

Chief Okemos Sportsman's Club

Vol. 31 No. 2

February 2018



Welcome to the February edition of the COSC newsletter.

**A Note from the Club
President - Ralph Batten**

Thank you all for attending the annual meeting. A special thanks to all that voted for me!

As your new Club President, I will do my best to keep the club's best interest at heart and keep it going in the right direction. Anyone with questions and or concerns, please don't hesitate to contact me.

At this time I would like to congratulate and thank Keith, Bob, John, and Jean back to the board, as well as Jane, Jody and the rest of the board - your time and service is greatly appreciated.

The club needs new committee chairs for the following committees: Building Maintenance; Range Maintenance; and Rules

We also need people to serve on these committees: Building Maintenance; Driveway; Grounds Maintenance; Membership; Range Maintenance; and Rules

If interested give me a call and if there is answer, please leave message.

If you haven't submitted your membership renewal application and dues payment, now is the time to do so. Complete the membership application found on the website and return it to the address on the back side along with your 2018 dues.

In closing I want to remind everyone to please pick up your brass and either take it home or dispose of it in the buckets provided. The range always looks nicer with the pads clean and swept.

COSC is a family-friendly gun and archery club in Dimondale, Michigan, promoting the safe and responsible use of firearms and archery activities in the Mid-Michigan area.

www.chiefokemos.org



chiefokemos

Chief Okemos Sportsman's Club is always welcoming new members. Visit the [Join or Renew Your COSC Membership](#) page on the website for details on how to become a member.

MISSION

To promote the safe and responsible use of firearms and archery activities in the Mid-Michigan area.

COSC Pledge

I give my pledge as an American to save and faithfully defend from waste the natural resources of my country, its air, soil, and materials, its forests, waters and wildlife.

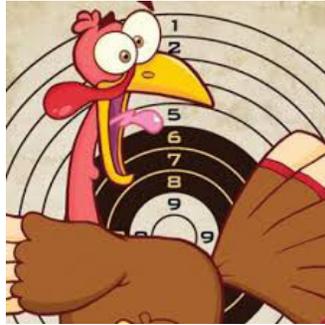
COSC Copyright

All contents copyright © 2018 by Chief Okemos Sportsman's Club. All rights reserved.

Turkey Shoot Time

The next turkey shoot is scheduled for February 10th with registration beginning at 11:00 a.m.

Turkey shoots are based on shooting a short (2 shots) trap competition from five different positions. Bring your favorite shot gun and 4 to 5 boxes of shells



Prizes are different meat products (chicken breasts, pickled bologna, frozen fish fillets, Cornish game hens, etc) with the big prize being a frozen turkey that you can shoot for score at a long-distance target.

We'll make up that January shoot that was cancelled. For more information, please call Duane Whaley at 517-646-1611.

COSC Archery News

Work has started in the 3D range. A new trail, to separate the shooting lane from the main trail at targets 10 - 11 is roughed in. This needs a lot of work yet, so if you're looking to get hours in, or you just got cabin fever? There is some loose bush that was cut that needs to be dragged over to the old trail. We're using the cut brush to fill in the old trail. Hoping to have this done by April.

The brush needs to be cut back all around the 3D course. There are a couple of trees that need to be cut up.

When possible there are 3 drain hoses across the trail that the frost has heaved out of the ground. The mower got one last year, and that one needs replacing. The other 2 need to be reset and level with the trail before mowing starts.

If have questions or need help give me, Steve McGarry, a call at 575-9511.

COSC Wild Game Dinner

Mark your calendar for Saturday, March 24th for the Wild Game Dinner and raffle event.



We will start the evening with a social hour at 4 pm (BYOB). A delicious dinner will follow at 5:30 pm. There will be rifle raffles, a 50/50 raffle, and \$1 & \$5 raffles as well.

The rifles up for raffle during this event are as follows:

- Henry Golden Boy 22 LR
- Remington 783 With Scope .243
- Savage Stevens 12 Gage Shotgun
- TC Compass Bolt Action Rifle .308

Wild game donations are needed, and very much appreciated.. New or "gently used-but in great condition" items are needed for the raffle tables. These do not have to be "gun" related items. Donations from our members help to offset the cost of the dinner.

To donate wild game or raffle table items, please contact Cathy Finn by phone (517-974-6178) or by e-mail (cathyfinn@comcast.net) to set up a time to drop off your donation, or drop off at our meetings on the 2nd & 4th Monday's of each month. You will receive a ticket to the dinner for your donation.

