



THE 32nd ANNUAL

National Philanthropy Day®

Awards Luncheon

NOVEMBER 7, 2019

REQUEST FOR NOMINATIONS

DEADLINE: JUNE 17, 2019



Celebrating Outstanding Philanthropists

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Past Recipients

OUTSTANDING PHILANTHROPIST(S)

2018 Ron & Kathy Assaf
2017 Susie & Alan Levan
2016 Angel Palank-Sharlet
2015 Helen & Stephen Weicholz
2014 Francie Bishop Good
2013 Lou & May Jean Wolff
2012 Katheryn & Roy Krause
2011 Mark J. Gordon
2010 Elizabeth "BJ" Buntrock
2009 Don Taft
2007 Rick and Rita Case

2006 The Fernandez Family
2005 Miss Mary Porter
2004 Janet Boyle
2003 Rose Miniaci and Lorraine Thomas
2002 Steve Halmos
2001 John C. Graves, Ph.D.
2000 Margaret Adderley Kelly
1999 Ned and Suzie Allen
1998 Joseph and Winifred Amaturro
1997 The Gill Family

1996 Jim and Jan Moran
1995 Dianne and Michael Bienes
1994 Millicent and Bob Steele
1993 Nan and Jim Farquhar
1992 Shepard Broad
1991 Geraldine and Robert Elmore
1990 Marti and Wayne Huizenga
1989 Norma and William Horvitz
1988 Frederick G. Ruffner, Jr.
1987 August Urbanek

OUTSTANDING LARGE CORPORATION

2018 Florida Power and Light Company
2017 Ultimate Software
2016 Breakthru Beverage
2015 Florida Blue
2014 ADT
2013 Royal Caribbean Cruises LTD
2012 Holland & Knight / Midtown Athletic
2011 Target
2010 Carnival Cruise Lines
2008 Jarden Consumer Solutions

2007 Rick Case Automotive Group
2006 Citrix Systems, Inc.
2005 AutoNation/Maroon
2004 City Furniture
2003 Stiles Corporation
2002 Publix Super Markets
2001 American Express
2000 Bank of America
1999 SunTrust Bank, South Florida
1998 Republic Industries, Inc.
1997 First Union National Bank

1996 Blockbuster Entertainment Group
1995 Wheelabrator Environment Group
1994 Sensormatic Electronics Corporation
1993 JM Family Enterprises, Inc.
1992 Alamo Rent A Car, Inc.
1991 Southern Bell
1990 BellSouth Mobility and C&S Bank

OUTSTANDING SMALL CORPORATION

2018 Durée & Company
2017 WKIS 99.9 FM

2015 Goodyear Blimp Base - Pompano Beach

2014 Orange Bowl Committee
2010 BrightStar Credit Union

OUTSTANDING FOUNDATION

2018 Moss Foundation
2017 In Jacob's Shoes
2016 Funding Arts Broward (FAB!)
2015 Lillian S. Wells Foundation
2014 The Salah Foundation
2013 Sun Sentinel Children's Fund
2012 Florida Panthers Foundation
2011 Guy Harvey Ocean Foundation
2009 The Jim Moran Foundation
2008 Peacock Foundation
2007 The Wasie Foundation
2006 Josephine S. Leiser Foundation
2005 Andy Roddick Foundation

2004 BankAtlantic Foundation
2003 Elbert E. and Birdie W. Einstein Fund
2002 The Gertrude E. Skelly Charitable Foundation
2001 Joe Sonken Charitable Trust
2000 Jewish Community Foundation of the Jewish Federation of Broward County
1999 Community Foundation of Broward
1998 Folke H. Peterson Foundation

1997 Health Foundation of South Florida
1996 A.D. Henderson Foundation
1995 The Dan Marino Foundation, Inc.
1994 McCormick Tribune Foundation
1993 Leo Goodwin Foundation
1992 John E. and Nellie J. Bastien Memorial Foundation
1991 The Emil Buehler Trust and Foundation

OUTSTANDING FUNDRAISING PROFESSIONAL

2018 Meredith Feder
2017 April Kirk

2016 Jennifer O'Flannery Anderson, Ph.D.
2015 Dennis Steffanaci, ACFRE

2014 Jennifer Stewart, CFRE
2013 Debbie Levine, CFRE
2012 Diane Metcalf

2010 Berne Teeple
2009 Rick Schuster
2008 Barbara Witte
2007 Sally Gress, CFRE
2006 Kathryn J. Cousins, CFRE
2005 Joanne Nowlin Welch, CFRE

