

AFTER THE BENEDICTION

## **PUTTING FAITH TO WORK THE OTHER SIX DAYS**

**ERIK CARTER  
VANDERBILT UNIVERSITY**

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OBSERVATION 1

## **A TYPICAL WEEK AVERAGES ABOUT SEVEN DAYS**

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## **A TYPICAL WEEK**



3

OBSERVATION 2

## **THE PRESENCE OF PEOPLE WITH DISABILITIES**

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OBSERVATION 3

## **CHURCHES HAVE A UBIQUITOUS PRESENCE IN EVERY COMMUNITY**

5

OBSERVATION 4

## **CONGREGATIONS CARE ABOUT THE THRIVING OF THEIR MEMBERS**

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OBSERVATION 5

**THE NEEDS OF PEOPLE WITH DISABILITIES ARE MORE ORDINARY THAN SPECIAL**

**EMPLOYMENT  
FRIENDSHIPS  
HOUSING  
RESPIRE  
OTHERS AREAS?**

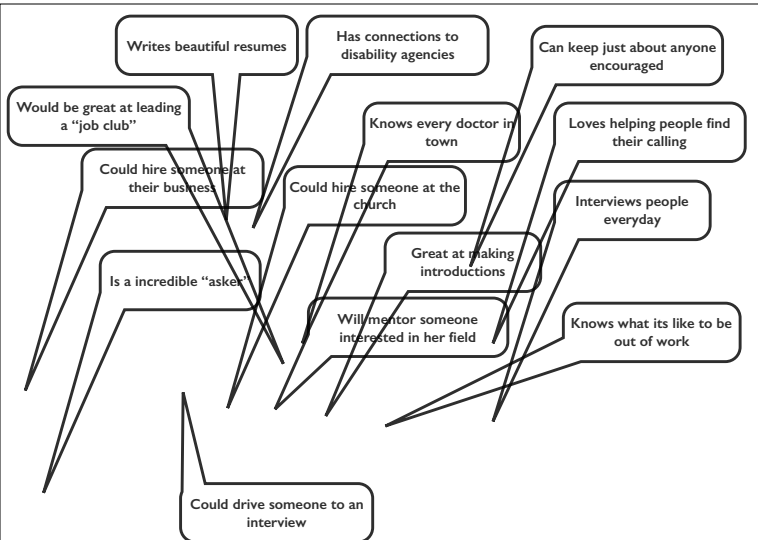
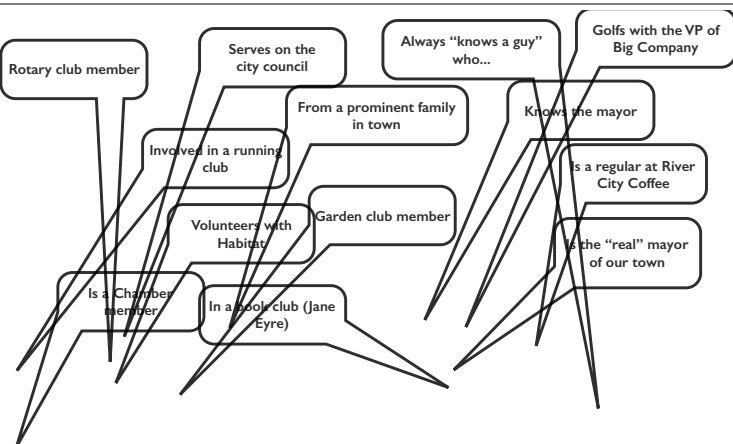
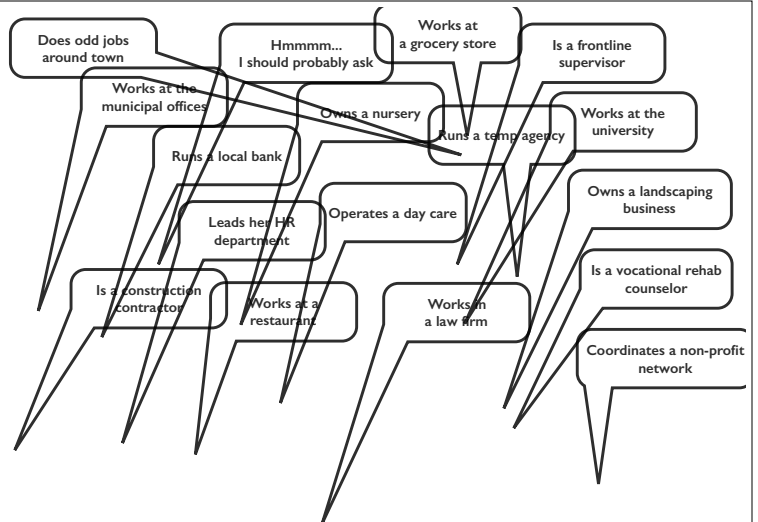
CURRENT EMPLOYMENT OUTCOMES

