

Transcript

Dr. Andy Braams Interview

Episode 25: *"Flipping the Mic on Dr. Andy Braams"*

[00:00:20] **Rodney Harrison:** Hello. My name is Rodney Harrison, President of Baptist Homes and Healthcare Ministries. Today, we're changing the format a little bit as I have the privilege of interviewing Dr. Andy Braams. Dr. Braams serves as Vice-President of Operations. So Andy, as a Christian ministry, our personal relationship with the Lord is foundational for providing Christ-like care for the aging. Let's begin by hearing how you became a Christian and how God has prepared you for the role that you have just assumed.

[00:00:50] **Andy Braams:** Well, I grew up in church. That doesn't mean I was a Christian, but I did grow up in church. And from an early age, I knew a lot of facts about the Bible. I knew the stories about the Bible and at a fairly early age, I did get baptized.

As best I can say, I believe I was probably saved when that happened. However, during my teenage years my parents got divorced [and] we got away from church for a while. When I went to college, church was not an important part of my life. And I say that not to distinguish between...or not to bring church and God into the same equation, but they are related, obviously. I had a belief in God, but He was not Lord in any way, shape, or form. Jesus wasn't Lord until really my mid- to late-twenties [that] I really made that decision that He was Lord. So again, there's a period of time, Rodney, that if you know, I really don't know as far as a salvation standpoint, if what I believed as a child would have carried forward from a salvific standpoint. Anyway, from my mid- to late- twenties, that certainly changed. Jesus [has] been Lord of my life completely from that point on.

And so that has led me on a lot of different avenues during that [time], all of which lead me to this point. From a preparation, from a vocational standpoint, related to the VP of Operations here, I have...out of college, I worked in a financial in the financial industry and my background, my undergrad, was actually in Business Administration with an emphasis in Finance.

So that was a part of it. From there, I began working with my father-in-law and began to do a lot of training in the IT world, the database world, even some [of the] operating system world. That's a long time in my past. Things have changed a lot. So there's a lot I've forgotten, probably more that I didn't know that I have forgotten. But anyway, and then that all morphed at the same time into me pursuing a degree in Christian Education at the Master's level, later as Doctor of Education.

And in the meantime, serving on a church, not just from a laity perspective, but also originally as [a] youth minister/associate pastor. And for these last almost 11 years now as a pastor in Northwest Missouri. So, from the operational standpoint the maintenance side of things is something that I'm learning. The amount of code, the amount of regulations, let me say it that way...the amount of regulations that are necessary within the realm of healthcare, and specifically nursing home care, there are a lot of acronyms that I am learning and trying to learn at this point in time. But having the financial background, having the IT background, being able to educate others and to equip others and the relational

aspects of being a pastor, those are all things that I bring to the table as a part of this. I just feel like God has equipped me over these...even though I didn't realize where this was leading...but he's equipped me over these last say 25 years, 30 years, even towards this moment and this time in my life.

[00:04:30] **Rodney Harrison:** Thank you for sharing your personal journey.

And you know, one of our previous hosts here on *Biblical Perspectives on Aging* was Dr. Elmer Towns. And Dr. Towns liked to share [that] our salvation experience is often more like a continuum of time, rather than a point of time.

Now looking down, God knows the moment each one of us truly was born again. He knows that moment that we were saved. But, you know, oftentimes for those that are on the journey there comes a time when maybe they made a profession of faith in Sunday School or in a youth group. They followed in baptism. And yet maybe later on in college, there was a rededication and they're a little bit confused, you know, "At which moment was my profession of faith the one?"

And you know what? We may never actually know that. What is important to know today [is] that we are saved and that Christ is not only our Savior, but our Lord. And I always appreciated that analogy that Dr. Towns used, because again, there's no confusion with God. He knows that moment that we truly were born again, that we transitioned from death unto life.

But for us, that's a part of the faith journey oftentimes. And you know, that's important because many of our residents sometimes struggle with that. We have residents in Baptist Homes that grew up in a Baptist church. They grew up in a Christian community. And yet even as they are now in the latter seasons of life, they are asking the question, "Do I know that I'm saved?"

And that is one of our commitments as a sanctity-of-life organization to help them understand this is what the gospel says. That yes, we can know that we are saved. Yes, we can know that he is truly our Savior and Lord. And yet, sometimes there is a little bit of difficulty on our end, knowing exactly when that happened.