Volunteers will be needed to help serve the dinner, and to help clean-up on Sunday morning at 11:00 am. Volunteer servers get into this event at no charge.

Tickets are still just \$15 per person, children 12 and under are free. Tickets can be purchased at the door or ahead of time by mailing your check to C.O.S.C. PO Box 375 Dimondale, MI 48821. Tickets can also be purchased at our Monday night meetings.

I am requesting members to donate baked goods for the dessert portion of our meal. We have some fantastic baker's within our membership, and home-made desserts are the best!

COSC Two-Day NRA Personal Protection Outside the Home Course

COSC is offering a TWO day NRA Personal Protection Outside the Home Course on March 2018, at the club.

Course runs 8:45 am ending at 4:30 pm each day. This course is a great next step for those who have completed NRA's Inside the Home, as well as current CPL holders who want to enhance marksmanship skills. The majority of class is shooting drills on the range.

The Lead Instructor is NRA certified as well as former US Army instructor with 35 years experience.

Cost for COSC member \$200, non-member \$300. Maximum class size is eight.

What to bring:

- your carry firearm
- 250-300 training rounds
- strong side holster/belt rig (highly recommend a hip holster made for your particular handgun),
- 3 mags/speed loaders minimum
- belt pouch for mag/speed loader
- long work pants
- eye & ear protection
- Lunches/snacks as you need.

Contact George O'Kon at gjo1232@yahoo.com or leave contact info at (517)749-0280.

COSC Reloading Group

Welcome to group Tom, Craig & Justin at the January 13th meet. Martin and Roger worked with Leroy and Justin on .308, 5.56. Tom and Craig worked on .243 and case trimming. Hope for good weather soon to get outside.

Our February meeting dates are Feb 3 & Feb 17 from 9:00 am to 3:00 pm. We'll continue the .308 & 5.56/.223 and have .243 .270 available. Important! Chrono graph your loads too if weather permits.

If there is a hand load you want to bring and work with, then bring your brass, dies, primer, powder and bullets, rifle or pistol. We'll add another reloading bench as needed. Bring lunch too if you want to stay later than 3, so let us know by contacting Dennis at 517-775-1965.

The Reloading Group is open to all COSC members whether you're new to reloading or an old hand and would like to share your knowledge!

Basic Shotgun and Jr. Trap Classes

On April 14, 2018 we will be having our annual Basic Shotgun Class at Chief Okemos. This is an NRA sponsored class teaching kids and adults proper shotgun skills and safety. The class is free and enables the shooters to win shooting awards in our Summer trap program.

The class will run from 9:00 am to approximately 3:30 pm. There is an open book test to earn an award certificate followed by a chance to shoot on the trap range.

All shooters who pass will be able to shoot a round of trap on the following two Tuesdays - April 17th & 24th. This gives new students the opportunity to see how our Jr. Trap program works before our shooters from past years join us on May 1st.

Our Jr. Trap program runs all summer long until the end of August. There is no charge for this program. We supply the shotguns, shells and clays. If you have your own shotgun then bring it.

We start at 5:00 pm and shoot until all shooters have shot at least 2 rounds of 25. As each shooter reaches certain levels of accomplishment, they will receive awards and medals of achievement. We have several coaches that work with the students to teach them the fundamentals to be very good, responsible and safe shooters.

If you have any questions or are interested in this program please call Gary Kandler at 517-646-7973.

NRA Membership Info

When joining or renewing your NRA membership you can do so through the COSC, and here's how:

Please send the following info:

Your name and mailing address

Your NRA Membership number (if renewing)

The NRA magazine you prefer (choose one):

American Rifleman

American Hunter

1st Freedom

along with a check for dues made payable to NRA
NRA Membership Dues:

1 Yr - \$30 3 Yr - \$85 5 Yr - \$100

mail to: Keith Wright 427 W. Jefferson, Dimondale,
MI 48821 (a receipt for dues will be mailed to you)

Have your friends, neighbors, co-workers or anyone
renew or join through COSC and the club will get
\$5 or \$10 commission.

