



**Board of Directors Meeting D4-11  
January 20-22, 2012  
Crowne Plaza Toronto Airport, Etobicoke, ON**



**Board Of Directors:**

**Present:**

Jo-Ann Wilson- VP Administration  
Janet Logan- VP Communication  
Nick Sirenko- VP Finance  
Mike Chaudet- VP Technical  
Kathy Noxon- Eastern Director  
Susan Weiskopf- Northeast Director  
Peter Westelaken- Western Director  
Robert Crandall- Southern Director  
Kim Noxon- Athlete Representative  
Kevin Hanlon – Sport Development  
Cathy Nie – Membership Services  
Lori Pasanen – Adult Development  
Yvan Belanger – G&T Agenda Items  
Mike Beaton- Executive Director  
Stephanie Corrado-Admin Coordinator

**Absent:**

Keith Kaiser- President  
Harry Hirsimaki (Past President)  
Chris Nielsen- Central Director  
VACANT – Northwest Director

**Committee Chairs Or  
Representatives:**

Karen Meek – Officiating Development  
Terry Nosal – Elite Development  
Rob Evans – Rules Development  
Kathy McCaw – Coaching Development

**Professional Staff:**

Agenda Items	Discussion	Action
1. Roll Call	9:15a.m.	
2. Adoption of Agenda	<b>MOTION#: Carried D4-11-01</b> To Adopt the Agenda (With changes and additions) Moved by: VP Technical 2 <sup>nd</sup> by: Western Region Director	
3. Adoption of the Minutes of November 26-27, 2011	<b>MOTION#: Carried D4-11-02</b> to Accept the Minutes of November 26 & 27, 2011 Meeting of the ORA Board of Directors (as amended) Moved by: Northeast Region Director 2 <sup>nd</sup> by: Western Region Director	
4. Correspondence	Joint request by the London and North Bay organizing committees to have the Ontario Ringette Association Sponsor both the World U19 Ringette Championships and the World Ringette Championships.  -Discuss during VP Finance report	
7. Regional Directors Reports	<b>MOTION#: Carried D4-11-03</b> To Accept the Regional Director reports as received. Moved by: VP Communications 2 <sup>nd</sup> by: VP Finance -Western Challenge Cup was a successful event -Issue with Forest being bumped up to AA but agree with decision made by G&T -Have come up with an idea for mothers and daughters or sons that are playing ringette together (U16 and older to play with their mothers)1 day event (Parent Child game)	
8. VP Finance	<b>MOTION#: Carried D4-11-04:</b> to accept the recommendation of the finance committee ratifying the Score2Stats agreement for the 2012 Provincials. Moved by: Southern Region Director 2 <sup>nd</sup> by: VP Communications  -Score2Stats contract had not been signed, which was an error on our part -The software that they have built for the ORA is what they locked us out of not the rest of the Score2Stats -We need to give Score2Stats a timeline when they can submit for budget	



