God’s love knows no barriers. St. Pascal’s...where all people matter.
Welcome! We hope you enjoy your time with us. Whether you are just visiting or looking for a parish home, it’s great to have you with us. Whatever your life circumstances, wherever you have been or whatever has happened in your life, you are welcome here.

OUR STAFF

Pastor
Fr. John Mitchell  I  ext 125
john.mitchell@stpascals.org

Deacon
Rev. Mr. Richard Moore
richard.moore@stpascals.org

Business Administrator
Theresa Ruttger  I  ext 130
theresa.ruttger@stpascals.org

Director of Facilities and Maintenance
Mike Kelleher  I  ext 134
mike.kelleher@stpascals.org

Pastoral Associate for Music
Sharon Balcom  I  ext 126
sharon.balcom@stpascals.org

Pastoral Associate for Faith Formation
Kim Roering  I  ext 128
kim.roering@stpascals.org

Pastoral Associate for Pastoral Care
Barb Uschold Anderson  I  ext 129
barb.ua@stpascals.org

Liturgy Assistant
Keri Mader  I  ext 127
keri.mader@stpascals.org

Communications & Office Manager
Thea Munoz  I  ext 133
thea.munoz@stpascals.org

Welcome Desk
Karrri Creamer  I  ext 120
karrri.creamer@stpascals.org

PARISH OFFICE HOURS
Monday – Friday from 9:00 AM – 3:00 PM

Mass Times
Saturday  4:30 PM  I  Sunday  8:45 & 10:30 AM (ASL)  I  Tuesday, Thursday, Friday  8:00 AM; Wednesday 9:30 AM
1757 Conway Street  I  Saint Paul, Minnesota 55106  I  651.774.1585
www.stpascals.org  I  church@stpascals.org
FROM THE PASTOR’S DESK

Starting next weekend, our parish will participate in two projects where you can purchase Christmas gifts for people in need.

**Catholic Charities Annual Giving Tree** is a program that provides essential items such as clothing, housewares and self-care items to children and adults. Folded flyers will be available on a Christmas tree in the Gathering Space from November 26 - December 25 which list the gift items being collected. Take a flyer, purchase your gift(s), and then place the gift(s) in the bin located in the Gathering Space. More information will be in next weekend’s bulletin.

**Angel Tree, a Program of Prison Fellowship,** provides Christmas gifts for children whose parent(s) are incarcerated. Our parish has committed to providing gifts for eleven children on behalf of their incarcerated parent. Angel Tree tags listing suggested gift items will be placed on the Giving Tree in the Gathering Space. Take a tag, purchase a gift, wrap it, and then place it in the Angel Tree box that will be set up in the Gathering Space. More information will be in next weekend’s bulletin.

Come join us for the Thanksgiving Ecumenical Prayer Service on Tuesday, November 22 at 7:00 PM at Grace Lutheran Church, 1730 Old Hudson Road, St. Paul. We will pray together with our brothers and sisters from Progressive Baptist Church, Hope Lutheran Church, Good Samaritan Lutheran Church, Grace Lutheran Church and Our Redeemer Lutheran Church.

**Ride to/from airport and church for visiting priest in January.** We are having a visiting priest at our parish on the weekend of January 21-22 while I am on vacation. The priest is Fr. Bob Karris, and he is a Franciscan priest from Chicago who travels to parishes to speak on behalf of the non-profit organization, Food for the Poor. I am looking for 2-4 people who could provide car rides to and from the airport and the church for Fr. Karris on:

- Saturday afternoon, January 21, 12:11 PM: Pick up Fr. Karris at the airport and bring him to our church;
- Saturday evening, January 21, after 4:30 PM Mass: Take Fr. Karris to the Presentation parish rectory in Maplewood where he will stay overnight;
- Sunday morning, January 22, 8:00 AM: Pick up Fr. Karris at the Presentation rectory and bring him to our church for the two Sunday Masses;
- Sunday afternoon, January 22, 12:45 PM: Take Fr. Karris from our church to the airport for his 3:15 PM flight.

If you are able to help with these car rides, please contact me at the parish office (651.432.4955 or john.mitchell@stpascals.org). Thank you!

**Prayer Intention of Pope Francis for November 2022: Children Who Suffer.**

We pray for children who are suffering, especially those who are homeless, orphans, and victims of war; may they be guaranteed access to education and the opportunity to experience family affection.