90%  
are unemployed

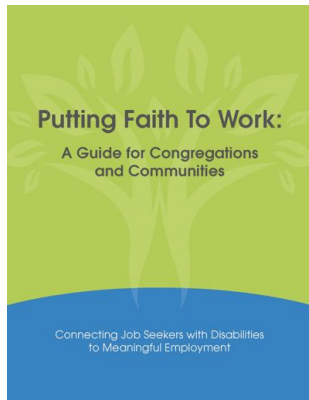
19%  
participate in the  
labor force

5%  
integrated  
settings

29%  
poverty  
rate



## OVERVIEW

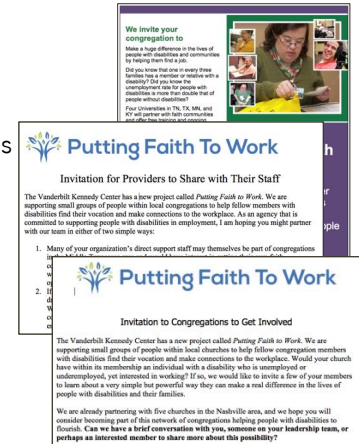


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## INVITING FAITH COMMUNITIES

- General announcements
- To congregations with disability ministry initiatives
- To families impacted by disability
- To agencies providing disability services
- To faith-based networks



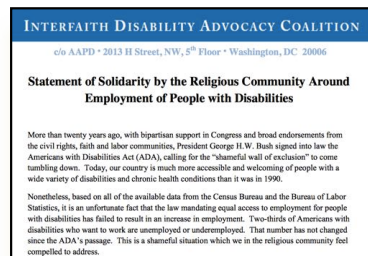
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## SOME REASONS WHY...

- Provides opportunities for members to use their gifts in service to others
- Levels the playing field so opportunities are more equal
- Helps people depend less on public services and live more independently
- Empowers and encourages people with disabilities, who have come to believe they have no gifts to offer or that the attitudinal barriers are too high
- Helps a young adult with a disability who has grown up in a congregation find a job as they leave school
- Helps a veteran re-enter the community with a valued role
- Changes the fact that people with disabilities often live in poverty
- Helps people who are "under-employed" or stuck in jobs that neither tap their gifts nor their sense of vocation to find a job that is a better fit

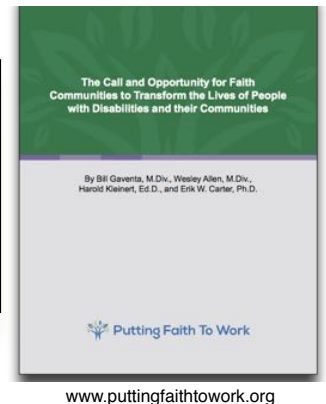
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## THE CALL ON CONGREGATIONS



<http://www.aapd.com/idac/>

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## IT IS ALREADY HAPPENING...

