Annual Report 2020

Impact Stories 2020
Features include: Embrace WA, YWCA Spokane Pathways to Healing and more.

Recent Events
Take a look at our events from 2020, as well as our exciting upcoming events for 2021.

Your Generosity
We couldn’t do this without our volunteers and donors. Check out those who have been working with us.
A Message from the Board Chairman

As we move forward into the new year, it’s important to thank all the directors, volunteers, and donors who have helped us get to where we are today. The Foundation enters 2021 with great enthusiasm for its mission to help disadvantaged kids in the Spokane and Coeur D’Alene region. Last year was a challenging year for all of us, but due to a lack of resources, it was especially difficult for disadvantaged children. However, as we have turned the page in 2021, the future looks brighter than ever.

We believe it’s vital that every child has an opportunity to succeed, no matter who they are. Regardless of economic status, religion, race, disabilities, or sexual orientation, all children deserve love and equal opportunities as they learn and grow. It is our vision to make sure that every kid develops the self-confidence they need to succeed. As successful adults, most of us can attribute our success to having someone who believed in us. Without this, we may not have ever believed in ourselves. This year we are embarking on a campaign to connect these “Believe in Me” stories with a drive to pay it forward in support of disadvantaged kids who desperately need someone to believe in them.

There are many opportunities to show your support, but the Foundation is especially excited to announce our signature fundraising events in 2021. On Jun. 11, we will be hosting a charity golf tournament at Circling Raven Golf Club in Worley, Idaho. Rated one of the top 100 courses in the US and one of Idaho’s top golf courses, it is just a short 45-minute drive from Spokane.

The Foundation will also be hosting our first annual black-tie gala on Nov. 12. This elegant event will be held at the Davenport Grand and is gearing up to be the most talked-about event of the year! Keep an eye on your mailbox for save-the-dates and visit our fundraising events page often to learn more. We expect these to be fantastic events and a fun way for you to get involved with our “Believe in Me” campaign!

Last year was a landmark year of generosity through volunteerism and corporate sponsorships. Thanks to a host of in-kind donations of goods and services and donated time and talents, we are able to keep our operations extremely efficient and cost-effective. We are increasingly blessed with dozens of active volunteers throughout the US. With the help of our growing volunteer base, we are able to do more for the community without additional payroll expenses. They are helping us solve complex problems and providing support with financial analysis, data science, social media, marketing, event planning, and IT. Many thanks for their hard work and dedication.

In addition to serving kids in the community, we are also committed to paving the way for a stronger healthier economy in our region. For this reason, we have begun making direct impact investments in promising start-up companies in Spokane. Investing alongside established community investment partners, we are well diversified and our returns are long-term in nature. Not only does this ensure the sustainability of our grant-making, but we believe these investments are empowering our community through healthy economic development. This is creating more jobs and a vibrant healthy community, now and for future generations to come.

In closing, we continue to look forward to serving the community where we live and work. Your continued support is what makes the Foundation thrive and children shine. Thanks to your dedication and support of our Five Pillars of Caring we are able to directly impact disadvantaged children in our community, together. We are eternally grateful for your generosity and support.

Sincerely,

David Shriner
Board Chairman
Morning Star Foundation
Financials

The Foundation is fortunate to have incredible capital market managers that partner with us to consistently exceed market expectations. To maximize the long-term impact of your generous donations, we recently adopted a new asset allocation model incorporating modern portfolio theory that is benchmarked to the Yale Foundation model. The new model requires that we diversify into and within new asset classes to provide the long-term risk-adjusted returns needed to sustain and grow our mission in perpetuity. Our Investments and Property Management Committee oversees the stewardship of these activities, meeting monthly to review potential investments and report changes to the Board. They also review the long-term investment policy and asset allocation on an annual basis to ensure we are able to continue to fund children’s charities that provide disadvantaged kids with a safe place to call home, a family that loves them, a feeling of community, and opportunities to learn, build self-esteem and have fun.

Targeted Asset Allocation

Distributions to Qualified Charities

In 2020, the Foundation was proud to grant over $949,000 to various children’s charities. This included over $620,000 to the Morning Star Boys Ranch as a matching grant for the Hope Project, a capital campaign to facilitate a remodel and additions to the Ranch’s facilities. As we move forward with the Believe in Me campaign, we intend to expand our grants to additional worthy children’s causes.

