It's hard to believe, but here we are in November! The election of a new President is finally upon us. I know I don't have to remind you how important it is to vote. We've listened to debates, disagreements, and endless commercials for the last months. Now, it's time to get out the VOTE! Be sure to check on friends who may not be able to get to the polls on their own and offer to help them get a ride. Remember how hard we women had to work to get a vote.

At our October meeting, Karen Francis talked about the Missouri amendments on the ballot. It's so important that we understand what we are voting on. The language can be confusing and sound as if it is a slam dunk "yes" vote, but if you have delved deeply enough into the issue, you may find that it is not what it seems. Amendment 3 is not what it seems. In line with its Public Policy stance on education, AAUW recommends a "no" vote. Do take the time to read about the amendments or attend a talk that clarifies the issues. The League of Women Voters offers many presentations to give in-depth information about voting issues.

Last month, we held the annual New Members Tea at Gloria Campion's home. This orientation introduces new members to the many goals of AAUW and our branch and to the multitude of activities offered. The Eleanor Roosevelt Walk took place at Des Peres Park. Jean Elliott spearheaded getting walkers to participate to raise funds for AAUW's ER Fund.

We're looking ahead to the "Jingle Mingle", the exciting big event that provides our branch with its operating funds. Let's each try to donate at least one item for this event. Please see the article on page three for all the details.

I'd like to leave you with what a speaker said at the October meeting: While it seems that we do a lot of enjoyable activities, and enjoy food with all of them, we are also a serious organization that works hard to empower women. We do that through participating in the committees that pursue equality, negotiation of salaries, and elimination of abuse to name a few. You can be proud to belong to AAUW Ballwin-Chesterfield. We get RESULTS!

~ Barb McQuitty

The next board meeting is on November 3 at 9:30 a.m. at Trinity Lutheran Church. All Elected Officers and Appointed Directors should attend. Contact Barbara McQuitty (bmcquitty841@gmail.com).
The Branching Out newsletter is published ten times annually. The deadline for article submission for the December newsletter is November 14. Submit articles to Newsletter Editors Bette Bude (bettebude@outlook.com) or Mary Jermak (marygjermak@att.net).

For membership information, contact Membership Vice-Presidents Fran Reiland (fgreiland@sbcglobal.net) or Susan Teicher (svteicher@gmail.com).

For phone numbers and mailing addresses of our members, check the branch Directory.

For Care Notes, contact Joan Reed (j6a8r1@aol.com).

For Flyers & Forms referenced in this newsletter, visit http://ballwinchesterfield-mo.aauw.net/. Electronic Communications (Branching Out, Friday Reminders, & Care Notes) are distributed by Communications/Web Co-Director Joyce Katz (joyka234@aol.com). Contact Joyce for tech assistance.

AAUW BALLWIN-CHESTERFIELD BOARD

ELECTED OFFICERS
Presidents: Barbara McQuitty & Sandra Murdock  
V-P Program: Marilyn Fletcher & Judy Stagoski  
V-P Membership: Fran Reiland & Susan Teicher  
Secretary/Archivist: Susan Fenwick  
Finance Officer: Rita Hawkins-Page  
Ex-Officio Immediate Past President: Karen Francis

ELECTED DIRECTORS
Educational Opportunities Fund: Marian Bauer & Vicky Jany  
Legal Advocacy Fund: Doris Nistler & Julie Triplett  
Public Policy: Barbara Butchart & Pat Shores

APPOINTED DIRECTORS
Communications/Web: Joyce Katz & Linda Roberson  
Directory: Marilyn Beiter, Joyce Katz, & Leslie Wier  
Dollars for Scholars: Janice Buckhold & Phyllis Oakes  
Governance: Marsha Weppelman  
Hospitality: Becky Ragan & Pat White  
Branch Development Leadership/Operating Funds: Suzanne Couch  
Newsletter Editors: Bette Bude & Mary Jermak  
Special Events:  
  Fall Brunch - Judy Green & Kay Meyer  
  Spring Luncheon - Carol Anthony & Carol Derington  
STEM: Marcia Block & Jean Elliott  
Standing committee chairs are listed in the Directory.

AAUW ¡ADELANTE!
4th Thursday, 1:30 p.m.  No meeting in November

January 26: Becoming Nicole by Emily Ellis Nutt  
Barnes and Noble, 1600 Clarkson Rd., Chesterfield  
Contact Julie Triplett (julietrip@att.net) for further information.

