

St. Paul Evangelical Lutheran Church Vision and Mission Statement

St. Paul is a caring community of God's creation filled with faithful and inspired people who are saved by God's grace through Jesus Christ, grounded in God's Word and empowered by Holy Spirit.

As a congregation, our mission is to:

- Creatively Connect people to God and to one another.
- Intentionally Grow in our relationship with Jesus, and
- Joyfully Serve God's people so that together, as brothers and sisters from all generations, backgrounds, skills, gifts and resources, the people of St. Paul will be known as disciples of Christ in the world.

Holy Spirit has graced all Christians with gifts unique to each individual. Allowing these *charisms or spiritual gifts* to be developed into gifts you can share with your family and community is up to you. Discernment is a process of coming to understand God's calling for you in a non-judgmental way. Typically, when we allow *charisms* to work through us, we experience profound joy, others grow or benefit, and we avoid burnout and frustration. This time and talent survey is somewhat task oriented, but if you are able to match your *charism(s)* with a task, team, or event, then great things can happen that will go beyond your own imagined efforts.

Step 1) Carefully read through the list of biblically based charisms. This is not an exhaustive list but provides common language for our experience.

Step 2) Pray about the charisms asking God to reveal to you where these supernatural gifts are already being expressed in your life. Think about times people have affirmed you or pointed out when they experienced you in a positive way. Recall interactions or relationships that have left you with a sense of satisfaction or peace or joy.

Step 3) Share your thoughts with someone you trust. This is not about being "right or wrong;" it is about connectedness, truth, and relationship.

Step 4) Read through the Time and Talent survey. Look for your identified spiritual gifts in the parentheses as a way to begin your discernment. Notice where positive energy emerges in you (usually the little voice in your head says something like, "Oh, that sounds interesting," or "I'd like to try that.") Make notes next to your interests.

Step 5) Put the survey aside for a day.

Step 6) Complete the Time and Talent Survey, indicating where you believe God is calling you to be a disciple. On the final page, place marks next to the corresponding letters for the options in which you have interest. You will be contacted.

In the spirit of discernment, repeat this process at least every three years.

Description of Charisms {Spiritual Gifts that flow through you to others}

Administration - Provides the planning and coordination needed to accomplish good things.

Craftsmanship - Inspired artistic or creative works that beautifies and/or orders the physical world.

Discernment of Spirits - Accurate perception of divine or demonic presence in certain people, places or things.

Encouragement - Nurtures or fosters others through presence and words of comfort, encouragement, and counsel.

Evangelism - Share the faith in a way that draws others to become Jesus' disciples and responsible members of his Church.

Faith - Exceptional trust in the love, power and provision of God and remarkable freedom to act on this trust.

Giving - Giving with exceptional generosity to those in need.

Healing - God uses me to cure illness or restore health where healing is unlikely to happen quickly or at all.

Helps - Offering my talents and charisms to enable another person to serve God and people more effectively.

Hospitality - Warmly welcoming and caring for those in need of food, shelter, and friendship

Intercessory Prayer - My prayer for others enables God's love and deliverance to reach them in specific, remarkable ways.

Knowledge - Empowered study and intellectual activity resulting in new or clearer understanding of God, people and the universe.

Leadership - Sharing a compelling vision with others that draws them to work together to make the vision a reality.

Mercy - Practical deeds of compassion that comfort those who suffer and help them experience God's love.

Missionary - Effectively and joyfully using your talents and charisms in a second culture.

Music - Writing or performing music for the delight of others and the praise of God.

Pastoring - Building Christian community by nurturing the relationships and long-term spiritual growth of a group.

Prophecy - Communicating the word or call of God to individuals or groups through inspired words or actions.

Service - Seeing obstacles that keep good things from happening and doing whatever it takes to remove them.

Teaching - Enabling others to learn information and skills that help them reach their full spiritual and personal potential.

Voluntary Poverty - A lifestyle of cheerful, voluntary poverty or simplicity in order to identify with Jesus and the poor.

Wisdom - Insight that comes up with creative solutions to specific problems and enables others to make good decisions.

Writing - Using words to create works of truth or beauty that reflect human experience and bring glory to God.