5 Pillars of Caring

Annualized Return 2011-2020

2020 Grants

4.8% 7.4% 76.0% 4.4% 7.4%

Grants Funded

Morning Star Boys’ Ranch HOPE Project ($620,000)
Morning Star Boys’ Ranch ($215,000)
Embrace Washington ($30,000)
YWCA ($25,000)
Transitions ($11,430)
Playworks ($10,000)
Dishman Hills Conservancy ($10,000)
NCHS Institute of Science & Technology ($10,000)
University of Washington ($5,700)
Southside Christian School ($5,000)
Spokane Public Schools Foundation ($5,000)
Volunteers of America ($1,430)
Odyssey Youth Center ($500)

Total Granted: $949,000
The Morning Star Foundation believes in wraparound services that use teamwork and coordinated resources to provide healing for at-risk kids. The YWCA Pathways to Healing program supports children and teens that have been exposed to domestic violence through a combination of therapy and training. They aim to help heal children and adolescents and their families.

As of December 2020, the YWCA served 131 clients with more than 1400 sessions, including 15-20 youth. COVID-19 created difficulties around engaging younger children digitally, however, the YWCA was able to expand its telehealth program overall and remain in contact with their youth and family clients.

Telehealth and remote therapy have been the keys to success in mitigating COVID’s effects of isolation and mental health in families and kids.

Visit ywcaspokane.org/programs to learn more.
The Morning Star Foundation believes in educational programs that engage, empower, and inspire struggling kids to believe their future. The Transitions EduCare program facilitates this need for previously homeless preschoolers in our community.

As part of the Transitional Living Center Program (supporting women and children experiencing homelessness), EduCare is an on-site licensed daycare that provides a nurturing environment for infants through school-aged children as well as a USDA-funded food program. Consistent caregiving ensures that children have trusted adults in their lives besides their parents. These caregivers help reassure children that they can do anything they set their minds to and help provide them with the tools for social and emotional success by the time they enter Kindergarten.

Having the means to maintain and expand children’s services during the COVID-19 pandemic has been invaluable for these children. By providing childcare every day, Transitions EduCare can protect the children in their care from the negative impacts of isolation and lack of support that affects some low-income children.

Visit help4women.org/programs/educare to learn more.

Dishman Hills Conservancy

The Morning Star Foundation believes in programs that nurture curiosity, wonder and creativity in kids through play, the arts, and outdoor immersion. With funding from the Morning Star Foundation, the Dishman Hills Conservancy is helping kids get out into nature to inspire them for a lifetime of self-confidence and respect for nature.

Dishman Hills Conservancy provides programs that are focused on developing techniques to encourage families and youth to explore nature in their own neighborhood. However, in 2020, they had to abandon in-person instruction due to the COVID-19 pandemic.

With the help of the Morning Star Foundation, Dishman Hills Conservancy (DHC) was able to pivot its programs to digital, through the development and execution of Nature At Home: a virtual education series of over 60 online videos that brought DHC’s Kids in the Hills program to Spokane youth to enjoy from home. The videos had 2000 views and showed how one can enjoy and learn about nature in their own backyard or nearby park.

In addition, the DHC is developing self-guided nature walks and scavenger hunts. They hosted a successful Halloween hike to encourage families to take the kids out in costume along a nature trail. More self-guided family adventures are in development! Their programs encourage students to explore and get outside for fun and fitness.

Children are very observant. The video series, self-guided hikes, and scavenger hunts encourage observation, creativity, and documentation (drawings, writing, poetry, stories.) By enriching children in nature, these activities help increase confidence that science observations are readily accessible, and is a step on the pathway to a career in science – biologist, geology, forestry and many more.

To learn more about Dishman Hills Conservancy visit: dishmanhills.org.

For more about Nature At Home series visit dishmanhills.org/nature-at-home.

47 previously homeless kids learning

60 online nature videos for kids
Memorials

**Donor Spotlight:**

Karin Engström

Karin Engström’s tribute donation in memory of her aunt Sonya contributes to our mission to one day live in a world where every kid develops the self-confidence they need to succeed.

**Sonya Marie Gilstrap (Engström)**

**January 13, 1937 - October 8, 2020**

We remember Sonya for her grateful heart, her genuine interest in and concern for others, and her positive attitude even in the face of difficulties. We also remember Sonya for her memories and the stories she shared, and we will now live on with questions we would have liked to ask her as she recalled so much about family and community.