AAUW IBC DOWNTOWN LUNCH
3rd Tuesday, 11:45 a.m.  
November 15: EdgeWild Bistro & Tap, 12316 Olive Blvd., Creve Coeur, MO 314-548-2222  
RSVP: Kay Meyer (kielmeyer51@gmail.com).

’CLASSIFIED NOTICE’

HELP WANTED: Branching Out, your AAUW B-C newsletter, is seeking to expand its staff.

We are looking for members who might like to participate in an important part of our dynamic B-C branch.

No special skills are required - just the desire to participate and the willingness to learn about the branch. Mentoring will be ongoing.

Want to know more? Please contact your newsletter co-editors, Mary and Bette, listed above.

Thank-you!

DIRECTORY

Please try to pick up your 2016-17 Directory at the November branch meeting; 80+ members still need to do so. If you cannot attend, please arrange for a friend or interest group colleague to collect it for you. An electronic version was sent in September, but if you missed it, please request one from Joyce Katz (joyka234@aol.com).

Additions and corrections will be made in the Directory December Supplement. The deadline for corrections is November 11. Send new/corrected information to Marilyn Beiter (wbeiter@swbell.net), Joyce Katz (above), or Leslie Wier (wierls@sbcglobal.net).

New member pictures or retakes can be done at branch meetings, or you may send a picture to Joyce Katz either by email (jpeg), or postal mail.

~ Marilyn Beiter, Joyce Katz, and Leslie Wier, Directory
GETTING TO KNOW YOU

Welcome to our new member, Melissa Barks, who joined our AAUW Ballwin-Chesterfield branch at the October 13, 2016, branch meeting.

Melissa is a retired teacher who lives in Chesterfield, Missouri. She graduated from Drake University in Iowa and was introduced to AAUW by her friend Pat White.

Melissa enjoys reading, genealogy, art, music, and theater. She will find many new friends with similar interests in AAUW - BC and has already signed up for two committees!

~ Susie Teicher & Fran Reiland, V-P Membership

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Please Join Us for a “Jingle Mingle!”

2016 Winter Auction
December 8 (snow date December 9)
Reservations—$25

Jayne Kasten will accept reservations at the November branch meeting and by mail. Please check your directory for her address. Each reservation includes reserved seating, morning refreshments, and a delicious gourmet box lunch!

INVITE YOUR FRIENDS AND FAMILY to attend and you will be entered in a prize drawing for each guest you register!

BROWSE our Silent Auction, shop at the Boutique, buy chances for Pot O’ Gold, and play Bingo before you check out. Find larger gifts and services at the Oral Auction led by our clever auctioneer. You’ll go home with a great selection of holiday gifts, handcrafted items, and delicious homemade goodies!

HOW CAN YOU HELP?

Donate items to one or more of our sales:

**Boutique:** Create three or more similar items that will sell for $5, $10, or $15.

**Silent Auction:** Donate new, quality items that will appeal to our members.

**Food Emporium:** Donate baked goods, casseroles, and other delicious edibles.

**Oral Auction:** Offer items worth $100 or more which may include personal services, dinner parties, vacation venues, event tickets, themed baskets, or ???

**Monetary Donation:** Can’t be there? Please donate to our branch.

FOR MORE INFORMATION, please contact:
Suzanne Couch (couchsuzanne749@gmail.com)
Karen Francis (Karenbitzafrancis@yahoo.com)

THE WINTER AUCTION IS THE ONLY FUNDRAISER FOR THE BRANCH OPERATING FUND AND LEADERSHIP FUND
PUBLIC POLICY

Get Out the Vote was a successful campaign. More than 150 new voters were signed up at the St. Louis Community Colleges, and 500 applications were handed out in the metro area.

Human Trafficking had another win for protecting children against sex trafficking. The Supreme Court decreed that Backpage, the market leader in commercial sex online advertising, has to hand over documents to the nonpartisan Senate investigation into online sex trafficking. Claire McCaskill chairs this committee.

The St. Charles Coalition Against Human Trafficking (SCCAT) is hosting a second conference, which is totally supported by our AAUW Community Action Grant. The conference will be held on Tuesday, January 10, 2017. Please SAVE THE DATE and plan to attend. There will be an all new program where you will experience all the pieces of the human trafficking puzzle.