Executive Officers All terms end 1/14/19

President	Ralph Batten	482-8169
1st Vice	Dan Reid	719-0416
2nd Vice	Keith Wright	646-9179
Secretary	Jody LaClear	243-6991
Treasurer	Jane Kandler	646-7973

Board Members Term Ends

Past President/Sharon Whaley 646-1611	
Jerry Shihady 282-5097	1/14/19
Duane Whaley 646-1611	1/14/19
Penny Batten 482-8169	1/13/20
Bill Ames 282-8085	1/13/20
Jean Wank 646-6753	1/08/21
Bob Tyler 484-2020	1/08/21
John Gambill 646-0681	1/08/21

Communications/Social Media

Newsletter & Website

Sandy Enness sandraeness@gmail.com

Facebook

Aaron Lopez lopez.aaron.m@gmail.com

Club Contact Information

All area codes are (517) unless otherwise noted

There is NO CLUBHOUSE PHONE

Archery

Mark Richardson 202-6000

Steve McGarry 575-9511

Jr Archery

Tim Hodgman 643-1497

Falling Plates

Clint Wells 974-4770

Cowboy Action

Duane Whaley 646-1611

Junior Hi-Power

Jim Stewart 646-9763

Junior .22 Rifle

TBD

Adult Trap

Duane Whaley 646-1611

Junior/Ladies Trap

Gary Kandler 646-7973

Ladies, Ladies, Ladies

Sharon Whaley 646-1611

Black Powder

Lloyd Merchant 927-7264

Reloading Group

Dennis Dann ReloadingGroupCOSC@gmail.com

Hunter Education

Dennis Dann HunterEdCOSC@gmail.com

Range Maintenance

Volunteer Needed

Grounds Maintenance

Wayne Walter 627-8247

Clubhouse Rental

Mike & Cathy Finn 616-0093

Member Volunteer Work Hours

Sharon Whaley 646-1611

Membership

Penny Batten 482-8169

COSCMembership@gmail.com

New Member Orientation

Jim Ingison jdingison@sbcglobal.net

Andy Powers chevota1977@gmail.com

NRA/COSC Membership Recruiting

Keith Wright 646-9179

Capital Area Friends of the NRA Committee

John Mann 694-1440

FEB 2018



SUN

MON

TUE

WED

THU

FRI

SAT

01

W&G 8:00a

02

Reloading Group
9:00a – 3:00p

03

04

05

06

07

W&G 8:00a

08

09

Turkey Shoot
11:00a
registration

10

11

New Member
Orientation 6:45p
COSC Board Mtg
7:30p

12

13

**HAPPY
VALENTINE'S
DAY**

14

W&G 8:00a

15

16

Reloading Group
9:00a – 3:00p

17

18

**Presidents' Day
Holiday**

19

Deadline for
Newsletter
Submission

20

21

W&G 8:00a

22

23

24

25

New Member
Orientation 6:45p
COSC Board Mtg
7:30p

26

27

28

W&G – Wheezers & Geezers Group ☺

Don't forget to purchase your tickets to the Wild Game Dinner! Donate wild game, raffle items, and/or baked goods or to volunteer for the event, contact Cathy Finn at 517-974-6178 or by e-mail cathyfynn@comcast.net

Club hours for shooting – 9:00am to ½ hour before sunset but not past 9:00pm. Please be respectful of our neighbors and keep track of time when shooting in the evening.

CHIEF OKEMOS SPORTSMAN'S CLUB, INC.

Constitution and By-Laws

Effective January 8, 2018 per approval at the January 8, 2018 General Membership Meeting

ARTICLE I – Name, Purpose and Mission Statement

Section 1 – Name

This non-profit Corporation shall be known as, and named, the **Chief Okemos Sportsman's Club, Inc.**

Section 2 – Purpose

To create better sportsmanship among its members and their friends, and to promote and maintain friendly relations with landowners and sportsmen, and to co-operate to the fullest extent of its power with the Department of Natural Resources of the State of Michigan in obtaining proper respect for, and observation of, Fish and Game Laws of the State, to own and construct a Club House and other incidental buildings on land to be acquired by the Corporation, and to do all other things incidental to accomplishing the above.

Section 3 – Mission Statement

To promote programs designed to educate citizens in environmental education and natural resource conservation;

To promote the safe and responsible use of firearms;

To protect, preserve and promote the shooting sports and our American Heritage of citizen firearm ownership and

To promote archery, shooting and fishing activities for children, youth, women, individuals with physical disabilities, gun collectors, hunters and competitive shooters.