1. FINANCE

- A. Finance Committee **{administration, leadership, wisdom, faith, knowledge, prophecy, and teaching}** Committee members assist the Council Treasurer in administering the church finances/budget.
- B. Church Fundraiser Leadership **{administration, giving, helps, leadership, wisdom}** Plan and coordinate a church fundraiser.
- C. Church Fundraiser Worker **{service, helps, craftsmanship}** Help with set up, take down or work a shift during a fundraiser.
- D. Money Counters **{administration, knowledge, service, helps, voluntary poverty}** Assist with counting the weekly collection; usually on Monday morning.
- E. Memorial Funds Board **{administration, prophecy, teaching, knowledge, helps}** Assist with administration of the church endowment funds and undesignated memorial funds.

2. SOCIAL JUSTICE

- A. Social Outreach Team Member **{leadership, faith, missionary, administration, encouragement, evangelism}** We seek to know and serve those in need not only in our church but our community as well through leadership and project coordination.
- B. Social Outreach Project Participant **{giving, helps, hospitality, mercy, pastoring, leadership, voluntary poverty, service}** Lend your hands, feet, and heart to projects held or sponsored by St. Paul:
 - i. ALY (Anamosa Lunch for Youth) -- Help supply weekend packages of food during the school year, and/or noon lunches 3 days each week during the summer break. Purchase supplies, stock and inventory the store room housed at St. Paul, pack and deliver the weekend bags and summer lunches. St. Paul is responsible for November and March backpacks, as well as one day each week during the summer. Contact person: Virginia Danielson
 - ii. Community Clothes Closet -- Housed in the Anamosa United Methodist Church facilities, the Closet is free to anyone in need of good used clothing. The Closet is open each Thursday from 10:00 AM to 1:00 PM. Sort and organize the donated clothing during church office hours or staff the Closet on Thursdays in February and April. Contact people: Sylvia Albers, Verlyn Stolte,
 - iii. Forks and Friends -- A free community meal is served in the fellowship area of the Anamosa United Methodist Church monthly on the fourth Thursday, from 5:00 PM to 7:00 PM. Set up, cook, serve, and/or clean up. Contact person is Virginia Danielson
 - iv. Jones County Food Bank Organize Donations to the Food Bank located in the HACAP office at 105 Broadway Place or transport items brought to the church each week to the Food Bank.
 - v. HACAP food distribution assistant -- Meet at the Anamosa Library on the 3rd Thursday of each month, from 2-4:30 p.m. to help create food boxes for the 40+ families seeking them. No heavy lifting. Contact person is Ed Gerst.
 - vi. Crop Walk Coordinator -- Church World Service organizes a national walk for hunger each October, with walkers from churches and other community organizations recruited to seek pledges and join together to make this walk. This is a once-a-year commitment with a few hours of additional paperwork and recruitment.

- C. Jail and Prison Ministry **{mercy, encouragement, healing, evangelism, faith, helps, hospitality, wisdom, intercessory prayer}** After official training, participate with the Free Indeed Lutheran congregation in the Anamosa State Penitentiary.
- D. Better Together Work Teams **{craftsmanship, service, hospitality, leadership, administration, helps}** Volunteers rehabilitate houses or work to bring new life to yards and neighborhoods. Contact person: Denny Oltmann