So oftentimes with our residents, we are asked to help them to have that assurance. And of course, for that, we always go right back to Scripture. "What does the word say about the assurance of our salvation?"

Now a moment ago, I referenced our commitment as a ministry to the sanctity of life.

So tell us a little bit about your commitment to the sanctity of life and why that is important to you.

[00:07:10] **Andy Braams:** You know, there's multiple aspects to the idea of the sanctity of life. And I think for most people out there that are not dealing with the aging, we think of abortion as a major part of that.

And certainly, it is a major part of that. I remember in a recent episode where Dr. Mackey and Patrick Omwoha were on...Dr. Mackey said something, which I think is so pertinent. Much of our medical system is based upon the care for the young or the care for those who are middle-aged and maybe entering into an older age timeframe, but really not as much for the aging.

And I think that'll change as boomers continue to age and demand more care, better care, as things go on. But there is the end of life aspect. From the physical perspective, we have the, you know, the issue of abortion. We have the end of life. But one of the words that I have heard countless times since I began...I guess working with Baptist Homes in some way, hosting the podcast ordinarily...is the word dignity. And so I want to just camp out on that for just a moment because, wherever anybody is in life, there is a need to have dignity. We are made in the image of God and that doesn't change from the moment of conception until the moment of...actually it doesn't change beyond that period.

But as we enter into age-of-life issues or in my case, even mid-life issues, our perspective changes, our understanding changes, but our need for dignity does not.

And of course, we have had...if we think about sanctity of life, we can also move from the idea of the physical and even the emotional or the spiritual, but the racial aspects you know, that is true that, you know, all races are made in the image of God.

And so, as we think about overall, the idea of sanctity of life, we have to look at the continuum of life, from beginning to end, the physical life. But knowing that it goes beyond...knowing that the dignity that we have now, that we desire now, that we need now, that will continue on into eternity in some way and how that is expressed, we can't completely be certain on this side of eternity. But I think that we can...as you just mentioned, that those who, those senior adults who are looking for that assurance of a decision that was made in the past, a salvation that they long for, that integrity that they want in that moment, I think that's an important part that, as best we can, we can bring some of that hope and that assurance.

And again, all of that relates back to dignity from a physical perspective, from an emotional perspective, from a spiritual perspective. But I think, you know, we've seen so much over these last couple of years, especially...we need to not forget even the racial perspective and how all of that comes into play as well.

And honestly, that is one of the reasons why I believe I was ready to receive this job at this time is because for two years, or I'm sorry for a little over a year each week, you would hear me say something along the lines of, "Even you can be a voice for the aging." Well, I'm a part of that "you."

And so, I can be a voice for the aging as hosting a podcast or I can be a voice for the aging as far as being actively involved in some way, shape, or form. And so, when the opportunity to join Baptist Homes as VP of Operations came about, that was a big part of the decision.

In fact, there was a Christmas Banquet, which you will be aware of, that Dr. Branch shared some things. And in that night, I was thinking about, “Where am I being the voice for the aging beyond the podcast?” And then this opportunity came about shortly thereafter and it was just very natural at that point.

[00:11:35] **Rodney Harrison:** Wow. Well, thank you so very much for sharing that journey.

And again, [at] Baptist Homes and Healthcare Ministries, we are committed to the sanctity of human life. We are committed to providing a place of compassionate care of dignity, but most of all, a place that will allow those who are in the latter seasons of life to be in a Christian environment. For those who are yet to be saved, to be able to hear the gospel.

And for those who are saved, which is the vast majority of our residents, who are believers, to give them a place in a venue where they can continue to use their gifts, talents, and abilities for the glory of God. And so, it is an exciting ministry and we welcome you to that.

Now, Andy, as with many of our listeners, you’ve actually only known about Baptist Homes for a couple of years. And so, what are three things that excite you about this ministry?

[00:12:36] **Andy Braams:** Well, one thing I’ve learned, just in my first month as being a part of this, and I’ve seen this from afar as the host and interacting with various people over these last 15, 16 months now, is the growth. Baptist Homes has been around for nearly 110 years now, but much of that was one campus. And then with two campuses and that’s accelerated.