Lisa Maatz, AAUW Vice-President of Government Relations and Advocacy, released an inaugural edition of the new member-only monthly e-bulletin AAUW in the Statehouse. Due to keen member interest, AAUW is working hard to bring members more state-specific policy resources.

Please plan to join our branch efforts during the 2017 Missouri legislative session by contacting legislators about passing an equal pay law in our state.

~ Barb Butchart & Pat Shores, Public Policy Co-Directors

EDUCATIONAL OPPORTUNITIES FUND

November is Individual Giving month for the Educational Opportunities Fund. At our branch meeting, you will have the opportunity to contribute to this very important fund. Over the years, EOF has contributed over $100 million to women seeking their graduate degrees and to projects serving women and girls in over 140 countries. Ballwin-Chesterfield members have always been generous in contributing to this fund. We encourage you to assist this great work.

Our local scholarship awardees are doing well and are very appreciative of our help. Dollars for Scholars assists EOF and Local Scholarships. Thank-you to the members for their support of the Panera Bread cards sale, which are now sold out! Please contribute to our Used Book Sale. Women and girls are depending on you.

~ Marian Bauer & Vickie Jany, EOF Co-Directors

LEGAL ADVOCACY FUND

The Legal Advocacy Fund (LAF) works to challenge sex discrimination in higher education and the workplace. Our resources range from community outreach programs to the backing of major cases. Sex discrimination today takes a variety of forms: unfair pay, pregnancy discrimination, sexual harassment, sexual assault, and violations of Title IX of the Education Amendments of 1972, which can affect both women and men. LAF addresses these barriers by informing people of their rights and using the legal system to seek justice and change.

Many significant cases come before the courts in which LAF has not been involved. One such case occurred in St. Louis and was reported by Colleen Flaherty*. Following a jury trial, a Missouri court decided that St. Louis University must pay $367,000 in damages to a former professor who alleged she was denied tenure because of her gender. Cornelia Horn was an assistant professor of theology from 2004 to 2012. Her complaint says that she was one of a handful of women in her department and of 20 professors, just two were female. It further says that she experienced “bullying and intimidation” from her male peers, and she was retaliated against for reporting this.

Horn’s application for tenure was a lengthy process and when tenure was denied, she alleged that it was not based on her credentials but on her speaking out against the culture of the department. The jury decided with Horn’s gender discrimination claim 9 to 3. The vote for Horn’s retaliation claim was 11 to 1 in Horn’s favor.

*Based on a September report by Colleen Flaherty, Reporter for Inside Higher Education.

~ Julie Triplett & Doris Nistler, LAF Co-Directors


DONATE YOUR USED BOOKS!!

Bring donations from October–April (no collection in December)

Collect your books, CD’s, & DVD’s and bring them to branch meetings. Members of the EOF committee will sell items before the branch meetings, at the break, and after the meetings. The remainder will be sold to local used bookstores. All money funds Dollars for Scholars. What a great reason to clean your book and media shelves!  Questions? Contact Mary Kay Wolfe (mkwolfe@hotmail.com).

YOU DID IT AGAIN! Your purchases of bread and beans have added $653 to the DFS fund. All PANERA CARDS sold out at the October branch meeting, netting $330. At the September brunch, bean soup cleared $323.

SCIENCE IN ST. LOUIS!

Thursday, October 27    7 p.m.
1640 S. Lindbergh Blvd., St. Louis
Carpool will leave Trinity at 5:30 p.m. for a light dinner at a place near the Library Headquarters.

Learn about the science happening in our community at the lecture: Made to Order: Applications for 3D Printing and Modeling in Medicine, presented by Nick Thompson, staff scientist, Washington University Institute for Minimally Invasive Surgery Biomaterials Lab, 3D Printing Lab, Department of Surgery, Washington University School of Medicine.

Join us for refreshments, attendance prizes offered by the St. Louis Library, and best of all – SCIENCE! To sign up, contact Judy Green (onabouttime@gmail.com).

MISSOURI CIVIL WAR MUSEUM

Wednesday, November 16    10 a.m.
222 Worth Road, St. Louis, Missouri 63125
Carpool from Trinity, 9:15 a.m. or meet at the museum, 10:30 a.m.