3. FAITH FORMATION

- A. Women's Connection **{pastoring, encouragement, helps, leadership, hospitality, wisdom, faith}** An opportunity for women to come together and support each other spiritually and socially. Facilitation will come from within the group.
- B. Grief Share **{encouragement, pastoring, leadership, healing, knowledge, evangelism, intercessory prayer}** Support after the death of a loved one in a confidential and loving community. Tuesdays 6:30-7:30 p.m.
- C. Scripture Study Participant **{knowledge, wisdom, faith}** Open to anyone interested in scripture reflection within a small group experience. Tuesday evenings, 6:30-8:00 p.m. beginning August 7.
- D. Host "Dinner for Eight" **{hospitality, evangelism, pastoring, encouragement, service}** This is a good way to get to better know your church family. We'll connect you with seven other people so you can plan your meals and get together once a month for four consecutive months. Four people will host once at home or in a designated place. The emphasis is on fun and fellowship so you do not need to be a gourmet cook to participate.
- E. Young Adult Community **{evangelism, helps, hospitality, knowledge, wisdom, faith, leadership, pastoring}** This group is geared toward adults aged 20-39, single or married, who are interested in sharing faith and life experiences with others. We'll help interested parties get together to build community and network in a faith-centered way.
- F. Just Rollin' With It **{evangelism, helps, hospitality, knowledge, wisdom, faith, leadership, pastoring}** We'll help interested 40-60 year olds gather in a faith-centered way for fellowship and fun. Leadership will come from within the group.
- G. Sponsor/Companion **{encouragement, evangelism, faith, helps, hospitality, pastoring, service, wisdom, intercessory prayer}** Companions represent the community to each candidate during the faith journey towards initiation or fuller participation (baptism, confirmation, membership). This ministry calls for a supportive listener. Companions attend most regular sessions and present the candidate at special rites during worship.
- H. The **Alpha Course** is a ten week, small group formation that strives to create an environment where people can explore the Christian faith, ask questions, and share points of view in a safe and respectful way. Each session includes a meal, music, prayer, a topical video, and small group discussion. After the fifth week, a Friday evening/Saturday retreat is held to introduce Holy Spirit.
- i. Alpha Course Small Group Leader **{pastoring, leadership, hospitality, encouragement, evangelism, wisdom}** With a partner, facilitate the small group discussion. Prior experience with Alpha is helpful. Training included.

- ii. Alpha Course Meal Provider **{craftsmanship, administration, hospitality, giving}**
Prepare and serve one meal to the participants.
- iii. Alpha Course participant **{all charisms}**
- iv. Alpha Course Prayer Team **{Intercessory prayer, helps, pastoring, hospitality encouragement}** Join others during the sessions to pray for the participants and the needs of the community.

Education for Children and Youth

- I. Grade P-8 Kids For Christ (Prek-4th Grade), Club 56(Grades 5 and 6), and Confirmation (7th and 8th) Small Group Leader **{teacher, evangelism, faith, knowledge, wisdom, pastoring, hospitality}** Teach 10-12 students weekly. Lesson plans, training and assistance is provided by the Director of Family Ministry.
- J. Grade 9-10 High School Ministry Small Group Leader **{teacher, evangelism, faith, wisdom, knowledge, pastoring, hospitality, prophecy}** Teach in cooperation with curriculum planner. Facilitate lesson and discussion weekly during the program year with a small group of teens.
- K. Special Education Aide **{helps, hospitality, craftsmanship, service, music, writing, encouragement, mercy, and teaching}** Aides are needed to assist children with special needs in the education programs.
- L. Substitute Small Group Leader for KFC, Club 56, Confirmation **{teaching, evangelism, faith, wisdom, prophecy, hospitality, pastoring}** Fill in for the regular religious education catechist on short notice. A lesson plan is provided for the 1¼ hour class.
- M. Assist a Teacher **{evangelism, helps, hospitality, faith, knowledge, service, teaching, wisdom}**. Lend a hand and be a presence in the classroom.
- N. Children Church Leader **{leadership, evangelism, faith, wisdom, hospitality}** Teach a 20 minute Bible lesson with curriculum and activities during the sermon at the 10:30 worship time, once a month.
- O. Vacation Bible School Leader Team **{leadership, evangelism, craftsmanship, music, administration, knowledge}** Help plan and present a faith-filled week for children in the summer (June 11-14, 2018). Share your talents as an emcee, song leader, craft coordinator, food coordinator, or facilities supervisor.
- P. Vacation Bible School Volunteer **{hospitality, helps, music, teacher, service, wisdom}** Share your talents as a teacher, singer, craft helper or food maker, gopher, etc.
- Q. Vacation Bible School Crew Leader **{hospitality, helps}** Help lead the crew (group of various age children) from station to station and assist the station leaders. Great for older teens.

4. STEWARDSHIP

Stewardship is a disciple's response to God's activity; therefore, we encourage people to receive God's gifts gratefully, cultivate them responsibly, share them lovingly in justice and return them with increase to the Lord.

- A. The Church Council **{leadership, giving, administration, writing, encouragement, evangelism, knowledge, helps, pastoring, teaching}** shall be concerned with the

coordination and organization of all fiscal, operational, administrative and related planning matters of the church. Elections are in the summer and terms begin in October.

B. Stewardship Committee member **{giving, helps, knowledge, pastoring, leadership, administration, evangelism, faith, service, voluntary poverty, wisdom, encouragement}**
Join with others to affirm and nurture faith through education, communication and annual programs so that we are all prepared to live our lives as stewards in full and active participation in our church and community.