But now, even in the last year, there are more campuses being added. One that is active, two more that are being renovated even at this time. But, not to spill any beans because I don’t know what beans there are to be spilled, this isn’t the end of the growth. This isn’t the end of the opportunities as God allows, obviously. So I think there’s an excitement that I have in joining that possibility of in perspective of growth.

And with that, there’s a lot of new blood. As you know, last week, for our listeners, we had a workshop. Of the number of people that were at the workshop, 83% were new within the last year in some sort of a leadership perspective.

And that is a significant number. And you might say, “Wow, that’s a lot of turnover,” but there was a lot of excitement. And some of the people involved had been a part of Baptist Homes in other ways in the past, but the invitation to this aspect of leadership from a cabinet perspective, was exciting to not only see and to meet some of those people from my perspective for the first time, but to hear hearts [and] to build bonds. It wasn’t all about work. It was about relating with one another and learning about one another and learning how we might better invest in one another as a part of that.

And so, I think that there’s some synergy that comes from that as well. And then, obviously, the values that Baptist Homes has and cares for the mission and the values to be that Christ-like standard of care for the aging, to want to help equip others, to be a part of that, to do better at involving themselves in caring for the aging, and that this podcast is a part of that,

to see the employees, the staff, to grow as individuals in their faith as well. And then, obviously, all that carries forward to the residents that we can...as you said, for those that may not know Christ to come to that relationship with Christ. For those that do know Christ to realize that he still cares for them, even when the aches and pains might be a little different and the challenges that COVID has brought as far as family and others, being able to come to make visits and all that. But to know that there are people that still care and stuff. So, I would say those are the three main things, the growth, the new employees, and the new staff and the values are three key characteristics that I see that excite me about the future of Baptist Homes and Healthcare Ministries.

[00:15:57] **Rodney Harrison:** Well, thank you for sharing that. I wish our listeners could have just dropped into those meetings...you know, at times, they just spontaneously transitioned to prayer, to encouragement to one another, but we also stayed very focused on the task of “How do we fulfill and live out our mission, vision, and values?” So it is an exciting time.

Now as a believer who is married, you know, like all of us who are married, really, we’re only complete in the context of our spouses. So, tell us a little bit about your wife and maybe even a little bit about her relationship with Baptist Homes, because it is a little bit unique in comparison to the rest of our leadership team.

[00:16:39] **Andy Braams:** Sure. Well, we’ve been married for almost 29 years at this point and we met in high school and did not pursue anything in high school because I was several years older. But as she was about to graduate, that’s when we started dating and such.

She became a Christian. We think if my salvation experience was in the early eighties, we became Christians really right about the same time. Hers was more consistent, shall we say, more known going forward from that point. But she is, as you said, she is my completion. She completes me and we have a great relationship and [are] looking forward together to this transition that we’re making, not only moving from being on ministry staff together at church, but also moving locations and seeing how she might plug in in various ways in the Jeff City area. So that’s one part of it.

But from a Baptist Homes perspective, you know, it’s kind of interesting how God brought all of this together over, you know, a 13-, 14- month period. I still recall actually nearly two years ago that you and Dr. Mackey contacted me about the prospects of hosting this podcast and then beginning to host this. She has helped on the back side of things, doing some of the editing and the transcripts and things that are [an] important part of this. And then, as time went on, 5, 6 months into that process, she was asked to become a board member of the Baptist Homes and served in that capacity faithfully for several months before she was officially voted upon by the convention this year.

And about a month and a half after that, she was asked (or about a month after that), she was asked to be on the executive board. And then, as you know, at a lunch that we were having together, she was asked...in fact, it was the very week that she was asked to be on the executive board...she was asked to step down from the executive board because you were going to offer me this position.

And obviously, that would be a conflict of interest with her on the board and me serving in this position. So, she has had that unique relationship [of] serving as a board member. You know, it was interesting because, as a pastor, there's a few things that I've kept from her, very few, you know, we don't like to have secrets, but she understands that.

And it was interesting for a while, but there were things that she would keep from me as a board member, even though I was hosting the podcast you know, trying to keep that line of demarcation, so to speak, in place so that there weren't any trusts being violated or anything. And now that is different again, because she actually probably knows, still knows, more about Baptist Homes at this point than I do. But my ramp up, you know, she's going to be the one that is not having all the information and yet I'm sure she's going to be helping out in many different ways, from afar and maybe even part-time, in some ways, in the future as well.