Talking with her friends and family after her death - the consistency of how she treated people is evident. The same words permeate all memories - supportive, interested, inspiring, encouraging, accepting and sweet. Sonya sought to understand reasoning, preferences, and gained interest herself. She believed in everyone.

**Her legacy will live on in many, and personally inspires me to emulate her ways with others and extend her reach even after her death.**

Karin Engström, 2020

**Remembering a Life Well Lived**

Robert “Bob” Morgan

February 8, 1933 - January 20, 2021

The Morning Star Foundation was honored to have Bob Morgan serve on the Board. He embodied the different areas that the Foundation believes every kid should develop to have the self-confidence they need to succeed: Home. Family. Friends. Learning and Fun.

Robert L. Morgan was born on February 8, 1933 to Gladys and Earnest Morgan. He passed away peacefully on January 20, 2021 at Sacred Heart Medical Center with family present. He excelled in athletics earning 11 letters in football, baseball, basketball and track. He was President of the Senior Class and Valedictorian at Clarkson High School and received his Eagle Scout award then. He attended Washington State University in 1951 and played varsity basketball as a sophomore. While there he was elected President of the Phi Delta Theta Fraternity and also President of the Interfraternity Council. He was a staunch Cougar and served as President of the WSU alumni association and was named “Dad of the year” when his son was a student at WSU. In 1990 he received the “WSU Alumni Achievement Award” for his numerous contributions to the school, and in 2013 he was awarded the “Diamond Donors Award” in recognition of 50 years of generous financial assistance to the University.

He and Mary were fortunate to have many travel adventures. Some of their favorites were rafting on the Colorado River through the Grand Canyon, spending five weeks each year at Sea Mountain on the Big Island of Hawai'i, Ireland with the Limerick Society, Wales, China, Australia, New Zealand, England, the Scandinavian Capitals, and St. Petersburg, South Africa was a great experience as well.

Those of us that knew Robert “Bob” Morgan may have known him in many ways: Father. Husband. Grandfather. Colleague. Mentor. Friend. Today, we take a moment to pay respects to a man who had a wonderful sense of humor, a lover of life, and an ability to make everyone believe in themselves.

He and Mary Ruddell were married on October 1st, 1955 in Lewiston Idaho and recently celebrated their 65th wedding anniversary. Bob was a lover of life and especially enjoyed raising their three children Jeff, Terri, and Roger Morgan in Spokane. He was active in all of their activities and interests and also those of his seven grandchildren. Many summers were spent in Priest Lake, Idaho with children, grandchildren, friends, and relatives. They all enjoyed his campfires, smores, and songs.

**In Memory of:**

Memorial Donor

Karin Engström

In Memory of: Sonya Marie Gilstrap (Engström)

Clyde & Elizabeth Ries

Tom (Thomas) Flahavin

Sharon Strobridge

Lee Strobridge

**In Honor of:**

Memorial Donor

Karin Engström

In Honor of: Sonya Marie Gilstrap (Engström)

Carole & Benny Jones

Joseph & Josephine Robino

Susan Kirkeby

Julie & Michael Wukelic

**In Memory of:**

Memorial Donor

Carol Kowzau

Alvin Dobbins

James & Bernice Adams

Dr. Robert Adams & Florence Adams

Virginia Arnoux

Henry G Arnoux

Mary Goolie

Frances Goolie, Ed, Alberta, and David Mauro & Jeanette Cummins

Charlotte Worthy

Richard Worthy

**In Honor of:**

Memorial Donor

Karin Engström

In Honor of: Sonya Marie Gilstrap (Engström)

Adams

Carolyn Wukelic

Sharon Strobridge

Mary & Bob Morgan

Mary & Bob Morgan

Lee Strobridge

Sharon Strobridge

Clyde & Elizabeth Ries

Tom (Thomas) Flahavin

Sharon Strobridge

Lee Strobridge

Sonya Marie Gilstrap (Engström)

Sonya Marie Gilstrap (Engström)

Robert Morgan

Mary & Bob Morgan

Karin Engström

Karin Engström
Diversity & Inclusion

At the Morning Star Foundation, we are committed to building a more just and equitable organization and community where all individuals can achieve their potential. It is the policy of the Foundation to provide and promote equal opportunity for all people without regard to race, color, creed, national origin, gender, age, sexual orientation, religion, marital status, familial status, veteran’s status, or the presence of any sensory, mental, or physical disability. The Foundation is fully committed to building an inclusive culture and community that uplifts and celebrates diverse and unique individuals while enabling them to not just survive but to thrive as they achieve their full potential.