Church Buildings and Grounds

C. Grounds and Maintenance Team **{administration, craftsmanship, leadership, service}**. Committee members may also be contacted for professional advice when needed. Expertise and experience in this area is preferred.

D. Lawn Maintenance **{craftsmanship, service, helps}**. Teens and adults are needed to mow the church grounds on a rotating basis. Work is usually done weekdays or evenings from May to October.

E. Church Service **{craftsmanship, service}** Assist the maintenance staff with various projects on an "as needed" basis. Work times are flexible. Groups are organized by skills and tasks. List your skills from the following: Carpentry, Sheetrock, Electrical, Flooring, Painting, Plumbing, Heating/air conditioning, Concrete, Masonry and Refinish doors. Any other skills? _____ . (List your interests on last page)

F. Truck for Hauling **{helps, service}**. We need those who are willing to loan and/or drive their truck for occasional hauling.

G. Landscape Committee **{craftsmanship, service}**. Help maintain and care for one or more of the perennial and annual gardens that enhance our church property.

H. Church Cleaning **{service, giving, helps}** Be part of a crew that cleans the church and office building on a rotating basis.

I. Church and office cleaning **{service, helps, giving}** Extensive annual spring and fall cleaning.

Office and Clerical

J. Seasonal Mailings **{helps, service}**. Assemble church mailings with a group during the day. Work is done on a "per need" basis.

K. Church Historian **{administration, service, writing, faith, prophecy}**. Help document and organize the history of St. Paul Church. Use your writing skills and ideas to get our church history properly recorded and document our future "history in the making."

L. Computer/Data Entry **{helps, service, knowledge}**. Use your keyboard skills to help enter data into the church computer.

M. Church Office Receptionist **{helps, hospitality, administration, evangelism, service, pastoring, encouragement}**. Cheerful people are needed to answer the phone and greet visitors for one shift every week or every other week. Choose your day and time frame: Monday-Friday 9:00-Noon and Noon-3:00.

N. Copying **{helps}** run church copy machine/folding machine for large copy jobs.

O. Computer Hardware **{administration, helps, craftsmanship}** A team of two is needed

to assist and advise event planners and staff on the options for computer applications, resources, setting up equipment, at special events. This may include networking, loading software and verifying compatibility. Your help is needed at about two events per year.

P. Computer Software **{administration, helps, craftsmanship}**. A team of three is needed to assist planners and staff with software programs like: PowerPoint, spreadsheets, publishing, database programs, web page design, etc. Your help is needed at one or more events and with ongoing projects yearly.

Q. Church Pictorial Directory **{helps, administration, encouragement, craftsmanship}** help with the creation of the church pictorial directory

- a. Check in families as they arrive to have their portraits taken for the directory.
- b. Make phone calls scheduling and/or reminding families of portrait times.
- c. Graphic artist – help produce graphics to enhance the pictorial directory.

R. Artistic skills - **{craftsmanship}** artistic or graphic arts skills to help us with occasional projects.

S. Audio/Video **{administration, helps, craftsmanship}**. A team of three people is needed to assist in event planning and set up of audio equipment. You will learn operation capabilities and programming of installed audio equipment in the church complex. You will assist others with correct operation of wired and wireless microphones, recording and playback equipment.

T. Provide Childcare **{service, hospitality, encouragement}**. Adults and teens: We have the occasional need for childcare during large church meetings or events. Help care for little ones and allow their parents to attend a meeting “hands free.” Please specify if you are willing to help during the day or evening.

U. Prayer Chain **{evangelism, faith, healing, intercessory prayer, mercy}** participants pray for those who are in need of healing or have special circumstances.

V. Youth Ministry **{leadership, administration, teaching, pastoring}** plans and coordinates activities that offer spiritual, social, and personal growth to youth while challenging them to live as disciples of Jesus Christ.

W. Youth Commission Adult Member **{administration, evangelism, missionary, helps, hospitality, leadership, pastoring, service}**. Students and adults meet during the school year to plan middle school and senior high service projects and social events.

X. Youth Event Chaperone **{administration, helps, service}** Adults attend and supervise middle and high school youth events both on and off site (service projects, water park trip, youth rally, etc.).

