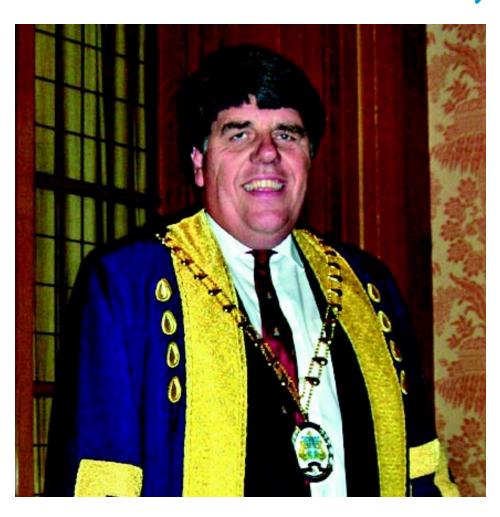


A message from the new Master

Mr David Jones



Mr. David Jones

It is a great honour and pleasure to be elected your Master for 2005/06. It does not seem long ago that I was elected as Walbrook Warden and now find myself installed as Master. I intend to do my very best for the Company, whilst recognising that in a year of Office one can only sensibly embark on evolution rather than revolution.

First I would like to express my

thanks and admiration to my predecessor Dr Marion Carter. As many of you will know from attending the excellent Reception at Goldsmiths Hall on the 5th July we have been granted our Royal Charter. This initiative has been spearheaded by Marion and the Company owes a great debt of thanks to her. For more on the Charter celebrations please see pages [5 to 7].

As for my own year I am very determined that we all enjoy ourselves, I certainly intend to. In this regard we are increasing the number of social events and combining some on the same day as our Committee meetings. Attendance at these events will be entirely optional but I hope that as many Members who are in London will be able to come even if it is only for a short time.

SUMMER 2005 ISSUE 36

We also have other more tried and trusted social events with the Cricket day in August followed by the Globe Theatre in September and my own Dinner for Past Masters and Court Members with their partners in October. More events are planned for next year including a possible 3 or 4 day visit to the Eden Project and other nearby attractions.

At my Installation in July I was most fortunate to have as my guest speaker Adrian Watney, a Past Master of the Mercers'. Adrian gave an excellent speech and provided us with much food for thought on how we should grow as a Company over the coming years.

At our Lunch in September we have from my own legal profession Ian Croxford QC, a very distinguished Commercial silk from Wilberforce Chambers.

At the Banquet in November Richard Cunis, primarily in his capacity as a Trustee of the Eden Project, will be our principal guest. Jo Valentine, Chief Executive of London First will be speaking at the Myddleton Lunch in January. My last speaker at the Election Court Lunch in April will be Past Master of the Bakers', Francis Bergin. I would therefore hope that I have a good mix of the City, the Law and London.

My general theme throughout my year will be that water is more valuable than gold. Although the rain over the last couple of weeks may have delayed drought orders being issued our use and collection of water remains a very important issue in the UK and globally. In my year I would hope to develop closer links with other companies connected with water and companies connected with the Construction Industry in which water plays an integral part.

Lastly as most Members will know I have a particular interest in our Charity. We have now merged our two Charities into one namely the Water Conservation Trust. I am hoping over my year to help our Charity grow and prosper and very much look forward to working with our Trustees and our revamped Charities and Grants Committee. I am most grateful to Past Master Roy Harris for his wonderful gift to the Company namely a water carrier designed to be used discreetly as a Collection box at certain Company events.

Overall I am looking forward to having, along with all Members of the Company, a year in which we enjoy ourselves and remain outward facing in developing and growing our marvellous modern Company, of which I am proud and delighted to be its Master for 2005/06.

David Jones Master



About the new Master

David Jones was a Partner in two City of London Law Firms, Masons and thereafter Hammonds from 1982 until 2005 specializing in Construction, Engineering and Projects. David has worked in a number of countries around the World including India, Jordan, Hong Kong, Singapore, China and the Cayman Islands.

He has been involved in large litigation/arbitration disputes concerning hotels to hospitals, roads to railways, sugar silos to sea outfalls, pipelines to process plants, and water treatment works to waste disposal.

David has substantial expertise in Alternative Dispute Resolution having conducted for clients a number of mediations, conciliations, adjudications and expert determinations, particularly in the rail industry. He successfully



The Master and the Wardens

completed the mediation training with Endispute in Boston, USA and the advanced mediator's course for TeCSA. He has extensive noncontentious experience having written the Prime Contracting templates for the Ministry of Defence and negotiated a number of construction contracts for clients.