God Bless You,

Father John Mitchell

---

**SOCIAL JUSTICE & CARING**

**November Collection**

**Fishes and Loaves Food Shelf**

The November Donation Closet collection is for Fishes and Loaves Food Shelf at Progressive Baptist Church. The food shelf distributes food from 10:30 AM – 12 Noon on Saturdays at 1505 Burns Avenue, with no residency or membership requirements. Items most needed are:

- Cereal
- Canned Fruit
- Canned Vegetables
- Canned Soup

Items can be left in the donation closet between now and November 27. Thank you for your generosity!

**Faith in Action: Deeply Affordable Housing Advocacy Needs You**

You are invited (in-person or virtually) to the Beacon Interfaith Housing Collaborative Congregational Convening at Gloria Dei Lutheran Church on December 1 starting at 6:30 PM. Learn more about Beacon and the deeply affordable housing organizing work happening in the Twin Cities. It’s about providing stable homes for those who need them. Have you been blessed with a home to go to every night? Most of us know of no other life. What about those in our communities who don’t have a stable place to call home? It is our Christian duty to help those in need to attain stable housing. Involvement with Beacon is your chance to give back at whatever level you want. There is no cost and it is a unique opportunity to work with other congregations who have shared values. Please consider this opportunity to live out your faith. You can either attend in person or by zoom, but please register ahead by using the convenient link at stpascals.org/social-justice-and-caring-committee.

**Weekly Rosary**

**Wednesday at 9:00 AM in the church**

The gentle repetition in the Rosary is meant to lead one into restful and contemplative prayer and to help us to enter into the silence of our hearts, where Christ’s spirit dwells. Join us every week to pray the Rosary together. All are welcome!

**Baptized in Christ**

We welcome into our community of faith...

*Violet Marie Lepinski*
child of Keith and Ashley

who was recently Baptized in our church.

May God bless this household of faith.
— REGIONAL SCHOOL NEWS —

Online Scholastic Book Fair
The Scholastic Book Fair returns to St. Pascal Regional Thursday, November 17 through Wednesday, November 30. This is a great time to get some Christmas gifts or stock up on books for the young people in your life. All the money that is raised during the fair gets turned into Scholastic Dollars that the school can use to buy books and supplies for our library and individual classrooms. Books are shipped directly to you and all orders over $25 ship for free. Visit scholastic.com/fair and search for 'St. Pascal Regional Catholic School' to start shopping today. Thank you for supporting our school!

— FAITH FORMATION —

Confirmation I Registration
Registration for confirmation is taking place now!
St. Pascal's confirmation process consists of sessions beginning in the middle of 9th grade and concluding in the winter of 10th grade. Older candidates are also welcome. Registration materials for our group starting in January are now available. If you have a son/daughter in 9th grade and did not receive the materials in the mail this week, or if you want more information, contact Kim Roering in the parish office.

Registrations are due by December 2, 2022.

— PASTORAL CARE —

Women’s Club News
Time to pick up your Gertens flowers and plant cards! If you ordered Gertens flowers and/or plant cards from the St. Pascal’s Women’s Club, pick up your order in the Founders Room before and after all Masses this weekend (November 19/20). Questions? Contact Ellen Aeling at 651.307.8241.

Annual Women’s Club Christmas Party
Saturday, December 10 at 10:30 AM in Brioschi Hall; Cost of the brunch is $20
Join us for a wonderful brunch of egg bake, ham, chicken, fruit, vegetables and more. See the complete menu and flyer in this week's bulletin.

Reservations for the party will be on sale beginning Saturday, November 19 through Sunday, December 4. All reservations must be pre-paid. Please contact Cindy Reisdorf at 651.734.8937 with any questions.

FREE Crafting Items
Crafting items that need a new home will be available in Brioschi Hall after Masses on the weekend of November 19/20. Please enjoy them in your projects!

