.

frul appreated



## ANTI-RACISM IN-PERSON WORKSHOP

This in-person workshop will take place on two consecutive Saturdays (May 3 and May 10) from 8:00 AM to 3:00 PM
At Trinity St. Paul's Church, New Rochelle, 311 Huguenot Street

The diocesan Antiracism Workshop is a key initiative of the Antiracism Committee. The workshop's purpose is to help us become aware of how the sin of racism impacts ALL our lives, and how we all unconsciously and consciously participate in racist systems. We generally conduct three workshops a year in the fall, winter, and spring. All workshops require pre-work which includes viewing videos and completing online exercises. Dialogue is the foundation of the two-day in-person workshop. We use group exercises and examine scientific and historical evidence (video format) concerning the origins of the concept of race and its legacy. There is no cost to register and attend for members of our diocese. At our in-person workshop, continental breakfast and lunch are provided. Of the hundreds of workshop participants, 98% have found the workshop to be at least "moderately useful" with a great majority indicating it would be "very useful" or "extremely useful" in their work and daily lives.

Approximately four weeks before the date of the first workshop session you will get an email with the subject: Time Sensitive Information regarding the EDNY Anti-Racism Workshop. This email will ask you to confirm attendance and will provide logistical information on the location and the pre-work to be completed before the workshop. We ask everyone to reconfirm within a week of receiving the email so that we can open slots to anyone on the waiting list.

**If you want to attend, you should register immediately**, as information will be sent in the next week or so. Click here to register and for more information.

## 



Requiem by Maurice Duruflé The Peaceable Kingdom by Randall Thompson Dark Night of the Soul by Ola Gjeilo May 17 & 18 at 3 p.m.

Irvington Presbyterian Church

18



Episcopal Diocese of New York

# Faith in the Public Square

Wednesday, May 7th Wednesday, June 18th Wednesday, July 16<sup>th</sup> 7 pm -8:30 pm EST

webinar

This three-session series brings together theologians and leaders to discuss theological questions that are immediate right now. The first discussion in the lineup, titled "Faith Formed In Refuge: How Exile And Refuge Influenced The Spirituality Of The Book Of Common Prayer," will explore how the worship and belief of the Church of England, and thus of the Anglican tradition, was formed through dialogue with the Reformation traditions in Europe. A live discussion will follow, led by The Rt. Rev. Allen K. Shin (Bishop Suffragan of New York), featuring theologians and leaders from various backgrounds. You can <u>click here</u> to register for this session and future ones in the coming months.



## News & Needs

## **Governing by Fear and Intimidation**

This year's Volunteer New York! Volunteer Spirit Awards honored Freshta, an Afghan refugee and member of the Open Arms community. Her close friend "M"

was there and was moved by Freshta's story and the ovation by 600 attendees. A warm welcome, safety, and hope are at the core of Open Arms' work.

Only minutes later, M received a bone-chilling email from the Department of Homeland Security. (Take a minute to read it, at right, or just the first and last lines.)

M's face turned white, her joy replaced with tears. We confirmed with attorneys that M was not subject to deportation. We consoled her. But the wound is already inflicted. The pain does not go away because the knife is withdrawn.

This mass email is morally wrong. We are assessing how to respond.

## To join the campaign, go to:

Facebook.com/OpenArmsForRefugees/Instagram: @Open.Arms.For.Refugees

## To get more info, go to

OpenArmsForRefugees.org/GetThemOut



#### 04/11/2025

#### **Notice of Termination of Parole**

It is time for you to leave the United States. You are currently here because the Department of Homeland Security (DHS) paroled you into the United States for a limited period...

DHS is now exercising its discretion to terminate your parole. Unless it expires sooner, your parole will terminate 7 days from the date of this notice.

If you do not depart the United States immediately you will be subject to potential law enforcement actions that will result in your removal from the United States — unless you have otherwise obtained a lawful basis to remain here. Any benefits you receive in the United States connected with your parole - such as work authorization - will also terminate. You will be subject to potential criminal prosecution, civil fines, and penalties, and any other lawful options available to the federal government. DHS encourages you to leave immediately on your own. You can use the CBP Home mobile app on your phone to make arrangements for your departure. If you are departing the United States via land, you should report your departure once outside the United States via that same app. If you are having trouble reporting your departure via land, visit https://194.cbp.dhs.gov/home for more information about voluntarily reporting your departure.