2004 Lynn Croneberger, CFRE
2003 Ann McElwain
2002 Doris K. Sipos, CFRE
2001 Judy Bowen
2000 Jon M. Fitzgerald
1999 Eli Jordfald, CFRE

1998 Ethelind Altman Wiener, CFRE
1997 Mary M. Bymel, CFRE
1996 Leslie W. Brown, CFRE
1995 Jan C. Crocker
1992 Linda B. Carter
1991 Peggy Calhoun, ACFRE

OUTSTANDING VOLUNTEER FUNDRAISER

2018 Steven J. Halmos
2017 Lloyd F. Rhodes
2016 Hal Herman
2015 Bob Birdsong
2014 Heather Geronemus
2013 Glen Wenzimer
2012 Denise & Peter Wittich
2011 Paul Sallarulo
2010 Andrew Cagnetta
2009 Janet Davis
2008 Douglas & Linda Von Allmen

2007 Glenda Abbate
2006 Virginia "Ginny" Miller
2005 Robert C. Radice
2004 Carrie and David Schulman
2003 Judy Thiel
2002 Ellyn F. Walters
2001 Robert Amchir
2000 A. Nicholas Masi, PhD &
Wendy Masi, PhD
1999 Leonard Robbins

1998 James Blosser and David
Horvitz
1997 Steven R. Berrard
1996 Gypsy C. Graves
1995 William D. Horvitz
1994 Janet Robbie
1993 Elizabeth & John B. Deinhardt
1992 Walter Banks
1991 Elliott B. Barnett
1990 Beverly Lobdell
1989 Robert B. Lochrie, Jr.

OUTSTANDING YOUTH IN PHILANTHROPY

2018 Joshua Williams
2017 Alexis Masciarella
2016 Ashley Stultz
2015 Chase Polyak
2014 Robert Calhoun

2013 Christopher George, Jr.
2012 Bronsen Bloom
2011 Rachel Wheeler
2010 Taylor Taskey
2009 Katie Masi

2008 Ben Bibliowicz
2007 Rebecca Schultz
2006 Jordana Contrucci

OUTSTANDING ORGANIZATION

2018 Jessica June Children's Cancer
Foundation, Inc.
2017 Kiwanis Club of Fort
Lauderdale
2014 Coral Springs Community
Chest

2010 American Heritage PreMed
Society
2009 East Broward Auxiliary of
Children's Home Society
2008 Seminole Tribe of Florida
2007 Volunteer Broward
2006 SHAPE

2004 Junior Welfare Society
2002 Women's League of Hillsboro
Beach
2001 Miami Dolphins
1998 Junior League of Greater Ft.
Lauderdale

LIFETIME ACHIEVEMENT AWARD

2015 Dr. Lourdes Martinez Cowgill
2014 Mary Reidel
2013 Rose Miniaci
2011 Doris K. Sipos, CFRE
2010 Richard G Miller

2009 Leslie W. Brown
(posthumously)
2008 Robert Elmore
2007 Jim and Jan Moran
2006 Fran Payne

2005 Nancy Strom (posthumously)
2002 Dr. Clifford P. Hoch
(posthumously)
2001 Lois Deicke (posthumously)
1992 Dr. William R. Cumerford

PRESIDENT'S AWARD

2018 Broward Education
Foundation

2011 Arlene Pecora
2010 The Wasie Foundation

2010 The Greater Fort Lauderdale
Chamber of Commerce

The Association of Fundraising Professionals, Fort Lauderdale - Broward Chapter, is now accepting nominations for the

2019 National Philanthropy Day®

Awards Luncheon

The highlight of National Philanthropy Day (NPD) is the annual PHILANTHROPY AWARDS program to recognize outstanding achievement by individuals, foundations and corporate philanthropists. This year, the awards will be presented during a luncheon program on **Thursday, November 7, 2019** at the Signature Grand in Davie.

Deadline:

Nominations must be received by 5:00 p.m., Monday June 3, 2019 to be considered.

AFP Goes Green:

All nomination information must now be submitted electronically to afpnpd@gmail.com.