It shall be our further purpose to promote good sportsmanship and fellowship, honesty, responsibility, self reliance and team play.

ARTICLE II - Membership

Section 1 – Term of Membership

The term of Class A membership begins on the date of a member's approval by the Board of Directors and terminates on December 31st of the same or next calendar year as determined by the Board of Directors.

Section 2 – Qualifications

Any individual, regardless of age, race, creed, color, sex, marital status, national origin, handicaps, number of dependents, height, weight or sexual orientation, expressing interest in furthering the purpose of this Corporation and complying with the provisions of this Constitution, shall be eligible for membership. Any person who has been convicted of a felony is not eligible for membership in this Corporation.

Section 3 – Classifications

There shall be the following classes of membership:

1. **Class A** – A membership for Member and Spouse (18 years of age or older).
Full Corporation responsibilities and privileges including voting, holding office, participating in all Club activities, and serving on any committee to which they may be appointed.
2. **Class B** – Minor dependents of Class A Members are allowed participation in designated Club activities only.
3. **Class C** – A membership for Junior Members (under the age of 18 and/or a student), whose parents or legal guardians are not members, may participate in Corporation sponsored activities.
4. **Class D** – Honorary Membership. A non-voting non-office holding membership with terms, responsibilities and privileges as determined and bestowed upon a person by the Board of Directors.
5. **Life** – A Membership awarded by the Board of Directors and approved by the membership shall have the same rights as a Class A membership.

Section 4 – Dues

Class A and B Memberships – The initial dues of this Corporation are \$125.00 per year and \$125.00 per year thereafter. Those members having given, during the previous year, 15 hours of work on Club projects as recorded by the Board of Directors, shall be credited \$75.00 on the dues for next year.

Class A members at age 65, or members with proof of a physical disability, with membership in good standing during the previous 5 years, shall be charged one half the applicable dues.

Class C Membership - \$5.00 per year

Class D and Life Memberships – No dues required

Dues are NOT refundable.

Section 5 – Revocation of Membership

The Board of Directors may, by two-thirds vote, cancel the membership of any member for just cause. However, prior to termination by the Board of Directors, the member must be contacted by certified mail (return receipt to the Secretary) which is directed to their last known address, specifying the charges and requesting the member appear before the Board of Directors for a full and just hearing at the time and place therein to be stated and what action will be taken on the charges. The member in question shall be given ten (10) days notice prior to the date of his or her requested appearance. **NOTE:** An appeal from such a decision may be made at the next General Membership meeting of the Corporation.

Section 6 – Termination of Membership

Any member who causes his or her membership to be terminated shall forfeit all Corporation responsibilities and privileges and return all corporate owned keys, property, equipment, funds and records he or she may have to the Corporation.

ARTICLE III – Officers and Duties

Section 1 – Officers

The executive officers of this Corporation shall be:

1. President
2. First (1st) Vice President
3. Second (2nd) Vice President
4. Secretary
5. Treasurer and
6. Immediate Past President

Each shall be a member of the Board of Directors with equal voting power and privileges of other Board members, except as otherwise provided. **NOTE:** The Board of Directors will be comprised of seven (7) Directors in addition to the Executive Officers. All Officers must be members in good standing at all times.

Section 2 – Elections

The election is held at the Annual Membership Meeting in January. Nominations for Officers and the Board of Directors shall be made by:

1. Nomination committee consisting of five (5) members appointed by the President, or
2. Nomination from a member from the floor at the Annual Meeting.

At the Annual Meeting the name of the First (1st) Vice President shall automatically be placed in nomination for President. The name of the Second (2nd) Vice President shall automatically be placed in nomination for the office of First (1st) Vice President. This procedure will not preclude the nomination of any member(s) from the floor.

All Executive Officers, except the Immediate Past President, who are automatically appointed to the Board of Directors and vacancies on the Board of Directors, shall be elected by ballot by the membership at the Annual Meeting in January. The term of office shall be one (1) year for Executive Officers and three (3) years for the Directors. No Officer shall be eligible to hold the same office for more than two (2) terms in succession with the exception of the offices of Secretary and Treasurer, which shall be unlimited as to succession by the same person.

NO member shall hold two (2) or more offices at the same time.

Section 3 – Qualifications

Class A members shall be eligible for office in the Corporation provided they have been a member in good standing for a minimum of three (3) years.