- More than 5,000 job clubs exist around the country. Many meet in churches, synagogues, temples, and other spaces used by faith communities. Some are sponsored by that congregation as a ministry. The leaders of these job clubs may have never thought their proven effectiveness could work with people with disabilities. It can.
- Many employers are people of faith. Some are recognizing that hiring people with disabilities is both good business as well as a way to live out their own commitments.
- National religious groups have passed position papers on the importance of full inclusion of people with disabilities and their families in all forms of congregational and community life. Many congregations have become much more inclusive and are seeing the ways people with disabilities bring needed gifts to their faith community. Helping people find a job would be a great next step in ministry.
- More than 40 national religious groups in the Interfaith Disability Advocacy Coalition of the American Association of Persons with Disabilities have signed a Statement of Solidarity Around Employment for People with Disabilities ([www.aapd.com](http://www.aapd.com)) as well as developed resources for congregations to use in building awareness of ways to help people with disabilities find jobs.

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## INVITING CONGREGATION MEMBERS

- Include an announcement as part of the weekly worship order
- Write a short blurb for the bulletin and combine it with a spoken reference during the service
- Include an article about your plans in a monthly congregational newsletter
- Make announcements in specific religious education classes or ministry meetings
- Use social media like Facebook, Instagram, and LinkedIn to spread the word to congregation members as well as to other networks beyond your faith community
- Develop a slide presentation that explains what Putting Faith to Work is all about and how to get involved
- Include information about your project alongside other efforts to promote general awareness around the employment of people with disabilities, such as during National Disability Employment Awareness Month each October
- Build a webpage for the project
- Use the Public Service Announcements, "I Am," from Disability Employment Awareness Month as a short piece in a worship service. <https://vimeo.com/108810703>

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## INVITING CONGREGATION MEMBERS

- Bulletin inserts
- Announcements
- Social media
- Newsletters
- Personal invitations
- Other approaches

**I. Who else should be part of this overarching ministry team?**  
*(List for a team of between 3-6 people who reflect some of the strengths below.)*

- Who in our congregation has strong relationships with local employers and employer networks?
- Who in our congregation has a knack for making connections among people?
- Who in our congregation is good at helping people see their gifts and calling?
- Who in our congregation is connected to disability ministry efforts in our congregation?
- Who in our congregation is connected to people with disabilities in the community?
- Are there individuals from outside of our congregation with whom we want to connect, such as disability organizations or services?

Name	Reason	Who will invite him/her?

**Want to know more about Putting Faith to Work? Want to join our team?**  
**Contact John Smith at [john.smith@yahoo.com](mailto:john.smith@yahoo.com) or call 616-555-5555.**

**Putting Faith to Work at West End UMC**  
Did you know that one in three Nashville families has a member with a disability? Or that the unemployment rate for people with disabilities is more than double that of people without disabilities? Join efforts within our church to make a difference by helping people with disabilities in our congregation and community share their strengths and talents in the workplace. Putting Faith to Work at West End UMC will be helping people with disabilities connect to meaningful jobs by drawing upon the personal connections and creativity within our church. Are you...  
• A person with a disability looking for work?  
• The family member or friend of someone with a disability looking for work?  
We are also looking often for our congregations to be part of this innovative effort. We are looking for members who have:  
• Strong relationships with local employers and employer networks  
• An ability to make connections among people  
• A knack for helping people to identify their gifts and callings  
• A passion for helping others  
If any of the above describes you, please contact Jenny Gustafson at 615-936-7075 or [jenny.middlegrove@wecumc.org](mailto:jenny.middlegrove@wecumc.org).

Working together, under the guidance of the Vanderbilt meaningful employment team.

**Contact Information:**  
Margaret Erickson (see below for address) [mpe@wecumc.org](mailto:mpe@wecumc.org)

**Notes:** Our hope is that we would be within our church community and we at church, we have three young adults with meaningful work in our community.

**What is Putting Faith to Work?**  
The focus of Putting Faith to Work is of church members with disabilities Center to connect people with disability networks represented among congregations in three other states.