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<p>Break 10:05 a.m. – 10:20a.m.</p>	<ul style="list-style-type: none"> <li>-If a Committee is requesting more money may need to freeze a line item somewhere else within their committee</li> <li>-More money has been spent to hold meetings, this is due to more presence at the meetings</li> <li>-Please have Committees ask for items earlier rather than later to allow proper budgeting, even if the funds are not used</li> <li>-Next year’s budget VP Finance would like to have budget firmed up by early part of April 2012 year</li>   <li>-Worlds budget to be brought forth in the April budget</li> <li>-It was a request for straight sponsorship for London and North Bay</li> </ul> <p><b>MOTION#:</b> <b>Carried D4-11-05</b> To Accept the Report of the VP Finance as presented Moved by: Western Region Director 2<sup>nd</sup> by: Northeast Region Director</p>	
<p>8. VP Administration Officiating Membership Rules</p>	<p><b><u>OFFICIATING DEVELOPMENT:</u></b></p> <ul style="list-style-type: none"> <li>-Where are the officials are coming from and supervisors to help with advance planning of budget</li> <li>-Have more follow-ups on evaluations to help determine where the money spent has gone and if the officials been upgraded?</li> </ul> <p><b><u>MEMBERSHIP SERVICES:</u></b></p> <ul style="list-style-type: none"> <li>-loop-hole with goalie from one region registering as a independent and going to another region association</li> <li>-Minor cannot register as an independent player</li>   <li>-Players not wearing shoulder pads are an issue, but who is supposed to check?</li> <li>-Everyone under 19 MUST wear shoulder pads</li> <li>-Within the Provincial packages an additional sheet that states: Shoulder pads are REQUIRED</li> <li>-More players using lacrosse shoulder pads. Lacrosse shoulder pads are NOT considered legal</li> <li>-Some Canadian Tire has proper ringette shoulder pads</li> <li>-Put a policy in place to check equipment prior to the game to protect players keep them insured</li> <li>-Coaching, Officiating and Membership Services need to meet in regards to shoulder pad topic</li> </ul> <p><b><u>RULES:</u></b></p> <ul style="list-style-type: none"> <li>-Before April there will be an update on the Rules Section for the Operating Manual</li> <li>-Ringette Canada needs to clarify/ update on the differences in International rule signals versus Canada</li> </ul>	<ul style="list-style-type: none"> <li>-Year-end report for upgrades</li>   <li>Player of the year award spelling error – Administrative Coordinator</li>   <li>Executive Director – Letter to player minor cannot register as independent and refund money</li>   <li>Form – on M-F-15 form – add no underage players to use this form</li>   <li>Membership Services – operating manual change add no minor players to use M-F-15</li>   <li>Membership Services, Coaching and Officiating – meet to come up with ideas</li> </ul>
<p>9. VP Technical Elite G&amp;T Adult</p>	<p><b><u>G&amp;T DEVELOPMENT:</u></b></p> <ul style="list-style-type: none"> <li>-To keep on budget G&amp;T may have to bring in more volunteers from an outside area for AA Provincials</li> <li>-Asking Southern region for volunteers to help with AA to lessen costs</li> <li>-Southern Region Director will bring it back to Southern Region to help gather some Volunteers</li> <li>-Newsletters will help create communication within the region</li>   <li>-The A Provincials is running smooth so far</li> <li>-The meeting minutes for A provincials to go to ORA Office, G&amp;T and President (the group overseeing the event)</li> <li>-ORA is getting information for AA</li> <li>-West Ferris contract has not been sent out due to the ice contact has not come in satisfactory</li>   <li>-U12 is still looking for a host for the 2013</li> </ul> <p><b>MOTION#:</b> <b>Carried D4-11-06 THAT:</b> That the ORA promote the raising of funds to support breast</p>	<ul style="list-style-type: none"> <li>-Technical Director to bring “A”</li> </ul>