As part of our commitment to diversity and inclusion, the Morning Star Foundation has joined the Inland Northwest Business Alliance (INBA). We also support the Odyssey Youth Movement, a Spokane nonprofit program that provides wraparound services for disadvantaged LGBTQ+ youth through youth-driven programs and community education. This year, the Morning Star Foundation provided a special grant to assist Odyssey Youth Movement with their basic needs deliveries and care packages.

Odyssey Youth Movement (OYM) created this program to meet the gaps left behind by COVID’s impact on LGBTQ+ youth and their households. Food supplies are the biggest need being addressed as well as hygiene supplies and bus passes. OYM tries to provide everything from the hygiene supplies that fit who they know themselves to be, to the loaning of books that reflects the youth’s stories and identities.

This Basic Needs and Care Packages program was kicked into high gear in the spring of 2020 when OYM participants were not able to access the resources available to them by physically visiting the center. The funds granted by the Foundation allowed OYM to bulk out the food options provided, purchase daily and 2-hour bus passes to distribute, and provided other supplies such as pens and notebooks.

This program grew throughout the fall of 2020 to include 25 households or individuals. These care packages create a connection to the larger LGBTQ+ community and culture for the youth who may be quarantining within a home that is not supportive of their sexual orientation, gender identity, or expression. We are excited to partner with this organization to ensure these disadvantaged kids are provided with the resources they need to develop self-confidence and become successful.

Visit odysseyyouth.org/ to learn more.

Make Friends, Have Fun, & All for A Good Cause

In spite of the limitations COVID has placed on fundraising in 2020, we have found new and different ways to host a variety of events where we can raise awareness for our cause. If you haven’t attended one yet, we highly recommend visiting our website to register. You won’t regret it!

Check out: morningstar-foundation.org/ fundraising-events

Pride 2020 Charity Dinner

In collaboration with Odyssey Youth Movement and the Globe Bar & Kitchen, we held our first Pride Charity Dinner on Saturday, October 17. This sold-out event was hosted by the Globe Bar & Kitchen, who closed down the restaurant to the public to provide a safe, fun, and socially-distanced fundraising event. Their gourmet chef prepared a three course meal complete with craft cocktails and entertainment. Local businesses provided non-cash donations for an innovative online silent auction. This event was a celebration of Morning Star Foundation’s alignment with the LGBTQ+ community and to support disadvantaged youth who are going through their coming out process. Proceeds of the event were donated to the Morning Star Foundation and Odyssey Youth Movement. Many thanks to Michael Calderon and Scott Wilburn from the Globe Bar and Kitchen for making our first Pride Charity Dinner such a success! If the event sold out before you could get tickets, you can still watch the recording on our YouTube channel using this link. morningstar.events/Pride2020

This program is growing and in the fall included 25 households or individuals.
Partnership for Prosperity

On Thanksgiving Day, the Morning Star Foundation partnered with The Globe Bar and Kitchen and the Blind Buck to provide disadvantaged kids in our community with a delicious meal prepared by the chef at the Globe Bar and Kitchen. With the Globe’s generous donation of 100 meals, our team was able to deliver Thanksgiving dinner to families at Alexandria’s House, Aston-Bleck Apartments, Transitions, and Volunteers of America. Many thanks to the staff who prepared and delivered the meals. What an enriching way to spend the holidays! Please consider thanking the Globe Bar & Kitchen for their support by visiting them under the heaters on their patio for drinks and dinner. We promise, you won’t be disappointed.

A Place to Call Home

Have you ever thought about what it would be like to be a pregnant or new teen mom, living on the streets in Spokane during the winter? To raise awareness around this issue, we hosted our first Place to Call Home event on Friday, December 4. This virtual event celebrated the important work four local nonprofit programs are doing to help homeless, expecting, and new teen moms to have a safe place to call home. The night started as our guests logged onto Zoom to hear stories from the young women who are living at Alexandria’s House, Aston-Bleck Apartments, Transitions TLc, and EduCare. It’s heart-warming to watch how these programs are transforming the lives of these young ladies as they learn to become successful mothers and successful women.