So, we're both very much looking forward to this new venture and the new opportunities [we] will have in the Jeff City area in the weeks and months.

[00:20:08] **Rodney Harrison:** Oh, thank you for sharing just a little bit about Susan. For our listeners, just as a context here, Baptist Homes is governed by a 21-member board. This board is elected by the committee on nominations of the Missouri Baptist Convention. They are generally going to be members of Missouri Baptist churches, for the most part. We are able to have up to three of our board members from out of state. But they're all going to be connected with Baptist churches.

And they're volunteers. They give of their time, their talents, and their treasure to support this ministry and to love this ministry. Susan was an exceptionally joyous member of our board. And we are going to miss her in that role of the board, but we are blessed with just a tremendous board. Each year, we have some new board members that are going to be elected. They're actually elected by the messengers of the Missouri Baptist Convention.

So it is a very democratic process. And we have been blessed with a very robust board of trustees for this ministry. So, we are very blessed to have had Susan in that.

Now, you also mentioned that Susan helped behind the scenes with the *Biblical Perspectives on Aging* podcast, which was launched in the early spring, early fall of 2020.

Now you've been hosting that for now some time. What was your favorite interview so far? You know, I think of the people that you've interviewed, names that range from some of the most well-known ethicists in the United States to, you know, Christian thinkers to prominent writers such as Elmer Towns, most of the Baptist Homes leadership team, financiers, [etc.] Has every...you know, it's been quite an eclectic group that you've interviewed, but what has been your favorite interview so far, and why?

[00:22:07] **Andy Braams:** You know, as you were saying that question, I'm just thinking through so many different names, there's so many different possibilities.

Interviewing Patrick Omwoha and Dr. Mackey a few weeks ago was very good, but having spent time with Patrick, now considerable time with him, over these last few weeks has just deepened a bond and a relationship. And especially with him being from Kenya and that being a big part of my mission work and that I do, that's helped.

I remember Tom Turner sharing how their facilities down in South Carolina had their call center. They're a part of the call center for Billy Graham and things. And certainly the opportunity to interview Dr. Towns, just to talk to Dr. Towns, both on camera and off for a while was very much intriguing.

But really, as I think through that question, Rodney, I think of...and it was a very early interview...one of the very first interviews and one of the very first episodes with Dr. Ben Mitchell.

As the ethicist, as you said, and well-known in that regard, but again, there is a great amount of information that we hope, that most podcasts hosts I believe hope, comes through within the interview, within the episode itself. And I remember specifically within that episode, him talking about his father being aged and beginning to need some different care and how some of the, you know, some of the things that we think about from a theory perspective when we have to put [it] into practice, we wonder how that will hold.

We wonder how we will react in those moments, perhaps. And you could just see Dr. Mitchell realizing that this was his moment and this was not just a podcast to convey some information, but it was something personal. He indicated that he planned to continue listening to the podcast and to get some tips, some thoughts, and some help from that.

And I believe he probably is. But there was so much, that was done off screen as well, just communication that we had praying together as we did. And that happens in so many different interviews, but that's the one that has...they're just so many, I can think through little snippets here and there that were good in moments or that were good for the most part, but I really appreciated that interview was with Dr. Mitchell and seeing how he was beginning to process some of these life issues personally, even as he was trying to address them from a theoretical perspective for the audience.

[00:25:01] **Rodney Harrison:** That was one of the highlight interviews, one that I enjoyed immensely. And just as a reminder to our listeners, you can access past episodes of *Biblical Perspectives on Aging*.

And so, I would encourage you to go back and relisten to the episode with Dr. Ben Mitchell, a recently retired ethicist who is still contributing through his writings and through his influence. But again, very, very pertinent because he was, when I called him, he was just beginning that journey with his father.

You know, kind of in the midst of, "What are we going to be doing? What decisions do we need to make?" And you know, that's where many of our listeners find ourselves. They find out about the podcast because they are at a season of need. They're looking for answers. They've gotten to that point where they're asking the question(s), "Do we need to take

away the keys?”, or, “My parents still drive, but do we need to take away the keys because we’re afraid that they might harm themselves or others?”, or, “Is mom able to care for herself? Because when [I] go there, [I] realize maybe there’s no fresh food in the refrigerator or she’s been wearing the same thing for over a week.”, or “The clean clothes are in the dryer and the dirty clothes you know are in the drawer.”