Located within the Jefferson Barracks Historic Site, the Missouri Civil War Museum, library, and educational center is one of the best kept secrets in St. Louis! Since its opening in June 2013, it has become one of the largest Civil War Museums in the nation and will be one of the largest Civil War research libraries in the nation as well. The focus is entirely on Missouri’s role in the American Civil War.

Join us for this self-guided tour including many authentic items from the Civil War, a film, and a nice gift shop. An optional lunch will follow at Café Telegraph, only a 3 minute drive from the museum.

Questions? Contact Susan Haynes (suzn44@sbcglobal.net)

* COST: $10 for Dollars for Scholars + an additional $5 to $7 for the museum fee which is $5 for a group of 10 or more.
**GREAT HOUSEWIVES OF ART TOUR**

**Cost:** $12

**Friday, November 18**

Tour: 1 p.m., meet in Sculpture Hall, St. Louis Art Museum, 1 Fine Arts Dr. 63110

Optional Lunch: 11:30 a.m., Panorama (Carpool, 10:45 a.m. for those attending lunch)

"Why don't art galleries display more images of modern woman's daily domestic grind?"

Join us for an exclusive docent-led tour inspired by the book *Great Housewives of Art* by self-taught artist Sally Swan. Swan has reinterpreted the recognizable style of famous paintings to parody "the great women behind the great male artists" and has connected "high art" with aspects of women's domestic chores. Building on the focus of women in art, we will join our docent to explore various women artists in SLAM’s collection.

Contact Mary Kay Wolfe (mkwolfe@hotmail.com) or Bette Bude (bettebude@outlook.com) for more information.

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**NEW DATE**

**SAMMY SOAP FACTORY AND SHOP TOUR**

**Tuesday, November 29**

**Carpool from Trinity:** 10:15 a.m.

Join us on a tour of the Sammy Soap Factory at 123 Argonne Dr. in Kirkwood. Learn about the all-natural skincare products that are vegan, fragrance free, and formulated without synthetic ingredients. This local company makes its products by hand, using simple chemistry and high-quality essential oils and emollients. It also proudly employs adults with disabilities. The company is dedicated to human health, a clean planet, and wage equality everywhere. This tour would be a great opportunity to pick up some early stocking stuffers for Christmas and the holidays! An optional lunch will follow at Pepe’s in Kirkwood.

Contact Sandy Kalin (sandykalin123@yahoo.com) with questions.

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**PREVIEW OF 2017 DFS**

**BISSINGER’S HANDCRAFTED CHOCOLATIER HISTORIC FACTORY TOUR**

**Cost:** $15

**Wednesday, January 18, 2017**

10 a.m. & 10:15 a.m.  
Limit of 10 for each tour (total, 20)

You are invited to see first-hand the art and craft of creating our award-winning confections. The tours highlight Bissinger’s 350-year history, artisan techniques, and the chocolate-making process.

Sign up at the November or January branch meetings or contact Barb McQuitty (bmcquitty841@gmail.com) or Sandra Murdock (SESandraM@aol.com). More information will follow.

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**JAZZ SINGER ANN HAMPTON CALLAWAY at JAZZ COFFEE CONCERT**

**Cost:** $38*

**Thursday, March 16, 2017**

11 a.m.–12:30 p.m.  
Carpool from Trinity: 9:30 a.m.

Make plans early to join us for a dazzling morning of jazz at Jazz at the Bistro. Roz Marx has reserved three center tables of four for this special DFS event. Doors open at 10 a.m. with complimentary coffee, tea, water, Tim Horton’s donuts, and bagels and cream cheese followed by the concert.

**Reserve your place early** at the November branch meeting. Early registration is important in order to secure extra reserved tables. Contact Roz Marx (rozzzie1@yahoo.com) for more information.

*COST:* A $38 check made out to AAUW B–C reflects a reduced group rate of $28 (regularly $40) for the concert plus $10 for DFS. More information will follow in subsequent newsletters.
Our Interest Groups are primarily social and bring members with similar interests together. Try one! Contact an Interest Group chair today. Interest Groups and their chairs are listed in the front of your Directory. Barb Jowett (brjowett@yahoo.com) coordinates all Interest Groups and can help with the information you need.