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## FORMING A TEAM

- Congregational staff/ leadership
- Person with a disability
- Families of individuals with disabilities
- Religious education staff
- Savvy communicators
- Great connectors
- Employers
- Employment and/or disability specialist



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## A FEW DECISIONS...

- What is your mission?
- What is your vision?
- What will you call your team (e.g., Putting Faith to Work, Fellowship Church Employment Ministry)?
- Do you consider it important to delineate specific roles for each of the team members?
- If so, how will that be decided or by whom?
- If you do not have a member of your congregation's staff as part of the team, who will report back to the leadership?
- Who will serve as the primary contact person for the team and for interested congregation members?
- Who will convene the meetings?
- Who will take notes?
- Who will reserve a meeting room?
- How often will the team meet (e.g., biweekly, monthly, as needed)?
- How aspects of the work will be documented and how?
- How will meetings be structured?
- Who will help identify people with disabilities who would like support through PFTW?
- Who will facilitate initial "discovery" meetings work with participants with disabilities and their supporters?
- Who will recruit the possible employers?

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## QUESTIONS TO ANSWER

- Which strengths, gifts, and passions should we consider when thinking about a meaningful job?
- Which prior experiences should we remember when considering possible jobs?
- What types of job responsibilities might be a really great fit?
- What are possible businesses and organizations in our community where these types of jobs exist?
- Who should we talk to in our congregation (or beyond) who may have connections to such employers?
- What supports do we think will be needed to promote success?
- What are our next steps as a group?

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## 1. STRENGTHS, GIFTS, AND PASSIONS

- Tell us about yourself.
- What do you love to do for fun (at home or in the community)?
- What do you love to talk about with people?
- What special interests, passions, or hobbies do you have?
- What do you consider to be some of your strengths?
- What have people complimented you on?
- What personality traits or qualities would a potential employer love to know about you?
- What are you really good at (or becoming good at)?
- Are there skills or talents you have that no one really knows about?

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## 2. WORK-RELATED EXPERIENCES

- Have you had any paid or unpaid jobs in the past? If yes:
  - Tell us about the job.
  - What did you love about it?
  - What did you not like about it?
  - What sort of things helped you to be successful?
  - Is there someone we could talk to who could tell us more or be a reference?
- Tell us about any volunteer or service experiences you have had.
- Tell us about any responsibilities or chores you have had at home.
- What work-related training or experiences did you have in school?
- Are there other experiences you have had in the community or at church?

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### 3. JOB INTERESTS

- Is there something you feel "called" to do?
- What types of jobs do you think would be really interesting?
- Are there things in the community you enjoy doing that would make a great job?
- What types of job responsibilities would be a really good fit for you?
- What types of job responsibilities should you definitely avoid?
- Think about the following features of a job. Which are really important for us to consider?
  - Number of hours you work per week?
  - Days/hours you are scheduled during the week?
  - Location in the community?
  - Amount of pay?
  - Social nature of the job?
  - Start date?
  - Anything else?

### 4. POSSIBLE PLACES & CONNECTIONS

- Where are all the places in our community that have these types of jobs?
- Who attends our congregation and also works in these types of places?
- Who could we talk to in our congregation who is really connected to businesses and organizations in our community?
- Who could we talk to in our congregation who is connected to other community groups?
- Who are some of the people you already know in the community that we could talk with? For example, family members, friends, relatives, neighbors, or others.
- Are there other job possibilities that should be considered, even if they are not a close match with your interests?

### 5. SUPPORTS FOR SUCCESS

- Which of the following supports do you think you'll need to find and keep a job?
  - Help developing a resume or one-page profile
  - A mentor to help you think about the kinds of things you'd love to do
  - A mentor to help you learn about a particular type of job
  - Someone with whom to practice for an interview
  - Extra training or practice to learn job skills before finding a job
  - Someone to encourage you throughout the job search
  - Someone to help you connect to employers
  - Extra help from someone to learn the job when you first start (like a job coach)
  - Extra help from someone to help you keep the job over time (like a job coach)
  - Assistance getting to or from work
  - Modifications or changes to a job to make you more successful
  - Extra training for an employer so they know how best to support you
  - For each support we think would be helpful, who do we know in our congregation who could help?
  - Are there outside groups or programs we should contact to find out about these supports?