He is co-editor of a book entitled Partnering and Collaborative Working which to date has sold in over 30 Countries around the World. He has lectured extensively on Construction Law in Europe and the Far East.

David is married with two grown up daughters. He plays golf and is a season ticket holder at Chelsea, having first watched them play in 1957.

David is now a Consultant remaining actively involved in the Construction Industry and Legal Profession.



About the new Walbrook Warden

Our new Walbrook Warden, Ian Staniforth, is a practicing water engineer with 47 years experience of which approximately 14 years was gained overseas, 10 as a UK non-resident. He is currently providing dam safety expertise to Thames Water Utilities having previously been heavily involved with specialist support to implementation of the tunnelling works associated with the London Water Ring Main project. His overseas experience has extended to the direction of water resources developments in Mauritius, Turkey, South Yemen, Kenya, Greece, Oman, Jordan, and Indonesia. His early experience was gained in the United Kingdom with water-only organisations commencing prior to reorganisation of the industry in the mid-1960's. This continued until 1973 when he moved into consultancy. Following periods of service with three consulting firms he joined Thames Water in 1991.



Mr Ian Staniforth

Ian's professional development has largely followed a "hands-on" route. He is proud of his ONC in Building certificate. Anyone requiring a wall in either Flemish or English Garden Wall bonds please note! Contrary to the norm he does not have a formal university 1st Degree. Nonetheless he is a Fellow of the Institution of Civil Engineers having originally gained Membership by way of the Institution's external examinations process. He holds an MSc Degree in Water Resources Technology from the University of Birmingham (1973 vintage) secured through self-sponsorship and is a Fellow of CIWEM. In support of these Institutions he serves on the Fellowships Committee of the former, the Water Supply and Quality Panel of the latter and conducts CPR's for both institution.

His activities in our Company to date have included architect and supplier of the "magic" tap that appeared on our float for the Lord Mayor's Show, involvement with the Tony Drake Scholarship award process, the Pupils' Prizes Scheme and service on the FM&GP. More recently Ian has been very pleased to be extended the opportunity to provide support to the Chartership Celebration arrangements the success of which he considers a significant step in the Company's progress to assuming recognition as a respected consultee Government and the water/ environmental industries. He is equally anxious that we should set in place a long-term strategy to redress our current "homeless" status.

Ian was born in Yorkshire and is married to Anne, his Lancastrian wife of 36 years (God bless her). They currently live in Middlesex, have no children but care for 3 border collies, one dog of 5 years and 2 bitches of 2 years. He therefore has to contend with 3 women in the house! His interests are diverse and include the Flamenco guitar (constructing - and playing rather badly), outdoor bonsai, marquetry, handicrafts, all things scientific and geophysical, historical geography, driving too fast and ballistics.



Deputy Master's Report 2004/2005

The most important development to report in my year as Master is the granting to the Company of the Royal Charter of Incorporation. The Charter was presented to the Company by the Clerk to the Privy Council at a Reception at Goldsmiths' Hall on the 5 July 2005. This was a truly spectacular event attended by more than 300 people and a marvellous way to end my year as Master.

When I came into the Mastership I had as one of my objectives to extend our influence and increase awareness of the Company in the environmental community and in the city. The grant of the Royal Charter and in particular the reception at the Goldsmiths' Hall has raised our profile both in the city and with the professional environmental community. I know that the Company is working hard to exploit the opportunity that this has provided.

I was very grateful for the positive response to my appeal for charitable funds which exceeded expectations although more progress needs to be made by the Company in using these funds. I am sure that our new Master will accelerate progress.

There have been many interesting and enjoyable occasions during my year as Master. In particular I was able to see at first hand the activities of two of our military connections the Military Works Force and the AIDU at RAF Northolt. I was very disappointed not to be able to visit HMS Scott which has been involved in survey work in the Indian Ocean for the majority of my year of office. I particularly enjoyed the Trafalgar Day commemoration to which I was invited by the Maidstone Sea Cadets.

Another memorable experience was the journey by barge on the River Thames from Hampton Court to the Globe Theatre on the occasion of the Tudor Pull. The first half of the journey was in the Queens Shallop which being fitted with a canopy provided some degree of shelter against the elements it being a rather cold and wet morning. Fortunately the weather improved for the second part of the journey which was made in the Company Cutter, the Water Forget-me-not, which is a rather smaller craft in which you are not

far from the water!