The discipline of creation, be it to paint, compose, write, is an effort towards wholeness.
—Madeleine L’Engle, Walking on Water: Reflections on Faith and Art

St. Pascal’s Men’s Club Christmas Tree Lot
St. Pascal’s Men’s Club is entering their 53rd year of selling Christmas Trees and is looking for help with Tree Lot setup on Friday, November 25 at 9:00 AM. If you can volunteer a few hours, it would be greatly appreciated. Tree sales begin on Black Friday (November 25) at 3:00 PM. For further information, please contact one of the co-chairs: Dave Larson (651.735.8767) or Rick Bibeau (612.239.9834).

Would you like to help sell Christmas Trees? Please contact one of the above co-chairs.

The tree lot is open from November 25 - December 23 or until sold out.
Weekdays from 3:00 - 9:00 PM | Weekends from 9:00 AM - 9:00 PM

C O N T A C T U S

Parish Office
Phone 651.774.1585
Email church@stpascals.org
For after-hours pastoral emergency (death, dying or anointing), call 651.774.1585 and dial 1.

Mon-Fri 9:00 AM - 3:00 PM
Holidays as announced

St. Pascal Regional Catholic School
Phone 651.776.0092
Email icollierpaske@stpascalschool.org

School Office Hours
Mon-Fri 7:00 AM - 3:00 PM

Parish Councils
Parish Pastoral Council
Meetings 1st Tuesday at 6:30 PM
Ann Karner, Chair

Parish Finance Council
Meetings 4th Thursday at 5:30 PM
Mike Aeling, Chair

Sacramental Information
Reconciliation
Saturday from 3:45-4:15 PM
or contact Fr. John in the parish office

Communal celebrations as announced

Baptism
One pre-baptismal session is required.
To register for a pre-baptismal session or to schedule a celebration, call the parish office.

Marriage
Arrangements must be made with the pastor at least six months in advance of the desired date.

Parish Prayer Line
8:00 - 10:00 AM
Mary Butler-Levine
4:00 - 6:00 PM
Pat Kackman
651.735.0004
651.774.3248

Parish Communication
Bulletin Notices
Due 5:00 PM Monday
thea.munoz@stpascals.org

Mass Announcements
Due 12:00 PM Tuesday
keri.mader@stpascals.org

Like, follow & share us on Facebook:
St. Pascal Baylon Catholic Church
Mass Times & Intentions

Tuesday, November 22
8:00 AM  + Sister Maureen Kelly

Wednesday, November 23
9:30 AM  + Edward Graw

Thursday, November 24
Thanksgiving
9:00 AM  The people of the parish

Friday, November 25
8:00 AM  The people of the parish

Saturday, November 26
4:30 PM  Gertrude & Thomas Rochford

Sunday, November 27
8:45 AM  + Georgine Misunakis
10:30 AM  The people of the parish

Use Your Smartphone to Make a Donation to St. Pascal’s!

1. Scan this QR code with your phone.
2. Open the secure link and follow the prompts.
3. Thank you!

Readings
November 20, 2022

Sunday:
2 Sm 5:1-3
Ps 122:1-5
Col 1:12-20
Lk 23:35-43

Monday:
Rv 14:1-3, 4b-5
Ps 24:1b-4b, 5-6
Lk 21:1-4

Tuesday:
Rv 14:14-19
Ps 96:10-13
Lk 21:5-11

Wednesday:
Rv 15:1-4
Ps 98:1-3b, 7-9
Lk 21:12-19

Thursday:
Thanksgiving
Rv 18:1-2, 21-23; 19:1-3, 9a
Ps 100:1b-5
Lk 21:20-28

Friday:
Rv 20:1-4, 11—21:2
Ps 84:3-6a, 8a
Lk 21:29-33

Saturday:
Rv 22:1-7
Ps 95:1-7b
Lk 21:34-36

Next Sunday:
Is 2:1-5
Ps 122:1-9
Rom 13:11-14
Mt 24:37-44

THE WEEK AHEAD

Sunday, November 20
After Masses Fellowship: BH, Kit
After Masses Women’s Club Christmas Party Ticket Sales: GS
After Masses Women’s Club Poinsettia Pickup: BH

Monday, November 21
6:00pm  Spirit Song CH
6:30pm  JustFaith: Zoom
6:30pm  Pre-baptism Session: Founders Room
7:00pm  Boy Scouts: BH

Tuesday, November 22
No scheduled events

Wednesday, November 23
9:00am  Rosary: CH
9:30am  Mass: CH

Thursday, November 24—Thanksgiving Day
Have a happy and safe Thanksgiving!
Parish office closed
9:00am  Mass: CH