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<p>Break for lunch 12:15p.m.</p> <p>Back at 1:50 p.m.</p>	<p>cancer research by way of ESM sales of pink products at 2012 Provincial Events. Moved by: Northeast Region Director 2<sup>nd</sup> by: VP Communication</p> <p>-All the sales of all pink products will support breast cancer -Everything will be done through ESM</p> <p><b>MOTION #:</b> <b>Carried D4-11- 07 THAT:</b> That the sanctioning fee will be removed for the University Challenge Cup. Moved by: Southern Region Director 2<sup>nd</sup> by: VP Finance</p> <p>-This year University Challenge Cup – to attract more University teams want to waive the \$40.00 fee</p> <p><b>MOTION #:</b> <b>Carried D4-11- 08 THAT:</b> Starting September 2012 that U8, U9 and U10 teams will not be permitted to participate in a tournament if they don't have their team composite number on their TRF. Moved by: Southern Region Director 2<sup>nd</sup> by: VP Communications</p> <p>-Next season every team must have a Composite number to be authorized to play in sanctioned events -Once skills matrix is completed they will receive the composite number -In database and on TRF a spot where the Registrar can enter their composite number when registering -Communication between Tournament Host and Sport Development to decide what to do with out of province teams</p> <p><b>MOTION#:</b> <b>Carried D4-11-09 THAT:</b> That all requests for quotes or contract renewals that impact the G&amp;T Committee come to the Committee for input. Moved by: Northeast Region Director 2<sup>nd</sup> by: VP Communications</p> <p>-That the proper people/ committees are working together -Review of renewals for any contract should have requirements upfront if not it will create extra delays</p> <p><b>MOTION#:</b> <b>Carried D4-11-10 THAT:</b> That the sixth name to be used for divisions at Provincial Events be Bennett. Moved by: Athlete Representative 2<sup>nd</sup> by: VP Finance</p> <p>-Due to Mr. Bennett's contribution with University Ringette, getting everything organized and helped to make sure everything was covered</p> <p>-All teams to be made aware that they are under review from the beginning of the season and can be reseeded at anytime up to the deadline.</p> <p><b>ADULT DEV:</b> <b>MOTION #:</b> <b>Carried D4-11- 11 THAT:</b> That the ORA board, on the recommendation of the ADP Committee, approve Mississauga Ringette Association as the Host for the 1st Annual Ontario Adult Invitational Cup March 29th –April 1, 2012. Moved by: Northeast Region Director 2<sup>nd</sup> by: Western Region Director</p> <p>-Mississauga will be hosting and attaching the OAIC to its Regionals and will have 24 teams this year -All costs covered through team fees -Team fees through organizers not through office -Adult coordinators through each region can collect registrations -Adult Representatives will already be there this will reduce costs</p>	<p>medals to "AA" Provincials for Eastern Region Director</p> <p>-Inclusion of Composite number on TRF's – Membership Services and Sport Development</p> <p>-AA update too office for distribution</p> <p>-West Ferris contract in and signed &amp; completed</p> <p>-Spread the word to find hosts</p>
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	<p>-What extra expenses are involved? 3 Adult Coordinators to attend -Registration fee include Ice, medals and officials</p> <p><b>MOTION #:</b> <b>Carried D4-11- 12 THAT:</b> for the 2012 OAIC allow the Masters Rec and Rec division teams, submit Composite team TRFs up to February 3rd. Moved by: Southern Region Director 2<sup>nd</sup> by: Western regional Director **They withdraw the original motion and accepted the amended motion</p> <p>-16 teams applied most B's and 2 C's</p> <p><b>MOTION #:</b> <b>Carried D4-11- 13 THAT:</b> That the ORA provide funding for the set up charge for the OAIC medals. Moved by: VP Technical 2<sup>nd</sup> by: Western Region Director</p> <p>-1 medal in bulk, pay original set up fees -Executive director to work with Adult Coordinator for OAIC medals</p> <p><b>ELITE DEV:</b> -Request for uniforms for Eastern's and AA Provincials -There was a conflict with coaching NRL and Provincial Team which Elite is dealing with</p>	<p>-Technical Director – add Ontario Adult Invitational Cup to website sanctioned event list (decide under what)</p> <p>-VP Technical to Follow up with Elite Chair for Uniforms for Easterns and AA</p>
<p>10. VP Communications Coaching Sport Development</p>	<p><b>COACHING DEVELOPMENT:</b> -Ringette Canada is changing its database so that it is easier to use -To help budgeting things that "may" happen in coaching we want to keep them in as a line items and go over budget in the end -Would like to get learning facilitators together with the evaluators and get a learning process in place for the evaluators -This will be budgeted through both Sport Development and Coaching -More dialog in the 3<sup>rd</sup> quarter between Sport Development and Coaching with the VP Finance -Things have been sidelined due to coaching qualifications -Hold a C1 course at the beginning of the year so that if a team is moved up to a higher level so there will be no issues -Running 1 central last chance clinic in December your last chance to get qualified -Take C1 and C2 at the same time so everyone is qualified and then just need to be evaluated</p> <p><b>MOTION #:</b> <b>Carried D4-11- 14 THAT:</b> That the Regional Coaching Coordinators and the Chair of Coaching Development be given 'read-only' access to the ORA Team Registration Forms. Moved by: Northeast Region Director 2<sup>nd</sup> by: Eastern Region</p> <p><b>MOTION #:</b> <b>Carried D4-11- 15 THAT:</b> That the Regional Adult Coordinators and the Chair of Adult Development be given 'read-only' access to the ORA Team Registration Forms. Moved by: VP Technical 2<sup>nd</sup> by: Northeast Region Director</p> <p><b>SPORT DEVELOPMENT:</b> -Roll out of skills matrix and videos to let everyone use and see what they think and work all the kinks out -Need more communication between G&amp;T, Sport Development and Tournament hosts -Evaluations coming in and there have been no huge issues -With the video that is coming out will help minimize any differences between discrepancies -Registration system for U8, U9, U10 – adding team composite number/ score -This will minimize blow out games and improve enjoyment for all</p>	<p>-VP Communications to follow up with Coaching Coordinator and VP Finance</p> <p>-Executive Director – Club link access for Coaching and Adult TRFs</p>