It has been most enjoyable and a great privilege to represent the Company in the city. I have been fortunate to enjoy the hospitality of a number of Livery Companies, to visit some magnificent halls and make some good friends with whom I shall certainly stay in touch.

Dr Marion Carter Deputy Master



Deputy Master's Events 2005

March 2005

- * Modern Companies Dinner, Waterman's Hall
- * Company visit to the Old Bailey
- * Masters and Prime Wardens Dinner, Mansion House
- * United Guilds' Service, St Paul's Cathedral
- * Walbrook Ward Club AGM & Lunch, Guildhall
- * London Stone Ceremony, Staines

April 2005

- * CIWEM Annual Dinner, Drapers' Hall
- * Thanksgiving Service at St Michael's Church
- *Worshipful Company of Fuellers' Election Lunch, Carpenters' Hall.
- * Election Court lunch.
- * Company of Watermen and Lightermen St George's Day Luncheon, Watermen's Hall
- * Worshipful Company of Engineers Installation Dinner at Merchant Taylors' Hall.

May 2005

* Thames Traditional Rowing Association Tudor Pull *Worshipful Company of Brewers' Court Dinner, Brewers' Hall.

- *Worshipful Company of Fuellers' Lecture and Supper, Haberdashers' Hall *The 100 Plus Club Luncheon
- *The 100 Plus Club Luncheon, Watermens' Hall
- * Corporation of the Sons of the Clergy 351st Festival Service, St Paul's Cathedral
- * Worshipful Company of Tax Advisers' Lunch following the Granting of Letters Patent, Mansion House.

June 2005

- * The Worshipful Company of Plumbers' Annual Banquet, Mansion House
- * Worshipful Company of Farmers' Livery Lunch, Farmers' Fletchers' Hall
- * Sheriffs Breakfast, HQS Wellington
- * Election of Sheriffs, Guildhall
- * Champagne Reception for the granting of the Royal Charter, Goldsmiths' Hall
- * Installation Court Lunch



Royal Charter Reception

Members of the Company will now know that Her Majesty the Queen has granted the Company a Royal Charter. We took the opportunity of the Presentation of the Charter to hold a special Reception for Members, their guests and guests of the Company at Goldsmiths' Hall on 5 July.

The objective was to ensure that the Presentation was celebrated in appropriate style, to provide a splendid occasion for Company Members, and to raise the profile of the Company among other Livery Companies and in the water and environmental industry. The event was a celebration of what has been achieved and an investment in the future development of the Company.

The Clerk to the Privy Council, Mr Alex Galloway, presented the Charter to the Master, Dr Marion Carter. In his speech Mr Galloway referred to the speed with which the Company had been able to achieve Charter status and said that the Company was well placed to fulfil an increasing role in the vitally important water and environmental sector.

The Founder Master, Mike McDowell made a splendid speech in response and specifically drew Members' attention to the question of Membership by Patrimony; this is open to children of Members born after the said Member was appointed to the Livery. Mr McDowell encouraged Members to do their bit to increase our numbers in this way.

We were privileged to have Alderman Sir Gavin Arthur, former Lord Mayor of the City of London, propose the toast to the Worshipful Company of Water Conservators and the Master responded on behalf of the Company.

In total some 300 people attended which was at the upper end of expectations. Half were Members or their guests. Company guests included the Masters, Wardens or Clerks of some 50 other Livery Companies which was an honour to our Company.

It bodes well for the expanded role in the Livery more generally that the Company is seeking to play, as our new Master David Jones has been promoting for some time.

Company guests also included chairmen, chief executives of top management of water, waste and



Mr Mike McDowell Founder
Master

related companies, politicians from both Houses of Parliament, and senior regulators, civil servants and representatives of trade associations. These are precisely the sort of people whom we believe may wish to have an ongoing relationship with the Company. It is hoped that Members are able to follow up with some of the above guests who may be interested in becoming Members of the Company.

Let us hope therefore that our success in achieving Royal Charter status leads to a further growth in Membership either by Patrimony or more traditional methods!

It would be appropriate to end by again congratulating and thanking our now Deputy Master, Dr Marion Carter, for leading the Company to Charter status and taking much of the burden of organising the above celebration.