Friday, November 25
Parish office closed
8:00am  Mass: CH
9:00am  Men’s Club Tree Lot Setup: Conway Lot
3:00 pm  Men’s Club Christmas Tree Sales: Conway Lot

Saturday & Sunday, November 26 & 27
9:00am  Men’s Club Christmas Tree Sales: Conway Lot

Saturday, November 26
9:00am  Advent Decorating: CH
After Mass  Boy Scout Wreath Sales: Outside Door 3
After Mass  Women’s Club Christmas Party Ticket Sales: GS

Sunday, November 27—Advent 1
After Masses  Boy Scout Wreath Sales: Outside Door 3
After Masses  Women’s Club Christmas Party Ticket Sales: GS

Location Key
BH: Briosci Hall; Kitchen: Kit; GS: Gathering Space; CH: Church;
FR: Founders Room; SL: Staff Lounge;

Financial Updates

Year-End Financial Gifts
As this calendar year quickly comes to a close, consider a special year-end financial gift to the parish in support of our many ministries and/or to support our mortgage reduction efforts. Last year, we received many special year-end gifts of cash or stock. These gifts are greatly appreciated and certainly encouraged! Remember, all gifts must be received or postmarked by December 31, 2022 to be considered for the 2022 tax year.

Stock transfers and sales do take some time so please take that into consideration as you consider a gift to St. Pascal’s. Thank you for your generous consideration.

Stewardship of Giving for October 2022
Look for our final, reconciled reporting for October 2022 in Next week’s bulletin. As always, we appreciate your thoughtful giving to the needs of the parish. Thank you for your support!

Christmas Wreath Sales
Saturday & Sunday, November 26 & 27
Boy Scout Troop 294 will be selling Christmas wreaths after all Masses outside the main church doors (Door 3). Wreath sizes will be 25”, 36” or Door Swag. We will also have all wreaths available at the Men’s Club Tree Lot. Wreath sales help our scouts with costs associated with the camping and high adventure trips we take each year. If you have any questions, please contact Mike Aeling at 651.307.8237.

Maybe we don’t want to think about winter yet…but you know it’s going to happen!

Winter Weather Policy:
Cancellation of Events and Building Closure
The parish office will close and all activities and meetings will be cancelled at the discretion of the pastor or business administrator. Weekend Mass will be offered on weather-related days assuming that the pastor/presider can get to the church and there is someone to unlock the building.
All Women of the parish are invited

Women’s Club Christmas Party

December 10th
10:30 am - 1 pm
At St. Pascal’s Brioshi Hall
Cost is $20

Join us for a fun filled Christmas party with games, prizes and Christmas carols!!
Reservations are due by December 4th. Please fill out the reservation form on the back. Make your checks payable to St Pascal’s Women’s Club. Drop off your registration form at our table after mass the weekends of November 19-20, 26-27 and Dec 3-4.

Our Christmas Charity will be Matre Dei Africa

There is more information on the back of this flier, please read.
Women of St. Pascal’s

Join us for a Christmas Buffet Brunch

Saturday, December 10th

10:30 a.m. Social

11 a.m. Meal

Reservations are due by December 4th. The cost is $20 per person. Please fill out the reservation form below. Make your checks payable to St. Pascal’s Women’s Club and drop off your registration form at our table after mass the weekends of November 19-20, 26-27 and December 3-4. Or mail to the Parish Office.

Brunch - Egg Bake, Baked Chicken, Carved Ham, Mashed Potatoes, Vegetables, Tossed Salad, Fresh Fruit, Dessert, Mimosas and Beverages.

Questions? Contact Cindy Reisdorf at 651-734-8937 or email jjreisdorf00@msn.com. Or Sharon Scanlon at 651 492-0477. If you are interested in a ride, please contact Cindy Reisdorf at 651 734-8937.