For the evening’s entertainment, our own Spokane celebrity chef, Ricky Webster, owner of Rind and Wheat, told us his inspirational story while instructing the virtual attendees on how to build a spectacular gingerbread house of their own. The evening wrapped up with the audience breaking into multiple zoom rooms to decorate their gingerbread houses, share stories, and begin what we hope will be a new holiday tradition. If you didn’t make it to our event, it’s not too late to join in the gingerbread fun. You can watch the recording on our YouTube channel using this link. morningstar.events/Home2020

Following the event, the Morning Star Foundation presented ad hoc funding to two of the programs that were spotlighted during the event. Volunteers of America received funding to offset costs associated with providing enrichment activities for the residents at Alexandria’s House. Additionally, Transitions was presented with a check to purchase new infant cribs for their growing EduCare program.

Fundraising Events

Charity Golf Tournament on June 11, 2021

Calling all golf enthusiasts. Let’s play a round of golf in support of disadvantaged youth. Join us in June for our first annual golf tournament. The tournament will be a scramble format, complete with prizes and much, much more. If you’re a local business owner, this is also a great opportunity to showcase your brand through a corporate sponsorship. There will be a variety of sponsorship levels available, and tournament fees will include a round of golf, a cart, and dinner. Check out our fundraising events page for more details.

For more information visit:
morningstar-foundation.org/ fundraising-events

Black Tie Event on November 12, 2021

Join us for our Shaken Not Stirred Soiree at the Davenport Grand Hotel. With your secret agent in hand, join us for a red-carpet night filled with mystery and intrigue. This elegant evening brings Vegas to Spokane and will feature a gambling floor, dinner, entertainment, and dancing. With our surprise guest speaker and program, you’ll have a reason to get fancy and go out on the town. Take a look at our events page for more details about this exclusive event.

Swirl, Sip, and Support

For the past few months, we have been making friends virtually while sipping wine in front of our computers in the comfort of our own living room. Upon registering, attendees receive a shipment of eight mini-bottles of wine from our partners, In Good Taste. Prior to the event, our CEO shares our cause with attendees and challenges them to get involved and show disadvantaged kids how to believe in themselves. Throughout the course of the evening, we are also joined by a world class sommelier from In Good Taste who takes us on a virtual wine tour, educating us about the wines, and sharing the stories of eight different grape varieties. This event is a great way to learn about us, meet some new friends, and make a difference in a kid’s life. So if you’re a wine enthusiast who also cares about helping kids, sign up for one of our upcoming tasting events!

For more information visit:
morningstar-foundation.org/ fundraising-events
Non-Cash Donations

Gifts from donors can come in many different forms. In-kind gifts are donations of goods, services, or time, in lieu of cash. In-kind gifts can be both tangible and intangible. Non-cash gifts are an important source of the Morning Star Foundation’s revenue, especially during times of an economic downturn. In-kind donations also help build capacity for the Foundation while freeing up cash for other operating expenses.

Visit our website to learn more: morningstar-foundation.org/non-cash-donations

Corporate Sponsorship

The Morning Star Foundation appreciates the relationships we have with local businesses for sponsorship and alignment with our mission. Corporate philanthropy plays an integral role in the strategy of many Spokane companies because customers and employees alike tend to positively transact with organizations that join our cause. Research has shown that corporations who align with a nonprofit benefit in a number of ways:

- Boost brand awareness with increased visibility
- Enhance their brand image by infusing it with humanity
- Differentiate their brand from the competition
- Attract and engage a wider demographic
- Display their commitment to social responsibility
- Recruit, motivate and nurture employees

The Morning Star Foundation provides a variety of corporate sponsorship opportunities throughout the year. We are excited to announce our most recent corporate sponsors for the Place to Call Home event on December 4. This event would not have been possible without their generosity.