### 6. OUR NEXT STEPS

## ALTERNATIVE APPROACHES

Organization or Association	Web site
Customized Employment	<a href="http://www.marcoold.com/Publications/White%20Papers/Customized%20Employment.pdf">www.marcoold.com/Publications/White%20Papers/Customized%20Employment.pdf</a>
Essential Lifestyle Planning	<a href="http://www.learningcommunity.us/eip3.html">www.learningcommunity.us/eip3.html</a>
MAPS	<a href="http://www.ric.edu/sherlockcenter/publications/MAPS.pdf">www.ric.edu/sherlockcenter/publications/MAPS.pdf</a>
I Want to Work	<a href="http://www.personcenteredpractices.org">www.personcenteredpractices.org</a>
Planning Alternative Tomorrows with Hope (PATH)	<a href="http://www.inclusion.com/books.html">www.inclusion.com/books.html</a>

**FFTW Planning Worksheet**  
*A Congregation Asks Work*

\*Use this worksheet to record ideas, questions, and other thoughts emerging from your discussion.

Who was the focus of this planning? \_\_\_\_\_  
 When was the planning meeting held? \_\_\_\_\_  
 Who was present? \_\_\_\_\_

**Strengths, Gifts, and Passions**  
 Which strengths, gifts, and passions should we find a place for and use in our job?  
 1. \_\_\_\_\_  
 2. \_\_\_\_\_  
 3. \_\_\_\_\_  
 4. \_\_\_\_\_  
 5. \_\_\_\_\_

**Work-Related Experiences**  
 Which prior experiences should we remember when considering possible jobs?  
 1. \_\_\_\_\_  
 2. \_\_\_\_\_  
 3. \_\_\_\_\_  
 4. \_\_\_\_\_

**Job Interests**  
 What types of job responsibilities might be a really great fit?  
 1. \_\_\_\_\_  
 2. \_\_\_\_\_  
 3. \_\_\_\_\_  
 4. \_\_\_\_\_  
 5. \_\_\_\_\_  
 6. \_\_\_\_\_

**Possible Places and Connections**  
 What are possible businesses and organizations in our community where these types of jobs exist?  
 1. \_\_\_\_\_ 6. \_\_\_\_\_  
 2. \_\_\_\_\_ 7. \_\_\_\_\_  
 3. \_\_\_\_\_ 8. \_\_\_\_\_  
 4. \_\_\_\_\_ 9. \_\_\_\_\_  
 5. \_\_\_\_\_ 10. \_\_\_\_\_

Who should we talk to in our congregation (or beyond) who may have connections to each employer?  
 Names \_\_\_\_\_ Who will make this contact? \_\_\_\_\_  
 1. \_\_\_\_\_  
 2. \_\_\_\_\_  
 3. \_\_\_\_\_  
 4. \_\_\_\_\_  
 5. \_\_\_\_\_

**Supports for Success**  
 What supports do we think will be needed to promote success?  
 Support \_\_\_\_\_ Who should we approach? \_\_\_\_\_ Who will make this contact? \_\_\_\_\_  
 1. \_\_\_\_\_  
 2. \_\_\_\_\_  
 3. \_\_\_\_\_  
 4. \_\_\_\_\_  
 5. \_\_\_\_\_

**Next Steps**  
 What are our next steps as a group? \_\_\_\_\_ Who will take responsibility? By when? \_\_\_\_\_  
 1. \_\_\_\_\_  
 2. \_\_\_\_\_  
 3. \_\_\_\_\_  
 4. \_\_\_\_\_

## Kate Williams

### Skills I bring to a job:

- Sweeps and vacuums floors and rugs
- Cleans windows, tables, chairs, and surfaces
- Sorts, washes, folds, and puts away laundry
- Loads and unloads dishwasher
- Bags, sorts, organizes, and straightens
- Packs and unpacks boxes
- Breaks down and sorts boxes for recycling
- Assembles traffic light fixtures
- Plants, weeds, waters, and harvests a garden
- Feeds and collects eggs from chickens
- Reads recipes and prepares food
- Packs lunches, serves meals, pours drinks
- Decorates and designs greeting cards



### What words best describe me:

Determined, caring, hard worker, enjoys working with people, friendly, curious, organized, likes consistency, attentive, team player.