Colin Drummond Fleet Warden





Mr Alex Galloway presenting the Royal Charter to the Master Dr Marion Carter

LIZABETH by the Grace of God of the U Northern Ireland and of Our Head of the Commonwealth, De

TO ALL TO WHOM THESE PRESE

WHEREAS a humble Petition has been presented unto Us by the Master and Wardens of the association incorporated in the year of our Lord Two thousand under Letters Patent issued by the Lord Mayor of London as a Livery Company of the City of London and known as "The Worshipful Company of Water Conservators" (hereinafter called "the former Company") praying that We might be pleased to grant to it a Charter of Incorporation for the object of carrying on and developing its work and functions in the field of water and environmental management and for the better discharge of its responsibilities under such regulations and with such powers as to Us might appear meet and expedient:

AND WHEREAS We have taken the said Petition into Our Royal Consideration and are minded to accede thereto:

NOW THEREFORE KNOW YE that We by virtue of Our Prerogative Royal and of Our especial grace certain knowledge and mere motion granted and declared and by these Presents do for Us, Our Heirs and Successors grant and declare as follows:

1. (a) The persons who are now the members of the former Company and all such persons as may hereafter become members of the Body Corporate hereby constituted shall forever hereafter be one Body Corporate and Politic by the name of "The Worshipful Company of Water Conservators" (hereinafter referred to as "The Worshipful Company") and by that name shall have perpetual succession and a Common Seal, with power to break, alter and make anew the said Seal from time to time at their will and pleasure, and by the same name shall and may sue, and be sued in all

THE SECOND

nited Kingdom of Great Britain and other Realms and Territories Queen, efender of the Faith:

NTS SHALL COME, GREETING!

Courts, and in all manner of actions and suits, and shall have power to do all other matters and things incidental or appertaining to a Body Corporate.

- (b) The Arms Crest and Supporters granted unto the Master, Wardens and Court of Assistants of the Guild of Water Conservators of the City of London by Letters Patent under the hand and Seal of Garter King of Arms bearing date 28 June 1991 shall be transferred to the said Worshipful Company on the date on which this Our Charter shall take effect and We do hereby give and grant unto the Company Our Royal Licence and Authority that it may thenceforth bear and use the said Armorial Ensigns according to the Laws of Arms the said transfer being first recorded in our College of Arms, otherwise this Our Licence and Permission to be void and of none effect.
- In this Our Charter and in the Ordinances unless the context otherwise requires the following words shall have the following meanings:-

"the Court" shall mean the Governing Body of the Worshipful Company;

"the Ordinances" means the Ordinances set out in the Schedule hereto or the other Ordinances for the time being in force;

"the Members" mean the Freemen and Liverymen of the Worshipful Company for the time being as defined in the Ordinances;



A Tankard in the City

With upwards of five hundred Water-bearers using them, Tankards must have been common enough sights in the City for many Centuries from at least 1276 onwards. Eventually they were replaced, of course, by efficient piped distribution systems and from about 1750 onwards tankards disappeared from the streets. It was not until the Company's Election Court lunch on 21st April that a real 6-gallon tankard was seen again in the City.

Readers of the Spring issue of "The Conservator" may recall that at that time I had engaged two present-day craftsmen to make a Tankard for the Company - Jonathan Manby, a cooper at Theakston's Brewery, and Martin Rowling from Culworth Forge. They duly completed their work, the iron spout and handle were fixed to the timber body and Jonathan brought the finished Tankard with him when they both came to the Election Court lunch at the Armourers Hall.

We were particularly fortunate that the lunch was also attended by the Master of the Coopers Company, John Newton, and the Prime Warden of the Blacksmith's Company, John Shreeves, as guests of the Company. At the end of the lunch when the time came to present the Tankard to the Master, Marion Carter, Jonathan strode into the room with the Tankard on his shoulder - the first time such a sight had been seen in the City for at least two hundred years. A useful reminder of a small, but not insignificant, piece of the CIty of London's long history.

After the lunch, John Shreeves unfortunately had to leave before

photographs could be taken. But the picture shows Marion handling the tankard with considerable aplomb, flanked (from left to right) by Martin Rowling, John Newton, myself and Jonathan Manby. It was, of course, empty for the occasion but even so weighed well over 20 lbs. It is not something which successive Masters (or the Beadle) will wish to carry round regularly to functions! But we are hoping that it may eventually be put on display in the small museum of the Cooper's Company, still being available to the Company if required for special events such as the Lord Mayor's Show.