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- Block out at B and C capabilities when registering (only to register U8, U9, U10 and no level letter)
- Not being rushed to advance when they are still having trouble and playing with people of their own abilities
- Flexibility within the age groups/ categories to advance at their own pace
- Hope that everyone that does evaluating watches the videos to know and see what is correct and how to evaluate properly
- Adding University Ringette as an OVA sport is not a viable option right now
- UCC had more teams that are involved than previously and have other colleges and universities, so much that they may split it for an East and a West
- Also gives second tier teams to go and experience the UCC
- To be put advertisements into the provincial Programs for Sport Development for UCC and leadership Camps
- Options for the video – To show you can play Ringette for Life some families have three generations playing the sport
- Coming out with the Skills Matrix video since one was not made by Ringette Canada

**MOTION #:** **Carried D4-11- 16 THAT:** That unless otherwise stated all ORA rules and policies apply to all practices and ORA games (including exhibition and League games).  
Moved by: Southern Region Director 2<sup>nd</sup> by: Eastern Region Director

**MOTION #:** **Carried D4-11- 17 THAT:** the Skills Videos be produced between the months of March and May, 2012.  
Moved by: VP Communication 2<sup>nd</sup> by: Northeast Region Director

**MOTION #:** **Carried D4-11- 18 THAT:** That a working group be formed including members from the Sport Development Committee, the Coaching Committee and coaching facilitators to develop a package for new coaches that would clearly detail the Ontario expectations for the four levels of each of the skills included in the skills matrix and drills that could be used to teach these skills.  
Moved by: Northeast Region Director 2<sup>nd</sup> by: Eastern Region Director

- June 9th weekend a meeting for the Sport Development and Coaching Committees
- In a meeting provide the agenda and concept – for finances
- Post video comments: did we achieve what we wanted from the Skills Matrix Videos?

**50<sup>th</sup> ANNIVERSARY COMMITTEE:**

- had a lot of entries for the Logo contest
- created a new logo with a little bit of their top choices –colours with gold, blue, white and black
- Technical Director will contact logo winners to allow ORA to use pieces of their logo
- Parent Child Game (charity event)

**MOTION #:** **Carried D4-11-19 THAT:** the presented concept which is a combination of two (2) entries be accepted as the 50<sup>th</sup> Anniversary Logo.  
Moved by: Northeast Region Director 2<sup>nd</sup> by: VP Technical

**MOTION #:** **Carried D4-11-20 THAT:** To appoint Karla Romph (Technical Director) as the Chair of the 50th Anniversary Committee.  
Moved by: Northeast Region Director 2<sup>nd</sup> by: VP Technical

-All Provinces made it aware to Ringette Canada that the monies involved going from the membership