BOOK CLUBS ~ WE WELCOME ALL READERS
Please RSVP to the hostess by the Friday before the meeting. All addresses are listed in the branch Directory. Download the 2016–17 book lists from the Interest Groups page on the branch website. Questions? Check with the contact name listed for the book group.

LITERATURE I 3rd Thursday, 9:30 a.m.
November 17:
Hostess, Diane Siegel (dianesiegel43@gmail.com)
A discussion of Being Mortal by Atul Gawande will be led by Jane Miller.
Contact Alice Crippen (jccripp@sbcglobal.net).

LITERATURE II 4th Monday, 10 a.m.
November 28:
Hostess, Helen Fick (edhelenfick@att.net)
A discussion of The All-Girl Filling Station’s Last Reunion by Fannie Flagg will be led by Julia Triplett.
Contact Joyce Katz (joyka@aol.com) or Erlaine Eltomi (erlaine.eltomi@att.net).

READING REALITY 2nd Tuesday, 1 p.m.
November 8: Election Day, no meeting
December 13: Hostess, Bette Bude (bettebude@outlook.com)
A discussion of Liar, Temptress, Soldier, Spy: Four Women Undercover in the Civil War by Karen Abbott will be led by Erlaine Eltomi.
This group reads non-fiction selections. For more information, contact Marcia Block (mhblocm@sbcglobal.net) or Mary Kay Wolfe (mkwolfe@hotmail.com).

BIO & BEYOND (new name!) 1st Monday, 10 a.m.
November 7: meet at the Schnucks store, Kehrs Mill and Clarkson.
A discussion of Dead Wake by Eric Lawson will be led by Linda Kridel.
This group reads and discusses fiction, nonfiction, especially biographies, memoirs, and autobiographies.
Contact Brenda Ernst (ernst2@charter.net) or Linda Roberson (robersonlinda11@att.net) for more information.

MOVIE GROUP 4th Thursday, 10 a.m.
October 27
Hostess, Mersine Kallaos (mkallaos@prodigy.net).
Movies for October are Equity, The Girl on the Train, Sully, Little Sister, Queen of Katwe, and Magnificent Seven.

Monday, November 21: Note change of date.
Hostess, Doris Nistler (dnistler14@att.net)
For more information about this group, contact Doris Nistler (dnistler14@att.net) or Mersine Kallaos. (mkallaos@prodigy.net).

OUT TO LUNCH GROUP
3rd Wednesday, 11:30 a.m.
November 16: ANNIE GUNN’S 16806 Chesterfield Airport Road, Chesterfield, 63005 Meet at Annie Gunn’s—no carpool from church.

Please Note: You must contact Harriett Hirschfeld to reserve a place or to cancel a reservation. Use email (Hhirsche@aol.com) or contact her by phone. Find her new phone number in the Directory.

Join us for lunch at this outpost of civilized dining in Chesterfield Valley that has been recognized as the 2016 Restaurant of the Year by St. Louis magazine. Steaks and chops made the restaurant’s reputation but a wide range of offerings are equally impressive and unique desserts have fervent fans.

All members and friends are welcome

EXPRESSIONS 1st Tuesday, 1–3 p.m.
Meet at Holy Cross Lutheran Church, 13014 Olive Blvd., Creve Coeur, 63141*
November 1: Holiday Candy Jars

Everyone is invited to join in the fun of making cute Holiday Candy Jars to be sold at the Jingle Mingle Winter Auction Boutique. Each participant will decorate and fill six jars and one will be for her to keep! Jars, labels, stickers, ribbon, and other decorations will be provided. The jars will be sold at the Jingle Mingle Winter Auction Boutique for $12 each or $20 for two.

Cost to make: $15 (This will be used to purchase FRESH candy direct from the Jelly Belly manufacturer.)

Contact Jayne Kasten (kastenc@sbcglobal.net) for more information.
* The location is where we held our Summer Picnic.

PLAY READERS 3rd Monday, 12:30 p.m.
November 21: Hostess, Becky Kruse
For more information, contact Julie Triplett (julietrip@charter.net).
**GOLF**

It's time to pack up the clubs for winter and dream of making those unbelievable shots—next year. See you in April, 2017!

If you are interested in playing golf, contact Bev Wait (wait89@aol.com) or Elaine Frost (elfrost7@charter.net)

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**GENEALOGY GROUP**

October was a busy month for the Genealogy Group. The tour of the Civil War Museum and the discussion focusing on social unrest and its effect on family life were enlightening and useful to genealogy enthusiasts.