You know, all these kinds of things can happen and we need resources. So, I appreciate your hosting *Biblical Perspectives on Aging*. Now in your new role, what are some changes that you anticipate for this resource?

[00:26:43] **Andy Braams:** Well, one of the things that we just announced is that we’re going to move this podcast to a monthly basis. And the episode that will air [will be] in March. This will be the first I’m sorry. This little episode will air in February. This will be the last kind under the normal process that we’ve been doing, even though we’ll all be one episode.

But in March, we’re going to begin just one a month and that’s going to allow us to try to make these better. I think the content has been good. I think the guests have been great, but it will allow us not to have to rush through finding guests to find episodes, but to take time to do that.

And one of the things we’ve talked with our communications team about is trying to tie the content, where we can, to the magazine that Baptist Homes puts out on a regular basis. And some of that might be to interview some of the same people that may be featured in the magazine. If there’s an article about one of our administrators or about one of our staff members or something, or just maybe from a position perspective, like our directors of nursing in general, that will be one thing.

But also then, that magazine comes out quarterly and if we could take the additional time to go deeper on some of those issues, if there’s a particular issue that is addressed, and maybe we do have somebody from Baptist Homes to speak to that issue, maybe they’re a part of the interview for the magazine. Maybe we do a part of a podcast with them or the episode, but then maybe the next month we bring in another expert like Dr. Mitchell, or somebody like that, that can bring in some things.

So, by moving it to a monthly basis, you will get all the episode in one download instead of a little bit here and there. Now that’s going to mean that the episodes were a little longer rather than 15 to 20 minutes, which is a good car drive for many. You, you might have to listen to it to and from work on a day.

But, I do think it will allow us to do some different things and maybe provide a little bit of synergy between some of our other communication tools and what we’re trying to do long-term with this podcast as well.

[00:29:02] **Rodney Harrison:** Well, I appreciate that you have done so much with not only founding and developing our *Biblical Perspectives on Aging* podcast, but also your vision for the resource in the future. Now, speaking of resources, do you have a book or a film that you would like to recommend to listeners? I’ve listened to a lot of podcasts.

I always enjoyed that question at the end of many of the podcasts, they'll ask the listener, "Is there a book or a film or a resource that you would recommend?" So I'm going to go ahead and turn the tables since you let me have the keys to the podcast today. So, Andy, what book or film would you recommend to our listeners?

[00:29:43] **Andy Braams:** You know, genre plays a huge role in this. And if there's one book...if somebody just asked for one book, I always say *Knowing God* by J.I. Packer, because I believe that captures theology in a very understandable way. If I remember right, it was written as a series of newspaper articles for a London newspaper back in the seventies. And so it communicates things in a very good way.

But just generally speaking, because of the genres, so many people have different perspectives on genres. History books. I really liked the work of Ron Chernow and his book on Washington and his book on Alexander Hamilton are great. I love David McCullough from a history perspective.

I'm a big fan of Chip Ingram from a Christian perspective and you know, a lot of people might know of Jim Collins' book, *Good to Great*, but Ingram wrote a book called *Good to Great in God's Eyes*. So he brings that from a spiritual perspective. I think that's good.

But one book I read last year that has really climbed my list, one of my favorite books, it's a top 10, I don't know that it's quite top five yet, but it's called, *The Warmth of Other Suns*, by Wilkinson, a female author. It's about the great migration from the 19 teens into the 1970s, and actually beyond, of people moving from the south, African-Americans moving from the south into Detroit, Chicago, New York, and then one story, but it's more than just a series of facts or simply antidotes.

The author follows three different individuals in their life as they moved from the south to the north and not just for a decade, but over their lifetime. It gets an interview with each of those and is expanding. It's just an excellent book to give a perspective on many of the challenges that African-Americans faced during that time even as they moved to new things. So again, more of a history book, I guess, in that regard, but again, so many different genres.

You asked a movie, oh, I don't watch as near as many movies, but I'm probably one of the few, you know, 50-year-old males that would say my favorite movie of all time was *The Sound of Music*. But that was true or still is true, largely. Anyway, that would be some resources that I would throw out there.