-London & North Bay list how they will grow sport with ORA presence and ORA name

-Have an event checklist



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	<ul style="list-style-type: none"> <li>and evolving the sport (not spent on travel costs)</li> <li>-Ringette players from each province to form a top team</li> <li>-ORA to put forth top 50 players in Ontario</li> <li>-To whom is Ringette Canada accountable? ORA is accountable to our membership</li> <li>-Officially send Ringette Canada a letter saying we do not support giving you \$4.00 for two years unless they can show where the money is going to</li> <li>-The ORA would like to leverage their presence if they do decide to sponsor</li> <li>-ORA work with London and North Bay and link them together and save money</li> <li>-Promote other events London Signage "See you in North Bay for the Worlds"</li> <li>-A checklist to be made for the event, to ensure that the ORA is having its presence know at the event i.e. Tickets for the dinner event, promotions for next event</li> <li>-Promoting the 50<sup>th</sup> Anniversary at other events throughout the year to help hit target market at all age groups</li> <li>-The ORA need to be concise and upfront from what they want and how it will be done so we know what the sponsorship money will go towards</li> </ul>	<ul style="list-style-type: none"> <li>-Executive Director to write thank you letter to London and North Bay – will be finalized by May</li> <li>-VP Administration to let President know that ORA Board of Directors wants concrete ideas for what money from ORA membership is going towards for 50<sup>th</sup> Anniversary</li> </ul>
11. Athlete Rep Report	<p><b><u>ATHLETE REP:</u></b></p> <ul style="list-style-type: none"> <li>-Had some people apply but would like to extend the deadline to April 5<sup>th</sup> 2012</li> <li>-Representative at the Provincials and Regionals to accept applications to increase participation</li> <li>-If cancelled cost would be %10 approximately \$60.00</li> <li>-Target number is 54 participants</li> <li>-Has revised application with new deadline and printed small flyers to go into registration packages</li> </ul>	-Athlete Representative to send Administrative Coordinator new poster and updated application form
12.	<p><b>MOTION: Carried D4-11-21</b> To accept the reports of the VP Administration, VP Technical, VP Communication and the Athlete Representative</p> <p>Moved By: Northeast Region Director 2<sup>nd</sup> By: Western Region Director</p>	
13. President's Report	<p><u>Distribution of Board Minutes:</u></p> <ul style="list-style-type: none"> <li>-Communication and having to go through the VP's is a concern</li> <li>-Need to have Committee Chairs at Meetings due to Communication</li> <li>-VP's do not know all the information that the Chairs do because they are talking to the membership and hear all the questions and concerns</li> <li>-Encourage Committee Chairs to come to meeting because it broadens the possibilities of VP's for the future</li> <li>-Committee Chairs should be invited to all meetings because the Committee Chairs have a lot of knowledge</li> </ul> <p><b>MOTION# 3: Carried D4-11-22 THAT:</b> Program chairs will be invited and encouraged to attend/participate in all Board meetings.</p> <p>Moved By: Eastern Region Director 2<sup>nd</sup> By: VP Technical</p> <p><b>MOTION #: Carried D4-11- 23 THAT:</b> To accept the Presidents report</p> <p>Moved by: VP Technical 2<sup>nd</sup> by: VP Finance</p>	
14. Executive Director's Report	<ul style="list-style-type: none"> <li>-Discussion with All State Insurance</li> <li>-Offer our membership a 5% discount over multi-vehicle</li> <li>-Booth at provincial Championships</li> <li>-Do we receive any benefits by offering our membership to your business?</li> <li>-Insurance business is a regulated business</li> </ul>	-Executive Director to discuss with All State



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	<p>-Sponsorship opportunities for ORA may include the following:          -Administration fee would be forwarded to ringette          -Association that receives the most quotes they would benefit, etc.          -All State to help sponsor AGM, Provincials, etc          -Ask that they have a ringette link on their site, for more profile          -Please quote this number or code          -Wording on the website – “disclaimer on website”</p> <p><b>MOTION# 3: Carried D4-11-24 THAT:</b> The Board supports the Executive Director continuing discussion with Good Hands Group Discount, All State          Moved By: VP Technical 2<sup>nd</sup> By: VP Finance</p> <p>-1 vote to be guarantee based upon the number of players registered with the past          -1 vote for 100 players or registered thereof</p> <p>-Signed agreement with ELRC and ORA          -Submitted fee for Sanctioned camp equipment they will be keeping, as well ELRC Name</p> <p><b>MOTION: Carried D4-11- 25 To accept the Executive Directors report.</b>          Moved By: VP Communication 2<sup>nd</sup> by: VP Technical</p> <p><b>MOTION# Carried D4-11-26 THAT:</b> meeting to be adjourned till Sunday January 22, 2012.          Moved By: Northeast Region Director 2<sup>nd</sup> By: Athlete Representative</p>	<p>-Executive Director to put out as a constitution change 30 to 60 days prior to 2012 AGM</p> <p>-Executive Director to send hazing bullying addition to Sport Development Chair and Eastern Region Director</p> <p>-Administrative Coordinator – charge Eastern Region for Ottawa Avalanche Coach</p>
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**Kathy Noxon- Eastern Director**  
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**Peter Westelaken- Western Director**  
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**Kim Noxon- Athlete Representative**  
**Kevin Hanlon – Sport Development**  
**Lori Pasanen – Adult Development**  
**Yvan Belanger – G&T Agenda Items**

**Sunday January 22, 2011**  
**Meeting Started at 9:05**  
**a.m.**

**Committee Chairs Or**  
**Representatives:**

**Professional Staff:**

**Mike Beaton- Executive Director**  
**Stephanie Corrado-Admin Coordinator**

**Absent:**  
**Keith Kaiser- President**  
**Harry Hirsimaki (Past President)**  
**Chris Nielsen- Central Director**  
**VACANT – Northwest Director**