- North Pole Adventure Sponsorship
- Santa’s Village Sponsorship
- Home for the Holidays Sponsorship
- Anonymous

THANK YOU FOR BELIEVING IN US

We extend our deepest gratitude for the non-cash donations we’ve received from local businesses during the past few months:

- Mobile Billboards NW donated 3 full days of advertising for our Place to Call Home event.
- iHeart radio donated two weeks of advertising for the Place to Call Home event.
- Zipline Interactive donated over 40 hours of marketing services to help make our campaigns a success.
- Overland Wellness donated an acupuncture gift certificate for our Pride Charity Dinner event.
- Wandering Delicato donated a cooking class gift certificate for our Pride Charity Dinner event.
- Craftsman Cellars donated three bottles of wine for our Place to Call Home event.
- Pinot’s Palette donated a gift certificate and an original artwork for our Pride Charity Dinner event.
- Uncle Nearest donated a bottle of 1864 Small Batch Whiskey for our Pride Charity Dinner event.
- The Globe Bar & Kitchen donated two gift certificates for our Pride Charity Dinner event.
- The Blind Buck donated two gift certificates for our Pride Charity Dinner event.

If you’re considering making a non-cash gift to the Morning Star Foundation, please contact our Chief Executive Officer to make an appointment to discuss the details.

calendly.com/juliet-wukelic/60min
Volunteering

Volunteer Spotlight: Shalini Bhat

Salesforce Administrator Volunteer, CRM Guru

If Shalini were a superhero, her power would be to grant happiness to everyone. She certainly is our Happiness Hero with her abilities and talents with Salesforce. She is working her way to becoming a master on the platform and wants to become a Salesforce technical architect.

Many of us only know Shalini from video meetings because she is in Redmond, Washington. She wants to travel all the way to the Kingdom of Bhutan in South Asia to experience the culture and traditions there.

Shalini became a volunteer to pay it forward to the individuals who have helped her journey by volunteering her time and skills to give back to the community. She certainly is giving back, with over 465 volunteer hours this year donated to the Morning Star Foundation!

“Volunteers don’t get paid, not because they’re worthless, but because they’re priceless.”

– Sherry Anderson

Donations make a difference

We can’t thank our donors enough for their generosity.

Acevedo Family, James Adams, Anonymous Donor, Virginia Arnoux, Berney Family, Beyersdorf Mulloy Fund, Shalini Bhat, Briggs Family, Loree Broderick, Cannon Family, Eric Christiansen, Mary Cooper, Corin Family, Crow Family, Bernadette Cury, Mary Loo Gooie, Josh Grant, Greater Spokane Elks Lodge, Margaret Hammer, Sue Harbel, Jackie Hedenstrom, Highlands Hospital, Brande Hune, Janis Family, Kate Kamerer, Claudette Kemir, Carol Kowzau, Horace Mason, Marjorie McFaul, Morgan Family, James Morrison, Beverly Moser, Jonathan Oglesby, Patch Family, Patterson Family, Brian Poletti, Ashley Powers, James Prince, Theresa Reisenauer, Richard Repp, Aaron Riley, Robert (Dr.) Robinson, Delores Rodgers, Diana Rogers, Debi Sapp, Jemima Scarpelli, Zane Schafer, Richard Schroeder, Betty Seablom, Alice Sidlow, James Silverstrii, Andrea Simmerman, Chris Sjoblom, Aleksandr Solodyankin, Sharon Strobridge, Tito’s Handmade Vodka, Laura Treece, Laura Watson, Joseph Whipple, Pat Whipple, Scott Wilburn, Shana Wilhelm, Rita Wirtz, Charlotte Worthy, Brooke Wight, Geoffrey Wukelic, Halley Zimmerman

To Donate Visit:

morningstar-foundation.org/make-a-non-profit-donation

$50
Provides one trauma-focused behavioral therapy session for an abused child

$100
Pays for two months of preschool for a previously homeless child

$200
Covers four tutoring sessions for a foster child who has fallen behind two grade levels in reading

$500
Provides a traumatized child with the needed livestock and supplies to participate in an equine and 4H empathy therapy program

$1000
Educates at-risk kids about nature by giving 40 Title I elementary students an intensive in-class and outdoor experience with conservation experts

$5000
Gives a foster child a leg up with their academics by providing online tutoring for 4-6 months

Thank you Shalini
Vision

Our vision is to help every kid develop the self-confidence they need to succeed.

Mission

Our mission is to fund children’s charities that provide disadvantaged kids with a safe place to call home, a family that loves them, a feeling of community, and opportunities to learn, build self-esteem, and have fun.