Nomination Guidelines:

Narratives should be no more than 1500 words. Enumerate each criterion and address each one separately in narrative form. Entries will be judged on the responses to the criteria. Narratives should contain complete, clear and concise answers to criteria. All nominations should consist of the nomination form and responses to the criteria.

Deceased individuals must have been living on or before December 1, 2018, to be eligible for nomination for the 2019 Philanthropy awards.

Individuals and organizations selected will receive their honors at the NPD celebration and must be present to receive the awards. Information provided may be used for publicity purposes.

Suggestions for a Strong Application:

1. Treat writing a nomination as you would a proposal or grant application. Pay attention to the criteria.
2. Adhere to the guidelines.
3. Check the appropriate category for your nomination; if you have any questions about this, please contact us.
4. Organize your application along the lines of the criteria so that the committee can easily find what it is looking for. The use of headings is recommended.
5. Write clearly and cleanly. Avoid typos and bad grammar. Show that you are taking the process seriously and that the person or entity you are nominating is worthy of your best professional effort.
6. Identify and include what else your nominee is doing in the greater Fort Lauderdale area outside of your organization and include those details within the nomination.
7. Try to address the nominee's current and past achievements; while you may be focused on one

particular achievement, the nominee may have other qualifications that you could also address in the narrative.

8. As you write, please think about how the nominee's achievements have made a difference in the community and describe that in the narrative (instead of simply listing accomplishments).

9. Use letters of support as just that. Do not confuse letters of support with an actual nomination. Letters of support can focus on the intangibles that are not appropriate for the actual nomination document. They can also be used for anecdotal information, information that can be useful in describing the nominee in a broader context, and for relevant information that just did not fit within the two-page nomination restriction.

10. Collaborative nominations are permissible and strongly encouraged. However, there should be only one lead nominator.

Questions? Contact Us.
afpnpd@gmail.com

2019 National Philanthropy Day®

Award Categories

THE OUTSTANDING PHILANTHROPIST AWARD pays tribute to an individual or family with a proven record of exceptional generosity in Broward County who, through direct financial support, demonstrates outstanding civic and charitable responsibility and whose generosity encourages others to take philanthropic leadership roles on a community, national and/or international level.

- For EACH organization/cause supported by the nominee, describe **(1) gifts provided, (2) additional participation and (3) IMPACT of the nominee's gift and work on the organization's ability to provide programs and services.**
- Description of the innovation/creativity/leadership in the causes the nominee supported, how issues were addressed or solved and/or how the funds were raised.
- Description of the nominee's work in encouraging and motivating others to get involved with and/or take leadership roles in philanthropy (i.e. challenge gifts, matching gifts, volunteering, etc.).

THE OUTSTANDING CORPORATION AWARD (small: under 199 employees, large: 200 employees or more) honors a corporation or its corporate foundation that demonstrates outstanding commitment in Broward County through financial support and through encouragement and motivation of others to take leadership roles toward philanthropy and community involvement. Nominations should address the following criteria:

- Description of OVERALL gift support by the nominee and general approach and philosophy to philanthropy and charitable support.
- For each MAJOR cause, initiative or nonprofit supported by the nominee, include description of **(1) philanthropic support (money, time and other resources), (2) innovation and creativity in addressing the issue or cause, and (3) IMPACT of that support on those causes and nonprofits.**
- Description of additional gift support and achievements accomplished through the corporation's efforts. Description of the nominee's work in encouraging and motivating others (e.g., employees, clients, customers, the public) to get involved with and/or take leadership roles in philanthropy.

THE OUTSTANDING FOUNDATION AWARD honors a foundation demonstrating outstanding commitment in Broward County through financial support, innovation, encouragement and motivation of others to take leadership roles in philanthropy and national, international and/or community involvement. Nominations should address the following criteria:

- For EACH major program area/cause/initiative, provide description of the nominee's **(1) philanthropic support (including money, time and other resources), (2) innovation or creativity in addressing the issue and (3) the leadership role the nominee played.**
- For each major program area/cause/initiative, provide description of the IMPACT of the nominee's philanthropic support, innovation and creativity and leadership.
- Description of the nominee's work in encouraging and motivating others to get involved with and/or take leadership roles in philanthropy.