Y. Youth Ministry Session Leader **{administration, hospitality, leadership, pastoring, service}** Adults are needed for this recreational and community building opportunity each week.

Z. Youth Retreat Team **{administration, evangelism, hospitality, knowledge, leadership, pastoring, service}** Adults are needed to plan and attend retreats for youth. Team meetings begin about two months prior to the retreat. There are opportunities to lead groups, be a speaker, provide music or cook.

AA. Youth Ministry Leadership Team **{administration, faith, evangelism, helps, knowledge, leadership, pastoring, service}** Do you enjoy planning, decorating or helping make an event happen? Youth Ministry needs you to help with various events throughout the year.

BB. Youth Ministry Marketing **{writing, evangelism, helps, leadership, knowledge, pastoring, service, teaching}** Help promote and publicize youth ministry activities and events in our church. Help inform and educate the church at large about youth ministry efforts to support, foster community and spiritual growth among our young people.

High School Youth Opportunities

Your involvement, experience and enthusiasm are needed for a variety of middle school and KFC events.

CC. Wednesday Night Hosts **{hospitality, service}** High School youth are invited to work with team to help plan and facilitate activities for younger youth. Share your fun and ideas.

DD. Youth Retreat Team **{administration, evangelism, hospitality, faith, helps, intercessory prayer, knowledge, leadership, pastoring, service, writing, prophecy, craftsmanship, wisdom}** High School juniors and seniors are needed to join a team that coordinates and plans middle school retreat opportunities.

5. LITURGY

A. Worship Team **{evangelism, knowledge, music, pastoring, teaching, writing, wisdom, administration, craftsmanship, prophecy, hospitality}** Anyone with an interest in liturgy/community worship and prayer can be a member.

Environment

B. Art and Environment **{administration, craftsmanship, leadership, service}** Calling all artistic souls. We need designers, carpenters, fabric experts, flower arrangers, painters, those comfortable on ladders, idea people, artists, doers and dreamers.

C. Environment Workers/Decorate the Church **{craftsmanship, helps, service}** Help to decorate the church on specific "work days" to coincide with liturgical seasons and celebrations.

Worship

D. Lector/Reader **{evangelism, faith, pastoring, teaching, knowledge}**. Proclaim the Word of God at weekend liturgies. Training is provided..

E. Prepare Projection PowerPoint **{knowledge, service, helps}** enter the pertinent content for weekly worship liturgies. {1 hour/week}

F. Distributor of Holy Communion **{evangelism, faith, helps, pastoring, service, hospitality, wisdom}**. Distribute holy communion at liturgies. Training is provided.

G. Minister of Holy Communion to the Homebound **{evangelism, faith, helps, pastoring, service, hospitality, wisdom, mercy, encouragement, healing}** Deliver communion once a month to the homes and nursing homes of members who are unable to attend the weekend liturgies. Training is provided.

H. Ministry of Hospitality-Usher **{evangelism, hospitality, service, encouragement, pastoring, helps}**. Men, women and teens are welcome to serve the church as an usher/greeter. Help worshippers with the assisted listening system, take up collection, facilitate communion route, hand out bulletins, and help tidy the church following worship. This is a wonderful family ministry.

- I. Launder Altar Linens **{service, helps}**. Pick up and take home the altar linens to launder as needed.
- J. Communion Preparation **{helps, service, knowledge}**. Prepare the vessels, linens, communion and sanctuary prior to liturgy and assist in sanctuary cleaning following worship.
- K. Acolyte **{service, faith, knowledge, encouragement}** Assist the worship leaders by lighting candles, receiving the offering, holding prayer books, etc.
- L. Worship Assistant **{knowledge, pastoring, teaching, evangelism}** Assist in leading worship (speak or sing the Kyrie, lead prayers of intercession, distribute communion.)
- M. Children's Church Leader **{evangelism, helps, knowledge, leadership, pastoring, teaching, faith}**. Accompany the children, and guide them through activities around the Word. Materials are provided. We welcome anyone age 16 or older to serve as a leader.
- N. Children's Church Assistant **{service, helps, administration}**. Be an extra adult in the room. Help the leader know when to return and accompany the children to and from the sanctuary.