Again, DHS is terminating your parole. Do not attempt to remain in the United States - the federal government will find you. Please depart the United States immediately.



Facebook

# Honor & Celebrate Asian American Pacific Islander Heritage & Ministry

New York Episcopal Asiamerica

### **AAPI Month Celebration**

Saturday, May 10, 10:30 AM - 12:00 PM
The Cathedral Church of St. John the Divine
1047 Amsterdam Avenue, New York, NY

Join us for a Diocesan service in celebration of AAPI (Asian-American Pacific Islander) month with celebrant The Rt. Rev. Matthew Heyd (Bishop of New York), preacher, The Rt. Rev. Allen Shin (Bishop Suffragan of New York), and guest, The Rev. JoAnn Lagman (Missioner for Asiamerica Ministry). Reception will follow.

The service will also be live-streamed for those wishing to join us from home. Click here for the link to the livestream. No registrations required, open to all.

Additionally, if you would like to sign up to be a part of the choir for this service, you can <u>sign up here</u>. Please note that choir singers would need to arrive at 9:00 am for rehearsal.



## SAFE CHURCH IN-PERSON TRAINING

Saturday, May 10th, 9:00 am - 3:00 pm

St. Thomas Church Fifth Avenue

1 W 53rd Street, New York, NY 10019

Haven't completed your Safe Church Training yet? Join us for an in-person Safe Church Training session with EDNY, where you can complete the required online Praesidium modules in a supportive, community-based setting. You'll have the opportunity to ask questions, receive guidance, and learn alongside others.

Please bring your laptop and headphones. If needed, you can request to use an Episcopal Diocese of New York Chromebook when registering.

**Note:** This session is not the same as the previous "in-person" Safe Church training offered several years ago.

Can't attend this date? Save the date for the next session on June 2 at Grace Church, Nyack.

Click below to register, and contact Canon Alissa Newton at anewton@dioceseny.org with any questions.



## **MAY EVENTS**

- 3 Hospitality Steering Committee (11:00 AM, Trinity Campus)
- 10 Grief Group at Grace (10:00 AM, St. Paul's Campus Family Room)
- 10 Carolyn Black's 80<sup>th</sup> Birthday Party (Noon, St. Paul's Campus)
- 11 Mother's Day (10:30 AM, St. Paul's Campus)
- 11 Planting of Trees (Noon, St. Paul's Campus)
- 24 Grief Group at Grace (10:00 AM, St. Paul's Campus Family Room)
- 24 Grace serves at Loaves and Fish (4:00 PM, Trinity Campus)
- 28 Vestry Meeting (7:00 PM, St. Paul's Campus)
- 31 Bishop Glasspool's Retirement Celebration (10:30 AM, Cathedral of St. John the Divine)

May Birthdays						
Raymond Farrell	1	Christine Holsten Schuler	12			
Jessica Kamp	2	Oliver Gulian	14			
Nicola Kenny	3	Michael Roman	15			
Melanie Rowe	5	Charles Korr	18			
Carolyn Black	6	Jayson Aryee	19			
Ken Shepard	6	Steven DiLoreto	23			
Alexis Cullen	11	Rick Caulfield	28			
Cecilia Quintero	12					

## **MAY ANNIVERSARIES**

Patricia and Carl Gonsalves	2
Dorothée and Rick Caulfield	5
Joe Scappaticci and Jean-Charles DeOliveira	21
Allison and Noel Echevarria	22
Luis and Susan Madera	29



## **CLERGY**

The Rev. Hal Roark, Priest-in-Charge The Rev. Jean Marie Angelo, Deacon

## **VESTRY**

Graham Gulian, Warden Cecilia Quintero, Warden Jo Ann McGrath, Clerk

Ann Barringer-Spaeth Alison Ford Milton Kerr Maribeth Osgood Kate Pendzuk

### **STAFF**

Beth Pollack, Treasurer
Tina Farrell and Tamsen Hernández, Parish Administrators
Suji Jung, Music Director
Katherine Pendzuk, Verger
Megan Whalen, Bookkeeper
Anthony Sena, Sexton, St. Paul's Campus
Pablo Montoya, Sexton, Trinity Campus

## MISSION STATEMENT

To love God is a call to action. Strengthened by prayer, worship, and study, Grace Church embraces and serves all people, the earth, and every living thing.