THE OUTSTANDING YOUTH IN PHILANTHROPY AWARD recognizes service by an individual or group of young people under the age of 21 who demonstrate outstanding commitment to the community through direct financial support, development of charitable programs, volunteering and leadership in philanthropy. Nominations will be considered based on the responses to the following criteria:

- Description in detail of **(1) what the nominee did, including goals, process, budget (if relevant), (2) people involved in the process (adult leaders or adviser, etc.) and (3) the time, talent and/or treasure the youth gave for the common good and the results that were achieved.**
- Description of the impact the nominee had on the community, including numbers of people involved, financial impact, organizations helped, etc. Please include the names and contact information of individuals at the organizations who benefited from the nominee's work.

- Long term (3-5 years) impact of the nominee's work. Will the project(s) be ongoing and has the nominee considered next steps or is working on other projects?

Evidence that the project(s) can serve as a prototype for others or is easily replicable in other communities.

THE OUTSTANDING VOLUNTEER FUNDRAISER AWARD rewards a special individual or family that demonstrates outstanding skills in coordinating and motivating groups of donors and volunteers in Broward County for fundraising projects for the benefit of charitable institutions. The recipient must have demonstrated exceptional leadership skills in coordinating groups of donors and volunteers for major fundraising projects. Nominations should address the following criteria:

- For EACH organization/cause for which the nominee has helped raise funds, provide description of **(1) leadership role and responsibilities, (2) ability to organize and manage campaigns and groups, (3) funds raised, (4) time, effort and personal financial commitment and (5) IMPACT the nominee and his/her work had on the organization's ability to provide programs and services.**
- Description of both the nominee's ability to lead, motivate, manage and inspire others, as well as the ability to work within a team.
- Description of the nominee's support of other non-profits where he or she may not have led fundraising efforts, but was active on boards and committees and gave and volunteered to the organizations.

THE OUTSTANDING FUNDRAISING EXECUTIVE AWARD honors an outstanding individual fundraising professional in Broward County who works directly for a nonprofit, charitable organization. Consultants or other individuals not working directly for a charity are INELIGIBLE for this award. Nominees must have a MINIMUM of 5 years of experience as a professional fundraiser working directly for a nonprofit organization (years as a consultant will not be considered). They must also be a current AFP member. CFRE's preferred. Nominations should address the following criteria, and consideration will be based solely on the responses:

- For EACH organization where the nominee has held a significant fundraising position (not necessarily entry-level but that position can be included if important), provide description of **(1) position and responsibilities, (2) specific projects and campaigns completed, (3) funds raised and (4) IMPACT of the nominee's work on the organization's programs.**
- Provide description of the nominee's leadership, such as development of new programs and departments, significant increases in return on fundraising investment, successful management of key programs, creating new organizational cultures and/or introduction of innovative and creative ideas.
- Description of nominee's commitment to AFP, its mission of advancing ethical fundraising and the fundraising profession.
- Description of individual's commitment to continuing professional development, including certification (CFRE or ACFRE, or equivalent certification), conference participation, publication and professional education.
- Evidence of commitment to fundraising and philanthropy through voluntary service and financial support of nonprofit organizations.

NEW! PRESIDENT'S AWARD (CREATIVE IMPACT) honors outstanding work, talent, or fundraising produced by or hosted for a nonprofit organization in Broward County. Individuals demonstrated creative impact through unique and innovative concepts and/or execution. Creativity should have made a significant impact to the organization's mission. Nominations should address the following criteria, and consideration will be based solely on the responses:

- Provide description of the creative impact including (1) what makes the impact unique, (2) innovation and challenges in developing, producing and execution (3) the impact funds raised have on the organization's mission and programs.
- Share how the creative impact strengthened relationships with key stakeholders and how it increased brand and mission awareness.
- Provide a summary of results, both in terms of money raised and program outcomes.

National Philanthropy Day®

2019 Awards Nominations

Select **One** Award Category:

- Philanthropist
- Small Corporation (under 199 employees)
- Large Corporation (200 employees or more)
- Foundation
- Youth
- Volunteer Fundraiser
- Fundraising Professional
- President's Award Creative Impact

I/We Nominate: _____

Company/Organization: _____

Nominee's Address: _____

Telephone: Personal: _____ Work: _____

E-Mail: _____

Lead Nominator Name: _____

Lead Nominator Organization: _____

Address: _____

Primary Contact: _____

Primary Phone: E-Mail: _____

Supporting Nominators (please list name and organization):

Please complete one form per nomination. Consider making a joint nomination with another organization, if appropriate.
Receipt of all nominations will be acknowledged (please include e-mail address).