Music

- O. Organist/Pianist/Guitarist **{helps, music, service, hospitality}**. Lead music during regularly scheduled liturgies
- P. Instrumentalists **{helps, music, hospitality, service}**. Do you play flute, saxophone, drum, violin or another support instrument? We welcome musical instruments that add beauty and meaning to our weekend liturgies. Seeking a second drummer for the 10:30 Sunday service.
- Q. Song Leader **{evangelism, helps, music, service}**. Team with an organist/pianist to help lead the singing at the weekend liturgies. A good quality voice and comfort with a variety of music is important. Adults and teens are welcome!
- R. Choir Member **{evangelism, helps, music, service}**. New members are always welcome. Rehearsals are typically in the hour prior to the service.

6. Member Care

The goal of Member Care is to serve the church by providing opportunities to connect outside of the liturgy, building a true community of faith.

- A. Member Care Team Member **{administration, leadership, pastoring, mercy, evangelism, hospitality}**. Join a group to plan and promote church events and church social activities.
- B. Make calls to arrange for food as needed for church events **{administration, helps, hospitality, encouragement}**
- C. Make Baked goods such as cookies, bars, desserts, muffins or breads **{hospitality, service, giving}**.
- D. Friend to Friend **{mercy, hospitality, healing, pastoring, encouragement, service}**
Join a group that visits our homebound and members in care facilities
- E. Mental Health Ministry Friend **{mercy, pastoring, encouragement, service}** Establish a friendship with a member who is experiencing ongoing mental health issues such as:

depression, anxiety, bipolar disease, schizophrenia. Training required; ongoing support from Pastoral Staff provided.

F. Card Support **{writing, encouragement, hospitality}** write and send cards of sympathy and support to community members on behalf of St. Paul Church.

G. Make Funeral Luncheon Item **{giving, hospitality, service, craftsmanship}** Salad or dessert a couple times a month.

H.. Assist funeral lunch coordinators at funeral lunches. **{helps, service, hospitality}** Prepare, serve and clean-up funeral lunch (approx. 3-4 hours as needed).

I. Help at church events **{administration, service, helps}** Willing to donate time to work at an event or two during the year.

J. Friendly Quilters **{craftsmanship}**– help make quilts for missions and area charities; no experience needed.

K. Prayer Shawl ministry **{craftsmanship}** - crochet and or knit shawls for the sick.

L. Short Term Pastoral Care Needs **{encouragement, evangelism, hospitality, mercy, craftsmanship, giving, intercessory prayer, helps, wisdom}** Provide fellow church members with short term help such as a meal or transportation to medical appointments. This may be following a hospitalization, the birth of a baby or the death of a loved one.

M. Welcoming Team **{evangelism, hospitality, pastoring, service}** Extend a personal welcome phone call to new church families. Welcome new church members by meeting with them at church events to help them become more comfortable.

Did we leave anything out? Do you have any other talents you would like to share? Please fill in here.

This survey is completed by _____

Phone numbers _____ Cell _____

Address _____

E-mail _____

1. FINANCE

- __ A
- __ B
- __ C
- __ D
- __ E

2. SOCIAL JUSTICE

- __ A
- B __ i. __ ii. __ iii.
__ iv. __ v. __ iv.
- __ C
- __ D

3. FAITH
FORMATION

- __ A
- __ B
- __ C
- __ D
- __ E
- __ F
- __ G
- H __ i. __ ii. __ iii. __ iv.
- __ I
- __ J
- __ K
- __ L
- __ M
- __ N
- __ O
- __ P
- __ Q

4. STEWARDSHIP

- __ A
- __ B
- __ C
- __ D
- __ E
- __ F
- __ G Any other skills?

- __ H
- __ I
- __ J
- __ K
- __ L
- __ M
- __ N
- __ O
- __ P
- __ Q
- __ R
- S a__ b__ c__
- T day __ evening __
- __ U
- __ V
- W A.M. __ P.M. __
- __ X
- __ Y
- __ Z
- __ AA
- __ BB
- __ CC
- __ DD

5. LITURGY

- __ A
- __ B
- __ C
- __ D
- __ E
- __ F
- __ G
- __ H
- __ I
- __ J
- __ K
- __ L
- __ M
- __ N
- __ O
- __ P
- __ Q
- __ R

6. MEMBER CARE

- __ A
- __ B
- __ C
- __ D
- __ E
- __ F
- __ G
- __ H
- __ I
- __ J
- __ K
- __ L
- __ M