Ted Flaxman Past Master





NEW MEMBERS

Dr Peter GoslingManaging Director
Analytical & Environmental
Services (AES)

Mr Roger Harris
Independant Consultant

Mr Ian Ramsden Managing Director Ian Ramsden Ltd

Dr Angela WhelanDriector of Research
Ecofin Ltd



Presentation of the Tankard to the Master

Companyevents

Eden Project Visit

As I indicated in my address at my Installation I wanted members of the Company to enjoy themselves as much as I intend to during my year. In November at the Annual Banquet we have as our guest speaker Richard Cunis who is a trustee of the Eden project.

As a follow-up I have arranged for Members of the Company to visit Eden on the 12th May 2006. The trip is a minimum of two nights away at a lovely hotel on the sea about 3 miles from Eden.

There is also a swimming pool, golf course and beauty salon amongst a number of facilities available to guests. Currently we have booked at a discounted rate 11 rooms for Members and their partners to join Jean and myself. There will also be a Master's Eden dinner on Thursday 11th May.

Inevitably there is a cost and the Clerk has details. However we are hoping that we will fill all available places which will make the trip worthwhile.

We have not done this before but most Livery companies organise these type of events and we need to start somewhere. What better place than Eden?"

David Jones Master



Conservancy Day

On the 14 July 1192 King Richard 1st in order to raise money sold the conservancy of the River Thames to the City of London. To commemorate this auspicious day your Master accompanied by his Thames Warden, Clerk Emeritus and Clerk presented to Lord Mayor a glass jug full of Thames water. The jug is made in the Czech Republic and contains no lead, it also has a gold band just below its rim.

A very chatty Lord Mayor drank water from the jug and was extremely grateful for the gift. Having enjoyed a glass of water we then moved swiftly on to a glass of pink champagne.



Pouring from the Jug

At the end of the Ceremony photographs were taken and thereafter your visiting party from the Company left the Mansion House, the Ceremony completed successfully. One can only wonder what King Richard would have thought of it all.

David Jones Master



Presentation of the Jug to the Lord Mayor



EVENTS 2005/6

Election of Lord Mayor

Guildhall 29th September 2005

Master's Court Dinner

Reform Club
19th October 2005

Annual Banquet

Mercers' Hall 3rd November 2005

Social Evening

Davey's Wine Bar 9th November 2005

Silent Ceremoney

Guildhall 11th November 2005

Lord Mayor's Show

City of London 12th November 2005

Joint Carol Service

St Michaels Church, Cornhill 7th December 2005

Myddleton Lunch

Vintners' Hall 25th January 2006

Social Evening

Davey's Wine Bar 15th March 2006

United Guilds Service

St Paul's Catherdral 31st March 2006

Election Court Lunch

Tallow Chandlers' Hall 20th April 2006

Tudor Pull

River Thames May 2006

Social Evening

Davey's Wine Bar 7th June 2006

Royal Garden Party

One of the pleasures of being Master is that one receives an invitation to a Royal Garden Party from Her Majesty the Queen.

The invitation duly arrived and my wife Jean and myself were off on the 14th July to Buckingham, Palace. This was, however, on a blisteringly hot day (about 30°C) a garden party with a difference.

First for your Master casual clothes are replaced by Morning Suit and waist-coat.

Secondly there are about two thousand other people there and you have to be prepared to queue. Armed with your passports (an essential security measure) you queue around Buckingham Palace with the tourists (more coolly dressed in shorts) looking on in a certain amount of disbelief. Once inside you will queue again for your cup of tea and sandwiches etc.

Thirdly one simply underestimates the size of the garden, being a mere 40 acres with a lake! Not so many colourful flowers (more tress) apart from a very delightful rose garden. Fourthly, there is throughout the 2 hours that you are there military bands playing music which included many film scores. When playing a medley of James Bond music one wondered whether 007 would come out of the lake wearing his tuxedo beneath his wet suit. We also had the Great Escape and the Magnificent Seven but alas no King of Cool, Steve McQueen, arriving on his motor bike.

Fifthly, one would normally like to say thank you to one's host but when her Majesty arrives there are so many people wanting to see her that this really proves impossible.

Lastly my wife said that although we know no one going to the garden party, I always have a tendency to bump into someone I know . It happened again as we met a past Master of the Coachmakers and his wife, whom we have known for many years. After a most interesting tea and walk around 40 acres of garden we had a very pleasant dinner with them at the Caledonian Club nearby.

All in all a most enjoyable but very hot day!