**Karen Meek – Officiating Development**  
**Terry Nosal – Elite Development**  
**Rob Evans – Rules Development**  
**Kathy McCaw – Coaching Development**  
**Cathy Nie – Membership Services**

<p>15. To Do List</p>	<p><b><u>AGM VOTING PROCESS CHANGE: <i>Change of Corporation Bylaws</i></u></b></p> <p>Process of collective names of suggested Nominations Chair, Chair/ Designates will hear each suggested nominee and insure willingness to participate before selection is finalized</p> <p>-Suggestion as nominations chair Jeff Francom since he will already be there for Worlds          -suggestion to move nominations chair to June agenda</p> <p><b><u>AGM Items:</u></b></p> <ul style="list-style-type: none"> <li>- Open review and discussion Implementation of U7, U8, U9, U10 Skill Videos How Matrixes work etc             <ul style="list-style-type: none"> <li>- How Fully Implemented by region</li> <li>- How accepted</li> <li>- How successful</li> <li>- Suggested changes or improvement</li> </ul> </li> <li>- Concussions             <ul style="list-style-type: none"> <li>-Trill Underhill – from Collingwood area (brought through VP Technical)</li> <li>-Apps on smart phones to help</li> </ul> </li> <li>- Bill 65: Constitutional Changes</li> <li>- Ringette Canada session             <ul style="list-style-type: none"> <li>-state of the Union speech – An update on what is going on at Ringette Canada</li> <li>-Following business meeting</li> </ul> </li> <li>- Budget</li> </ul> <p>-Flyer pricing to come out soon to for AGM          -The timeline the ORA has make sure the Hotel has the same timeline</p>	<p>Executive Director (30 or 60 days prior)          put out a notice of change by-laws prior to AGM</p> <p>-Move nominations Chair to June meeting</p> <p>-Administrative Coordinator</p>
<p>16. New Business -</p>	<p>-Central Region Director’s report          -Past board members using their status to get things done          -Central Region disciplined people and went through procedures          -Little things between Associations create problems within the Region and cause frustrations</p>	





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	<ul style="list-style-type: none"> <li>-Stating positions for the record with documentation</li> <li>-Have previous issues been involved</li> <li>-Make sure you have the paper trail for any issues to document complaints.</li> <li>-things change constantly and people should be directed to the right knowledgeable person</li> <li>-Have something similar to Bench Staff Code of Conduct for Board Members?</li> </ul> <p>Sport Development:</p> <ul style="list-style-type: none"> <li>-Authority of Sport Development Committee</li> <li>-Can Sport Development levy fines and suspensions for associations not following Sport Development guidelines?</li> <li>- Create policies and procedures for Sport Development Section</li> <li>-By Mid-March Sport Development Section should be workable</li> </ul> <p>-Sport Development meeting would like to move the meeting to march 23<sup>rd</sup> and 24<sup>th</sup> weekend due to conflicts with Regionals for many Sport Development Committee members</p> <p>-Standing Committee Meetings for April and August are in the Sports Administration Section – heard no conflicts</p> <ul style="list-style-type: none"> <li>-ORA is hosting the AA Provincials</li> <li>-Prize tables to look good and generate revenue</li> <li>-Regions to put forth baskets of \$75.00 or donations</li> <li>-Items brought to the Committee before AA Provincials and let the Committee know what you may have to offer</li> </ul> <p>-Issues with Crowne Plaza: replenishing water, coffee, parking, room charges</p>	<ul style="list-style-type: none"> <li>-Executive Director and Administrative Coordinator to create a Board Member Code of Conduct form</li> </ul> <p>-VP's to verify with committees that the standing committees are meeting April 20-22 and August 10<sup>h</sup> to 12<sup>th</sup></p> <p>-Regions to bring baskets before AA Provincials start</p> <p>-Administrative Coordinator circulate board contact information to Board &amp; Chairs</p>
17. Next Meeting	Etobicoke, Ont. Saturday & Sunday May 4 – 6, 2012 President to Chair	
18. Adjournment	Adjourned at 10:25 a.m. <b>Carried</b> Moved By: Northeast Region Director	
	May AGENDA: -E-mail prior -To request agenda ideas	