The group will not meet formally in November or December but will use those months for individual researching.

Contact Fran Reiland (fgreiland@sbcglobal.net) or Pat White (pgwhite02@gmail.com) for more information.

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**BRIDGE CALENDAR**

To play or sub in a group, contact Barb Jowett (brjowett@yahoo.com)

**BASIC BRIDGE and BEYOND**

3rd Thursday, 9:30 a.m. Hearth Room
November 17: Check with Susan Zerjav.
**NOTE:** Contact Susan Zerjav (szerjav@yahoo.com) if you would like to play.

**BRIDGE BUDDIES 2/4th Wednesdays, 11 a.m.**
Egg & I, Clarkson: lunch and bridge
November 9: Rita Hawkins
November 23: Cacelled

**BRIDGE FRIENDS 3rd Thursday, 10 a.m.**
Hearth Room: lunch and bridge
November 17: Jane Arneson

**BRIDGE I 1st Wednesday, 10:30 a.m. Hearth Room**
November 2: Contact Janet Ludewig.

**BRIDGE II 3rd Tuesday, 11 a.m. Walnut Grill**
November 15: Teri Steinberg

**BRIDGE III 4th Wednesday 10 a.m. Hearth Room**
November 23: Kay Kreder

**BRIDGE IV 1st Tuesday, 9:30 a.m.**
Kaldi’s at Schnucks Woods Mill
November 1: Sally Goodman

**BRIDGE V 2nd Tuesday, 9:30 a.m.**
Kaldi’s at Schnucks Woods Mill
November 8: Marianne Word

**BRIDGE VI 3rd Monday, 10 a.m. Hearth Room**
November 21: Chris Magilligan

**DUPLICATE BRIDGE I 1st Tuesday, 9:50 a.m.**
November 1: Nancy Russell

**DUPLICATE BRIDGE II 4th Tuesday, 9:45 a.m.**
Hearth Room
November 22: Jean Wagner

**BEGINNERS’ DUPLICATE BRIDGE 4th Tuesday, 10:15 a.m. Hearth Room**
November 22: Barb Tackitt

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**OCTOBER**

27 Movie Group 10 a.m.; Genealogy Discussion 1 p.m.;
$$ Science in St. Louis 7 p.m.

**NOVEMBER ACTIVITIES CALENDAR**

01 Expressions 1 p.m.
03 Board of Directors 9:30 a.m.
04 $$ Great Housewives of Art Tour 1 p.m.
07 BIO & BEYOND 10 a.m.
08 **ELECTION DAY**
10 Branch Meeting 9:30 a.m.; EOF Individual Giving;
   $$ Book Sale Continues
   Winter Auction Reservations Continue
11 Directory Deadline for Updates/Corrections
15 IBC Lunch 11:45
16 $$ MO Civil War Museum 10 a.m.; Out to Lunch 11:30
17 Lit I 9:30 a.m.
18 $$ Great Housewives of Art Tour 1 p.m.
21 Play Readers 12:30 p.m.; Movie Group 10 a.m.
28 Lit II 10 a.m.
29 $$ Sammy Soap Factory Tour

**Coming in December**

08 **Jingle Mingle** Winter Auction
RESEARCH
We analyze gender equity issues in education and the workplace.

Learn more »

EDUCATIONAL FUNDING
We provide educational and lifelong learning opportunities for women.

Learn more »

CAMPUS LEADERSHIP
We help shape the lives of the next generation of women leaders.

Learn more »

GLOBAL CONNECTIONS
We respond to the global development needs of women, helping them contribute to the economic and social development of their countries.

Learn more »

STEM EDUCATION
We are leveling the playing field for girls and women in science, technology, engineering, and mathematics.

Learn more »

MEMBER LEADERSHIP
We provide leadership development opportunities to AAUW members.

Learn more »

PUBLIC POLICY
We advocate for policies that advance equity for women and girls.

Learn more »

SALARY NEGOTIATION
Through AAUW Start Smart and AAUW Work Smart, we are fighting to close the pay gap, one workshop at a time.

Learn more »

CASE SUPPORT
We support challenges to sex discrimination in higher education and the workplace.

Learn more »

Source: www.aauw.org, What We Do