### Supports that aid my success at work:

- If I have trouble understanding your verbal instructions, try restating the information using different words.
- Demonstrate new tasks.
- Allow me time to complete the tasks I begin.
- Be willing to listen and ask me to repeat myself if you do not understand what I've said.
- Provide opportunities for me to work with other people, as I am friendly and enjoy being with others.
- I will do best when not overheated. Understand that activities that raise my heart rate too much are not good for my health.

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## Seeking Part-Time Employment

My name is Katie Hamilton, and I'm a member of Christ Presbyterian Church. You may recognize me as I have volunteered in the church nursery and have helped out during Vacation Bible School.

I am looking for a job.

I'm 24 years old, have completed high school, and have a variety of work experiences that will help me to do a good job. I am eager to work. My previous job experience includes working in a nursing home and in a hotel kitchen. I have worked with children in the nursery, and at Goodwill Industries organizing and sorting clothing. I also have designed and sold jewelry and bookmarks, and have organized (from start to finish) the collection and delivery of toys to Vanderbilt Children's Hospital. I am at my best when I am working with people one-on-one or in a very small group setting. I am friendly, compassionate, dependable, motivated, able to focus on the task at hand, and very happy to follow a routine.

I am interested in finding part-time work, preferably in the mornings and on weekends. I am open to learning new skills, and I look forward to hearing from you.

**If you are a business owner or are in a position to hire, I would appreciate an opportunity to demonstrate my skills and my willingness to work. God bless.**

Katie is seeking a job with assistance from Putting Faith to Work (PFTW) @ Christ Presbyterian and the Vanderbilt Kennedy Center. PFTW enables churches to address the employment needs of some of their members, by connecting people with disabilities to quality employment opportunities through the natural networks represented by congregational members.



**Katie Hamilton**  
Phone: (615) xxx-xxxx  
Residence: Nashville, TN  
Email address: xxxxxx

**How people describe me:**  
Compassionate, caring, task oriented, enjoys working with people, friendly, curious, organized, peacemaker, independent, creative

Putting Faith to Work

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## Latest News

### Meet Clayton Huffman: Candidate for Employment

Aug 31, 2015 | Tags: adults with special needs, faith and work, putting faith to work, special needs

#### Meet Clayton...

"I am 22 years old and have completed high school. I have a variety of job experiences that will allow me to do a good job and to work hard. I am positive, personable, well-mannered and reliable. I have had experience in retail, cleaning, food service and office and clerical. I would like to work several or more days a week. I am willing to learn new skills. I look forward to hearing from you."

#### View Clayton's Resume



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## SECOND PRESBYTERIAN CHURCH – NASHVILLE

A community serving God for a better world. Congregation in the heart of the river.