NOMINATIONS ARE DUE BY June 3, 2019. Awardees will be announced in July.

Thank you for supporting National Philanthropy Day.



National Philanthropy Day®

Nomination Narrative

Limited to 1500 words

Questions? Contact Us.
afnpd@gmail.com

Nomination Narrative

(Example)

Proposed Recipient: Andrew Cagnetta

Nominated by: Junior Achievement of South Florida

Organization: Junior Achievement of South Florida

Leadership Role and Responsibilities

Andy served as Chair- Elect of the Board of Directors from 2004 – 2006 and then Chairman from 2006 through 2008. During that time, Andy led the board through the most significant era of Junior Achievement of South Florida's (JASF) *entire* history.

Andy's role and his responsibilities were critical during his tenure as chair elect and board chair. As Junior Achievement prepared to kick-off a huge campaign, Andy's role as ambassador for JA in the south Florida made a great impact. Because Andy was involved in a number of charitable and civic organizations in the community, he would speak about our vision and our future everywhere he went. It resulted in more engaged board members, additional volunteers, and increased advocates for the mission of economic education and financial literacy for our students.

Ability to Organize and Manage Campaigns and Groups

Andy led the board as we embarked upon a stirring but enormous project to raise twelve million dollars for a capital campaign, secure land for a building, and gain the unanimous support of the Broward County School District. Ultimately, these goals were met, and the largest facility of its kind, teaching financial literacy and economic education, was built. With mandated JA programs by the Broward County School District, Andy was the leader extraordinaire who brought JASF to a new level. The organization soared to serving over 15,000 in 2008 - 2009, to over 45,000 the following year. A project of this magnitude has never been attempted by *any* chapter of Junior Achievement. Andy's leadership was key to gain the confidence and build the trust needed to accomplish and excel in making this project a reality.

Andy's role included leading the JASF board in board member giving each year. That included the creation of the endowment fund, generated under a grant from the Community Foundation of Broward through the Kresge Challenge. Because of Andy's enthusiasm and hard work, the goal was met – which at that time for JASF – was a challenge.

Additional Campaigns Managed: The JA Bowl A Thon and The Professional Connections Board and fundraising arm for JASF.

Funds Raised

Under and through Andy's leadership, over 8 million dollars was raised in the capital campaign to build JA World Huizenga Center at Broward College. A total of 4 million dollars in operating support was also raised from companies, organizations, and major corporations who are considered storefront donors. Through the Kresge Challenge to raise endowment funds, over \$180,000 was committed and secured to start the Free Enterprise Fund at the Broward Community Foundation.

The annual fund was continually a focus of Mr. Cagnetta! He personally raised over \$5,000 for the Bowl a Thon and became an advocate to the board for on-line fundraising. Additionally, Andy supported the Professional Connection organization every year, the Professional Connections Golf Tournament, and the JA Hall of Fame.

Time, Effort and Personal Financial Commitment

Much of what has already been written above points to a great deal of time, effort and personal energy focused on his support of Junior Achievement. I think there is no better single event that better describes the depth of commitment with which Andy approaches his philanthropic work than his 40th birthday party.

His committed team members at Transworld Business Brokers, in preparation for Andy's 40th birthday party, was planned to throw quite the shin-dig. However, once Andy got wind of that, he tried to put an end to it. Since his employees and co-workers were so persistent, he capitulated by throwing a party – with

an admission price – committing all the proceeds to the Cooperative Feeding Program and Junior Achievement. His desire was that none would feel pressured to give a gift to him – but would give a gift that went to support a cause he believed in. He raised many dollars for both JA and CFP. The number of people who wanted to support Andy was amazing and significant.

His personal donations climb well over \$6,000 each year. His family, including his children, continue to be a part of the JA family as volunteers in various ways. It is not only in Andy's DNA to support his community; he and his wife Allison have passed it along to their children.

Impact His Work has Had on JA's Ability to Provide Programs

- His work culminated in a JA Worldwide, record-breaking leap to increase service by approximately 300% within 1 year.
- Leadership of the board and mentor to the staff – built and maintained momentum.
- Ambassador in the community – growing JA's funding and volunteer base
- Volunteer in the classroom – walking the talk.