Section 4 – Duties of Officers

The President shall be the Chief Executive Officer of the Corporation and has general charge of its affairs. The President shall preside at all meetings of the General Membership and the Board of Directors of the Corporation. The President shall have such powers and duties as are incidental to the office and the Board of Directors may assign any tasks not inconsistent with these By-Laws. The President shall fill vacancies by appointment. Such appointments will only remain in effect until the next election.

The First (1st) Vice President shall assist the President in the performance of duties and succeed to the presidency in case of an absence or vacancy. The First (1st) Vice President shall be an ex-officio member of and report to the President for the Standing Committees: Rules, Finance, Membership, Building Maintenance, Range Maintenance, Grounds Maintenance, Programs and Concessions.

The Second (2nd) Vice President shall succeed to the First (1st) Vice Presidency in case of a vacancy and similarly to the Presidency. Under the direction of the President, the Second (2nd) Vice President shall be an ex-officio member of and report to the President for the Special Committees designated by the President.

The Secretary shall be responsible for recording all corporate actions, deliberations, correspondence and other duties that usually pertain to said office or as defined by the Board of Directors. In addition, the Secretary is responsible for the Corporation's Newsletter and maintenance of a current membership list. The Secretary may select and delegate the publishing of the Corporation Newsletter to an editor and membership list to a membership chairman.

The Treasurer shall:

Keep full and accurate account of all receipts and disbursements,

Deposit, within the next two business days, all monies, checks and other obligations to the credit of the Chief Okemos Sportsman's Club, Inc.,

Not disburse funds except by authority of the Board of Directors or as the By-Laws prescribe

and make and provide a complete and written monthly financial statement (to include total assets, liabilities, expenses, income, savings, Grants and Grant expenditures) at each meeting of the Board of Directors

and shall ensure that copies of all insurance policies are given to the chairperson of the insurance committee, the secretary, president and one copy placed in the club safe.

Immediate Past President shall serve with the same responsibilities as Board members with equal voting power.

Board of Directors shall approve an annual budget, manage the property and lawful business of the Corporation. The Board shall possess such authority as may be necessary to complete the purpose of the Corporation, limited only by the Articles of Incorporation and these By- Laws. The Board of Directors shall appoint three (3) persons, any one (1) of which must sign for any monetary disbursement. All actions by the Board of Directors shall be subject to review and comment by the General Membership. All actions employing new programs, Corporation commitments, and/or non-budgeted items must be reviewed by the General Membership and approved by the Board of Directors. **NOTE:** Upon leaving office, all Officers **MUST** turn over to the Corporation all Corporation funds, equipment and materials pertinent to their office.

Section 5 – Meetings

The Board of Directors shall hold monthly meetings at such times and places as they determine. Special meetings of the Board of Directors may be called by the President whenever necessary. The purpose of a special meeting shall be contained in the notice of the meeting. Only Board members may vote at Board meetings.

All members in good standing must be allowed to speak for a reasonable amount of time on any vote taken by the Board of Directors.

All Board of Director Meetings must be open to any member in good standing.

All Board of Director meetings (including special meetings) must be announced during at least one regularly scheduled membership meeting.

Section 6 – Quorum

At any meeting of the Board of Directors, a simple majority of the members of the Board shall constitute a quorum for the transaction of business.

Section 7 - Removal of Officers

Any Officer or Director absent from three (3) consecutive Board meetings without valid reason shall be dropped from the Board of Directors.

The resignation of any Officer or Director may be accepted by a majority vote of the remaining members of the Board of Directors.

Section 8 – Report to the General Membership

The Board of Directors shall, through the Secretary or other Officer designated by the Board of Directors, make complete and concise report of its activities and actions during the past month. This will include any recommendations for future actions at the monthly meeting of the Corporation.

Section 9 – Proxy Votes

There shall be **NO** votes by proxy.

Section 10 – Employees

The Corporation shall not have any paid member-employees except those allowed by these By-Laws in accordance with the rules and regulations set forth by the Michigan Employment Security Commission and the Bureau of State Lottery of the State of Michigan in fulfilling the above purposes.

ARTICLE IV – Meetings

Section 1 – Membership Meetings

The Corporation shall convene in regular meetings on the second (2nd) Monday of each month at the Corporation's property or other designated location subject to change by the Board of Directors. Due notice shall be mailed at least seven (7) days in advance of said meetings or published in the newsletter in the month prior to the membership meeting. **NOTE:** The ANNUAL Membership Meeting shall be held in January of each calendar year. At that time, members of the Corporation shall, by majority vote of the members present, elect Officers for the Corporation.