Home About this blog worship fellowship music youth children outreach

### VISIT OUR WEBSITE

2PC STAFF

2PC CALENDAR

2PC HISTORY

PAST SERMONS FROM 2PC

### FOLLOW US ON

FACEBOOK

LINKEDIN

YOUTUBE

TWITTER

INSTAGRAM

SPOTIFY

REDDIT

PERISCOPE

SLACK

TELEGRAM

WHATSAPP

EMAIL

PHONE

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## SUPPORTS FOR SUCCESS

- Which of the following supports do you think you'll need to find and keep a job?
  - Help developing a resume or one-page profile
  - A mentor to help you think about the kinds of things you'd love to do
  - A mentor to help you learn about a particular type of job
  - Someone with whom to practice for an interview
  - Extra training or practice to learn job skills before finding a job
  - Someone to encourage you throughout the job search
  - Someone to help you connect to employers
  - Extra help from someone to learn the job when you first start (like a job coach)
  - Extra help from someone to help you keep the job over time (like a job coach)
  - Assistance getting to or from work
  - Modifications or changes to a job to make you more successful
  - Extra training for an employer so they know how best to support you
  - For each support we think would be helpful, who do we know in our congregation who could help?
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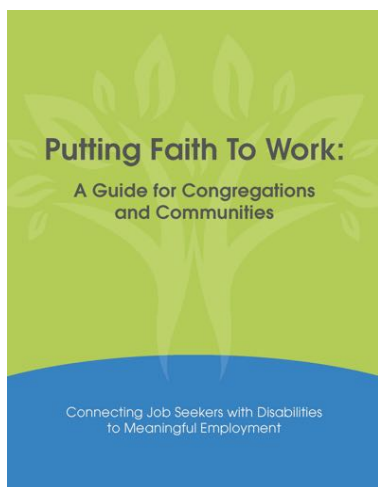
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Reflect on your team's efforts in each of the areas below and (a) what you are doing well and (b) what you could be doing better or differently in these areas. Then identify one or more next steps needed to strengthen your effectiveness.

	What are we doing well right now in this area?	What could we do better or differently in this area?
Securing support from congregational leaders		
Promoting awareness of this work		
Assembling a strong ministry team		
Finding interested people with disabilities		
Learning about people's work-related interests and strengths		
Networking within and beyond our congregation		
Connecting people to meaningful jobs		
Partnering with employers and other service providers		
Supporting people as they navigate their new job		
Working together as a team to carry out all of these steps		
Telling the story of this work to others		

What are the next steps we should take to do things better or differently?

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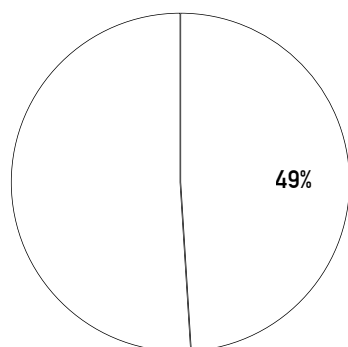
[www.puttingfaithtowork.org](http://www.puttingfaithtowork.org)

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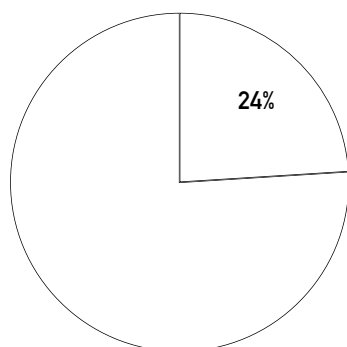
## FRIENDSHIPS

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## RELATIONSHIP OUTCOMES



**Never invited to a social activity with friends in the last 12 months**



**Have no friends outside of staff and family**

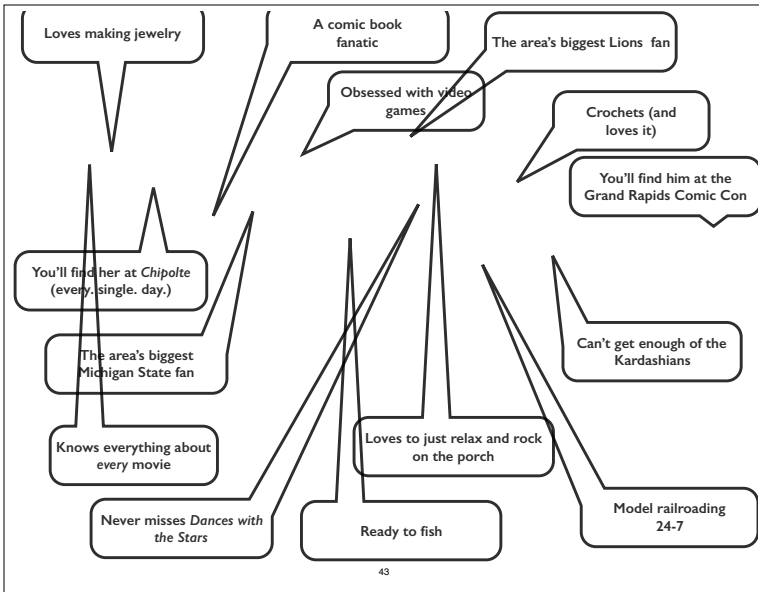
Source: [www.nlts2.org](http://www.nlts2.org) and [www.nationalcoreindicators.org](http://www.nationalcoreindicators.org)