In the spirit of Christmas giving we will be collecting for Mater Dei Africa

St. Pascal’s Women’s Club Christmas Party Reservation Form

Name(s)_______________________________________________________________________________________
________________________________________________________________________________________________
________________________________________________________________________________________________
________________________________________________________________________________________________

Phone_____________________________________

Number attending________________________  Total
Enclosed_________________________
Please Join Us For Our Annual PANCAKE Breakfast
All You Can Eat 9:30-12:00PM
ST. PASCAL'S BRIOSECHI HALL
CATHOLIC CAMPAIGN FOR HUMAN DEVELOPMENT
WORKING ON THE MARGINS

I should no longer say that I have neighbors to help,
but that I must myself be a neighbor to others.
—Pope Francis, Fratelli Tutti, no. 81

For more than 50 years, the Catholic Campaign for Human Development (CCHD) has supported organizations that combat poverty and improve the lives of people in communities across the United States. From empowering immigrants in towns along the southern border to advocating for improved housing and educational opportunities in northern and midwestern cities, CCHD-funded groups tackle a wide range of economic and social justice challenges that affect local communities in rural and urban areas.

In areas of Tennessee where coal-mining operations and landfills have caused water pollution and other environmental damage, Statewide Organizing for Community eMpowerment (SOCM) works with governments and regulatory agencies to limit hazardous waste disposal in landfills and to require environmental cleanup as part of the permitting process for new business operations.

Environmental damage affects all of us, most especially low-income people who are affected by water pollution resulting from mineral extraction, lack of access to healthy foods in urban “food deserts,” and natural disasters caused by climate change. The Church teaches that “the natural environment is a collective good, the patrimony of all humanity and the responsibility of everyone” (Pope Francis, Laudato Si’, no. 95). Since the release of Laudato Si’ in 2015, CCHD has invested more than $4.3 million in organizations that work to protect the environment and combat pollution. When you support CCHD, you support organizations that work to protect the air, soil, and water for all the members of their communities.

To learn more about the collection for the Catholic Campaign for Human Development and the way CCHD upholds the moral and social teachings of the Catholic Church, visit www.usccb.org/cchd/collection.

2020-2021 GRANTS

<table>
<thead>
<tr>
<th>Category</th>
<th>Dollars</th>
<th>Number of Grants</th>
</tr>
</thead>
<tbody>
<tr>
<td>Community Development</td>
<td>$11,557,000</td>
<td>219</td>
</tr>
<tr>
<td>Grants</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Strategic National</td>
<td>$6,452,837</td>
<td>16</td>
</tr>
<tr>
<td>Grants</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Technical Assistance</td>
<td>$195,700</td>
<td>6</td>
</tr>
<tr>
<td>Grants</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>$18,205,537</td>
<td></td>
</tr>
</tbody>
</table>

2020 EXPENSES

- Grants and Donations: $18,827,477 (87.54%)
- Allocations-Internal Grants*: $2,341,113 (10.88%)
- Promotions and Fundraising Expenses: $274,325 (1.28%)
- Program Costs: $65,337 (0.30%)
- Total Expenses: $21,508,252
- Total Expenses Excluding Internal Grants: $19,167,139
- Total Grants & Donations Including Internal Grants: $21,168,590

*Internal grants include a distribution from the Catholic Campaign for Human Development Collection for CCHD operations expenses and for the USCCB Justice, Peace and Human Development’s education and outreach programs, which includes engaging Catholics in our faith-filled call to address the root causes of poverty.

Office of National Collections
3211 Fourth Street NE • Washington, DC 20017-1194 • 202-541-3346 • www.usccb.org/cchd • www.povertyusa.org
Copyright © 2021, United States Conference of Catholic Bishops, Washington, DC. All rights reserved. Photos: Getty Images, Janine Carrero-Young/MCCAN, Statewide Organizing for Community eMpowerment.
CAMPAÑA CATÓLICA PARA EL DESARROLLO HUMANO
TRABAJANDO DESDE LA PERIFERIA

Entonces, ya no digo que tengo “prójimos” a quienes debo ayudar, sino que me siento llamado a volverme yo un prójimo de los otros.
—Papa Francisco, Fratelli Tutti, no. 81

Por más de 50 años, la Campaña Católica para el Desarrollo Humano (CCHD) ha apoyado a organizaciones que luchan contra la pobreza y mejoran la vida de las personas en comunidades en Estados Unidos. Desde capacitar a los inmigrantes en los pueblos, a lo largo de la frontera sur hasta abogar por mejores oportunidades para la vivienda y la educación en ciudades del norte y del medio oeste, los grupos financiados por CCHD se enfrentan a una gran cantidad de desafíos económicos y de justicia social que afectan a las comunidades locales en áreas urbanas y rurales.