[00:32:16] **Rodney Harrison:** Well, thank you very much for sharing that and hope that our listeners, including myself, will take advantage of those recommendations. I'm always looking for a good book to read and I would concur, I love the movie, *The Sound of Music*.

Well, Andy, I know there there's a lot of transitions coming up in your life. I know I'm going to be up at your church, for a commissioning service on February 13th at your local church, where you have pastored for nearly a decade [and] going to be commissioning you to this new ministry.

But as you and Susan move to the Jefferson City area, you know, this is this is not only a career change, a calling transition, but definitely a geographical change for you. How can we be praying for you and your family?

[00:33:06] **Andy Braams:** Well, just from a logistic standpoint, I had a date wrong, from a moving perspective, and that's causing a little bit of an issue from a timing perspective. The church is being gracious. It doesn't change our last day, but it changes when we move out of the house in the town. And we actually live in a church-owned home. But they've been gracious to give the extra time. It's only a week, but it's [put] a lot of other moving parts into disarray a little bit.

Getting to know the area. We've been through Jeff City. We've stopped in Jeff City for a few board meetings and stuff, but we've neither one of us have really spent much time there. And so, we know very few people in the area other than the few people I've met, you know, the first few weeks on the job. But so, getting to know the area and getting to know the housing situation.

Thankfully we've got a little bit of time to look for a house. Thankfully, we're not pressed into selling a home in our current location. Again, it's the church [that] owns the home. So we don't have to worry about that aspect. But understanding where would be a good place for us to live, to begin to settle into the next part of our life and, you know, beginning to make those kinds of adjustments are a big part of those things.

So, again, the Lord [has] given us some very distinct favor towards all of those things in recent weeks. And we're looking forward to moving forward in all that. But again, some of those logistics just need to be settled and so [be] praying for us: to find a good home that would serve us and [be] in a good location, to help my wife to find her way, to help for us to just to know how to navigate a new area, and to say goodbye to a place. It's been almost 11 years, Rodney and we've got a lot of good friends in this area, church family. And so that's going to be an interesting transition and glad that you're going to help be a part of that in the coming weeks.

[00:35:18] **Rodney Harrison:** Well, I am looking forward to being back at Fairfax Baptist church. The listeners may not know that I had the privilege of serving as the interim pastor of that church. There was another pastor in between my being there and then brother Andy coming to the church, but a great group of people. I have so many fond memories of my time there at Fairfax.

And so, we're going to be closing in prayer and you know, for some of you that are going to be listening to the podcast probably some of these things that we're praying for today are going to be answered by the time you're listening.

God will have given some guidance there. But it also is an invitation to continue to pray for Andy and for Susan for this ministry. And so let us close in prayer and let us give thanks to the Lord for bringing Andy and Susan to Baptist Homes and Healthcare Ministries in this new capacity.

Father, we do pray for Andy and Susan as they transition from Fairfax, Missouri to Jefferson City. You know, sometimes it seems like you're in the same state, but there is a night and day difference between the Northwest corner of Missouri and the central part of the state. And so, Lord, we would pray that You would work out all of the logistics, according to Your perfect will. May even this scheduling anomaly that caused the plans to be a week off have a purpose that we don't even see or recognize at this point.

Lord, we would ask that You would help them to have wisdom and discernment as they seek a home. And we do pray Lord that the right home would be available, that it would be a place that as people enter that home, they know and sense Your presence for it is a place in a space dedicated unto You.

Father, I would additionally pray that You would help them to find a church home as Andy transitions from shepherding a local congregation to being a part of a team that is shepherding a Christian organization. Lord, I pray that You would guide them and direct them in finding a church home in the Jefferson City area where they will be able to continue to serve you use their gifts, talents, abilities, and experiences to bring glory to Your name. And a place Lord, where they will also be receiving...on a weekly basis or whenever they're in town and not ministering in other churches, that it would be a place where they will be recharged, filled, and fed with the good food of Your Word.

So Father, we thank You for Andy. We thank You Lord, for the transition that is forthcoming. And Lord, we continue to ask Your favor and blessing upon the ministry and the members and the residents of Baptist Homes and Healthcare Ministries.

In Jesus name, we pray. Amen.

[00:38:24] **Andy Braams:** Amen. Thank you, Rodney.

[00:38:26] **Rodney Harrison:** Thank you, Andy. Blessings on you. And thank you everyone for listening.