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## RELATIONSHIP OUTCOMES

Young Adults With...	Who Saw Friends Outside Of Work At Least Weekly
Intellectual Disability	58%
Autism	48%
Multiple Disabilities	53%
Deaf-Blindness	63%
Orthopedic Impairment	66%
Emotional Disturbance	75%
Hearing Impairment	75%
Traumatic Brain Injury	77%
Visual Impairment	77%
Other Health Impairment	80%
Learning Disabilities	83%
Speech/Language	84%

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# 1. FAITH PARTNERS



# 1. FAITH PARTNERS

**Section IV**

**Faith Partner**

**Support through Relationship**

**The Faith Partner's Role on Peer Buddy**

**The Faith Partner's Role on Spiritual Guide and Friend**

**Resource for the Religious Leader**

**Section Review**

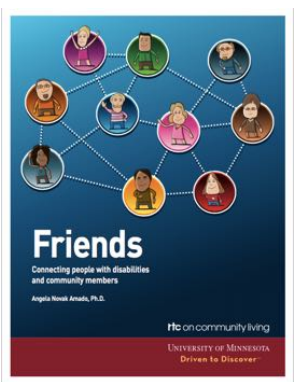
**Guide for Faith Partners**

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[kc.vanderbilt.edu/kennedy\\_files/IncludingAdultswithDisabilitiesinRelEdMANUAL.pdf](http://kc.vanderbilt.edu/kennedy_files/IncludingAdultswithDisabilitiesinRelEdMANUAL.pdf)

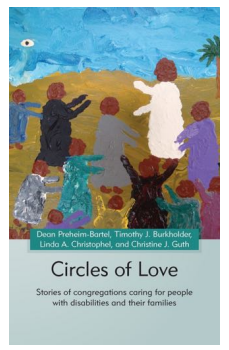
# 2. MAKING CONNECTIONS

- Strategy 1: Identify who the person already knows and where the relationship can be strengthened and deepened
- Strategy 2: Identify who would appreciate this person's gifts
- Strategy 3: Identify where you can find an interested person
- Strategy 4: Identify associations and clubs
- Strategy 5: Identify community places where people engage in one of this person's interests
- Strategy 6: Identify community places that are hospitable and welcoming
- Strategy 7: Identify places where the person can fit in just the way they are



[http://rtc.umn.edu/docs/Friends\\_Connecting\\_people\\_with\\_disabilities\\_and\\_community\\_members.pdf](http://rtc.umn.edu/docs/Friends_Connecting_people_with_disabilities_and_community_members.pdf)

# 3. CIRCLES OF LOVE



# HOUSING



## HOUSING OUTCOMES

???  
living with  
family  
caregivers

**69,557**  
in state  
institutions

**559,172**  
in group  
homes

**52,122**  
in congregate  
settings

<http://www.stateofthestates.org>

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## RESPIRE

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**FAITH & DISABILITY COMMUNITY CONVERSATIONS**

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## FAITH COMMUNITY CONVERSATION QUESTIONS

- Round 1: What could we do to include people with disabilities and their families well in the life of their faith community?
- Round 2: What could we do to come alongside people with disabilities and their families in other areas of their lives?
- Round 3: How might we support one another—and new congregations—in these areas?

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