Section 2 – Special Membership Meetings

The President or the Board of Directors may call a special meeting of the membership provided that seven (7) days notice is given to all members as to the time, place and purpose of the meeting. Nothing shall take place at any Special Meetings that has not had prior approval by the Board of Directors.

Section 3 – Quorum

At any monthly or Special Meeting of this Corporation, the membership present shall constitute a quorum for the transaction of business.

Section 4 – Voting

Only Class A members may vote at meetings of the Corporation. Voting shall be by voice vote, unless a roll call or secret ballot is prescribed by these By-Laws or called for by the President. A majority vote by members present is sufficient for the adoption of any motion that is in order except as these By-Laws and parliamentary law as contained in the current edition of Robert's Rules of Order, Newly Revised shall otherwise prescribe. Only Board members may vote at Board meetings.

ARTICLE V – Committees

Section 1 – Appointment of Committees

The President shall, within thirty (30) days or prior to the first Board meeting, or following the Annual Meeting, whichever is later, appoint all standing committees as the President or the Board of Directors deem advisable. Standing committees shall be: Rules, Finance, Membership, Building Maintenance, Range Maintenance, Grounds Maintenance, Programs, Insurance and Concessions. Members of committees may be removed by vote of the Board of Directors.

Section 2 – Duties of Standing Committees

Nothing in these By-Laws shall be construed as preventing the President from appointing as many Special Committees as the President may deem necessary to assist in carrying out the objectives of this Corporation.

The Rules Committee shall investigate questions that may arise relative to the interpretation of these By-Laws and any rules procedure. The Rules Committee shall also consider all proposed amendments to these By-Laws.

The Finance Committee shall prepare a budget for the current fiscal year and recommend ways and means for financing same to be adopted by the Board of Directors.

The Membership Committee shall study ways and means to increase the membership of this Corporation and make recommendations to the Board of Directors.

The Building Maintenance Committee shall study ways and means to maintain the club buildings in good repair. They shall also prepare plans for the Board of Directors approval for any new building projects.

The Range Maintenance Committee shall study ways and means to maintain the club ranges in good repair. They shall also prepare plans for the Board of Directors approval for any new range projects.

The Grounds Maintenance Committee shall study ways and means to maintain the club grounds in good repair. They shall also prepare plans for the Board of Directors approval for any new grounds projects.

The Programs Committee shall study ways and means to maintain the club programs in good order. They shall also prepare plans for the Board of Directors approval for any new program projects.

The Concessions Committee shall study ways and means to maintain the club concessions and kitchen in good order. They shall also prepare plans for the Board of Directors approval for any new concession projects.

Chief Okemos Sportsman's Club
P.O. Box 375
Dimondale, Michigan 48821

NON-PROFIT ORGANIZATION
U.S. POSTAGE PAID
DIMONDALE, MI
PERMIT #4



CURRENT RESIDENT OR



Protect Your Right To Keep and Bear Arms

The Insurance Committee shall report to the board on a yearly basis the status of all insurance policies held by the club. Six (6) months prior to any policy end date the insurance committee shall seek bids from alternative insurance companies and report the results to the board.

All Standing Committees shall have such other duties as the Board of Directors may prescribe. All Standing Committees shall make written annual reports to the Corporation, as well as monthly reports at Board of Directors meetings.

ARTICLE VI – Parliamentary Authority

The rules contained in the current edition of Robert’s Rules of Order, Newly Revised shall govern the Chief Okemos Sportsman’s Club, Inc., nee “Corporation”, in all cases to which they are applicable and in which they are not inconsistent with these By-Laws and any special Rules of Order that the Corporation may adopt.

ARTICLE VII – Amendment of By-Laws

These By-Laws can be amended at the Annual Membership meeting of the Corporation by a two-thirds vote of the membership present, provided the amendment has been submitted in writing at the previous three (3) General Membership meetings. The Board of Directors may call for changes in the By-Laws at other times by two-thirds vote, if an emergency situation warrants.

ARTICLE VIII – Dissolution

Upon dissolution of this Corporation, all assets, after payment of the debts of the Corporation, shall be turned over to another non-profit organization with similar goals and missions.