En áreas de Tennessee, en donde las operaciones para la extracción del carbón y para el relleno sanitario han causado la contaminación del agua y otros daños ambientales, el Statewide Organizing for Community eMpowerment (SOCM) trabaja con el gobierno y las agencias reguladoras a fin de limitar la eliminación de desechos peligrosos en los rellenos sanitarios y para exigir la limpieza ambiental como parte del proceso para la obtención de permisos en las nuevas operaciones comerciales.

El daño ambiental nos afecta a todos, pero especialmente a las personas de bajos recursos quienes son afectadas por la contaminación del agua que resulta de la extracción del mineral, por la falta de acceso a alimentos saludables en los “desiertos alimentarios” urbanos y los desastres naturales causados por el cambio climático. La Iglesia enseña que “el medio ambiente es un bien colectivo, patrimonio de toda la humanidad y responsabilidad de todos” (Papa Francisco, Laudato Si, no. 95). Desde la publicación de Laudato Si en el 2015, CCHD ha invertido más de $43 millones en organizaciones que trabajan para proteger el ambiente y combatir la contaminación. Cuando ustedes apoyan a CCHD, están apoyando a organizaciones que trabajan para proteger el aire, el suelo y el agua para todos los miembros de sus comunidades.

Para informarse más acerca de esta colecta para la Campaña Católica para el Desarrollo Humano y la manera en que CCHD sostiene las enseñanzas morales y sociales de la Iglesia Católica, visiten www.usccb.org/chd/collection.

SUBVENCIONES 2020-2021

<table>
<thead>
<tr>
<th>Categoría</th>
<th>Dólares</th>
<th>Número de subvenciones</th>
</tr>
</thead>
<tbody>
<tr>
<td>Subvenciones para el desarrollo de la comunidad</td>
<td>$11,557,000</td>
<td>219</td>
</tr>
<tr>
<td>Subvenciones para las estrategias a nivel nacional</td>
<td>$6,452,837</td>
<td>16</td>
</tr>
<tr>
<td>Subvenciones para la asistencia técnica</td>
<td>$195,700</td>
<td>6</td>
</tr>
<tr>
<td>Total</td>
<td>$18,205,537</td>
<td></td>
</tr>
</tbody>
</table>

GASTOS EN EL 2020

<table>
<thead>
<tr>
<th>Categoría</th>
<th>Dólares</th>
<th>Porcentaje</th>
</tr>
</thead>
<tbody>
<tr>
<td>Subvenciones y donaciones</td>
<td>$18,827,477</td>
<td>87.54%</td>
</tr>
<tr>
<td>Asignaciones-subvenciones internas*</td>
<td>$2,341,113</td>
<td>10.88%</td>
</tr>
<tr>
<td>Gastos de promoción y recaudación de fondos</td>
<td>$274,325</td>
<td>1.28%</td>
</tr>
<tr>
<td>Costos del programa</td>
<td>$85,337</td>
<td>0.30%</td>
</tr>
<tr>
<td>Total de gastos</td>
<td>$21,508,252</td>
<td></td>
</tr>
<tr>
<td>Total de gastos excluyendo las subvenciones internas</td>
<td>$19,167,139</td>
<td></td>
</tr>
<tr>
<td>Total de subvenciones &amp; donaciones incluyendo las subvenciones internas</td>
<td>$21,168,590</td>
<td></td>
</tr>
</tbody>
</table>

*Las subvenciones internas incluyen una distribución de la colecta de la Campaña Católica para el Desarrollo Humano para los gastos de operación de CCHD y para el programa de educación y extensión de la USCCB para la Justicia, Paz y Desarrollo Humano el cual incluye el compromiso de los católicos a nuestro llamado pleno de fe para abordar las causas raíz de la pobreza.

Oficina de Colectas Nacionales
3211 Fourth Street NE • Washington, DC 20017-1194 • 202-541-3346 • www.usccb.org/chd • www.pobrezausa.org
Copyright © 2021, United States Conference of Catholic Bishops, Washington, DC. Todos los derechos reservados. Fotos: Getty Images, Janine Carriera-Young/ICAN. Statewide Organizing for Community eMpowerment.