David Jones Master



120 Club

Winners of the Autumn Draw

Ed Hill Ted Jackson Peter Cook

Winners of the Spring Draw

Brian Goodwin Ted Flaxman Richard Skehens

Golf Day

The Annual Gold day took place as always in the lovely surroundings of Ellesborough Golf Club which is very near the Prime Minister's country retreat, Chequers. Indeed the golf course, apart from being famous for holding the Water Conservators Golf Day, has also played host to a few Prime Ministers and American Presidents over the years!

As is now the custom this is a golf day with a difference in that members/guests and their other halves are most welcome. From the nearest the pin competition the expression should be "considerably better halves" as the ladies were the only players to get the ball remotely near the pin. This prize was won by Audrey Piddington.

The weather was dis-appointing in that in the morning it rained a great deal. However we were saved by the divine influence of past Master Chris Shirley who on arrival announced brighter weather for the afternoon. Indeed apart from a couple of minor showers he was absolutely right. However for many of the male golfers and particularly for members of the Company the wet weather in the morning remained the excuse for some rather patchy golf throughout the whole day. Fortunately there were some star performances. Peter Chase, Richard Waller and Stuart Henderson romped to a team win in the am 9 hole team stableford. Jean Jones won the ladies guest prize with Hugh Johnson winning the male guest prize. Peter Chave won the Bill Smith Trophy whilst we had a new winner, Malcolm White, of the main prize for members, the Dewplan Trophy.

We had a most enjoyable dinner afterwards and all male competitors promised to do better next year with nearest the pin. We will all find out on 14th June 2006 whether all the winter practice has come good or whether the Ladies will triumph again.

David Jones Master



Olympics 1896 Greece

The marthon was won by a Water Bearer, Spyros Louise, in a time of 3hr 19min and at the drinks stops they gave out wine!

Ted Jackson Past Master





Past Master Chris Shirley presenting the Bill Smith Trophy to Peter Chave



Past Master Chris Shirley presenting the Dewplan Trophy to Malcolm White

Clifton High School

On April 22nd, Court Assistant David Cowie presented prizes to the 11/12 year old year of Clifton High School in Bristol. Their geography teacher, Mrs Susie Leafe had set them the task of creating an illustrated brochure on work done by WaterAid in Africa, three classes being involved.

This is the second year in which Clifton High School has been involved with the Company's Pupil Prizes scheme and David has been invited in 2006 to speak to a full assembly of the school on the importance of water conservation world wide and the role played by the Company. The thought of speaking to 3 or 4 hundred girls fills him with some trepidation!!

David Cowie Court Assistant



Royal Navy survey reveals source of

The first underwater images released by Royal Navy survey ship HMS Scott reveal the new face of the seabed at the site of the earthquake in the Indian Ocean. Giant new trenches have opened up and mountainous ridges been built along the 1,000-mile-tong fault tine

It was the sudden release of pressure, built up over many years between two tectonic plates, that caused the earthquake. The shift between the Indo-Australian and Eurasian plates not only changed the underwater landscape but also set



Cout Assistant David Cowie with the girls of Clifton High School

off the tsunami wave - not radiating out in concentric circles as so often portrayed, but emanating as a parallel wall of water across the Ocean.



HMS Scott

HMS Scott, off the coast of Madagascar at the time, was immediately deployed to the source of the tsunami. After picking up civilianscientists from the Southampton Oceanographic Centre and the British Geological Survey, she has been working in the area ever since. The work is non-military, providing bathymetric data (measuring the depth of water) and geological assessments of the earthquake epicentre and extended fracture zone.

With water depths varying between 200 and 5000m, the task is well within HMS Scott's high-resolution multi-beam sonar capability. The data collected will provide the 'base map' for future extensive research into how and why earthquakes occur. This is a crucial time at which to conduct such research, as sediment has not yet hidden the seabed. While HMS Scott has not been directly involved in the humanitarian relief effort, her survey work will assist with the understanding of the forces at work and so save lives in the future.

Their survey work is extremely important to the scientific community, and to the UKHO who will ensure that the relevant charts of the affected areas are updated.

HMS Scott is the Royal Naval ship affiliated with the Company and this article has been extracted from the RNLI Newsletter.

Contact

Mr R.A. Riley, Clerk, The Worshipful Company of Water Conservators, 22 Broadfields, Headstone Lane, Hatch End, Middlesex, HA2 6NH

Tel/Fax: 020 8421 0305 Email: clerk@waterconservators.org Website: www.waterconservators.org