Ability to Lead and Inspire Others

In addition to his entire family, his work family at Transworld Business Brokers, the JA Board of Directors, and the Board of Professional Connections, he has lead and inspired myself and other non-profit executive directors. When Andy is on your team, you know you have the right coach who will make it happen. He is a constant encourager and actually seeks out the opportunities to motivate and keep spirits high. He tells the story of his own travels in running a business; sometimes you are on the roller coaster and it is chugging straight up the track. When you are tired, overwhelmed, fearful and uncertain of what is on the down side, he tells you to get ready. Soon, you will get over the mountain in front of you and then – just lift your arms and enjoy the ride – because it will be a thrill, and worth the trip.

Support of Other Non-profits

In addition to the Cooperative Feeding Program, Andy is very active in the United Way of Broward County as a board member. He is involved and participates organizationally as a graduate of Leadership Broward. Civic and community-minded groups like the Broward Workshop are also benefitting from Andy's leadership and philanthropic outreach.

In conclusion, it is a heart-warming and uplifting conversation you will have with Andy Cagnetta at almost any time of the day. He is tuned into others, and to the community at large. His positive attitude which is supported by action, work, leading others, a deep commitment and a "never say die" approach is contagious. A few more Andy's in this world - and a lot less unmet needs.

Organization: Cooperative Feeding Program

Written by Marti Forman, CEO (for Junior Achievement's inclusion)

Leadership Role and Responsibilities:

Andy is the ideal friend, boss, board member, neighbor or whatever. Why, because he is a leader who can gather a scattered flock, someone in whom everyone places their trust and feels immediately guarded and guided by Andy's wise but calming ways. Andy looked out at his community, saw the needs present there and felt it was his responsibility to do something to improve his community. More than that, he gathered others, everywhere he went, and encouraged them to watch him and learn and to do as he did. Andy believed that he was given many gifts, many breaks, many blessings. Those who had so much to be thankful for needed to share and to give back.

Ability to Organize and Manage Campaigns and Groups:

Andy has that wonderful mix of high energy and high ethics. He's unstoppable when it comes to raising funds or friends for his favorite charity. During the years when Andy was president of the Board of Directors of The Cooperative Feeding Program, CEO Marti Forman stated that she always picked up the phone and called Andy whenever anything got tough. His humor, his confidence and his ability to praise and encourage others made the most difficult situations become manageable. Andy helped The Cooperative Feeding Program launch a capital campaign to build the agency's first real home. His vision was to go after whatever was needed to help those in trouble.

Funds Raised:

Andy has raised well over \$130,000 for The Cooperative Feeding Program, while at the same time being involved in a number of other projects and charitable events for other non profits. He raised money by first opening his wallet and giving in a generous and consistent way. He knew he could never raise a dollar if he did not first, believe strongly in the cause; and second that he had to first give generously of his own

resources.

Time, effort and personal financial commitment:

You never have to ask Andy a second time to help. He always finds the ways and the means to make things happen. His generosity and his leadership have made him a friend to many. Marti Forman remembered the time her agency was having a fund raising event on Las Olas Blvd. A woman valet parked her car and ran to the front of the restaurant asking for Andy. "Are you a friend of Andy's," Marti asked the woman. "No," she replied, "not yet. But I plan to meet him tonight. I hear about all the wonderful things he's doing," the woman responded enthusiastically. It was like having our own local celebrity. The crowds were there to see Andy.

Impact his work has had on the organization's ability to provide programs:

There were always hurdles when doing things at The Cooperative Feeding Program. Zoning problems, the neighbors, and always that matter of money. Nothing stopped Andy. He was willing to put on his armor and meet with agitated neighbors; or to speak in front of a crowd of strangers; or to simply ask "Marti, what do you need." Whatever Marti's answer, Andy saw to it that it was done. It was not in his nature to let someone down.

What a guy, what a man, what a friend, what an icon, what an inspiration. Somehow, his wife and children knew that Andy was destined for greatness and greatness means that those who love him have to share him. Or roll up their sleeves and work side by side with him. And so they did what needed to be done. They shared him and they stood with him to help him actualize his plans and dreams. If we could replicate Andy, the weight of the world would seem almost bearable.