



Spring 2026 Season



Agenda

- WUSC Intros
 - Coaching Staff
 - AGCs
 - Curriculum
- Practices
- BAYS Season
- Game Day protocol
- Fields / Net Safety
- Tryouts
- Coach selection

WUSC Coaching Team



Chris Howard - WUSC General Manager
Email address - wuscdoc@wellesleysoccer.org

Dale Carr - Director of Coaching - Travel
Email address - programs@wellesleysoccer.org



Lewis Wright - WPC Director
Email address - club@wellesleysoccer.org

Joe Morais – Intown Director
Email address- intown@wellesleysoccer.org

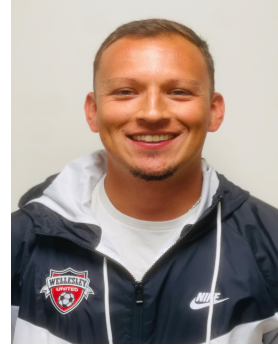




WUSC - Coaches



Lloyd Edwards
WDP Director



Fabricio Kuhn
WPC Coach



Connor Deng
WPC/WUSC PDO



Joe Sturzo
Goalkeeper Coach



Lucio Marino
WPC/WUSC PDO



WUSC Age Group Coordinators

Girls Travel Director: Ashley Delahunty

- 4th Grade Girls: James Montani
- 5th Grade Girls: Liz Cheron
- 6th Grade Girls: Colin Confoey
- 7th Grade Girls: Katherine McRostie
- 8th Grade Girls: Jim Tuxbury

Boys Travel Director: Sean Riley

- 4th Grade Boys: Brian Schmitt
- 5th Grade Boys: Devon Ellis
- 6th Grade Boys: Ryan Dow
- 7th Grade Boys: Ashley Delahunty
- 8th Grade Boys: Akila Weerapana

Curriculum



We recommend that all practice sessions follow the **S.C.O.R.E.** method:

SIMPLE	Stick to one theme during your practice session. Choose 2 or 3 core coaching points and reinforce them throughout the session.
CHALLENGING	Ensure that the players are posed problems that they need to find solutions to. Provide guidance and help when they need it.
ORGANISED	Plan every detail of your session - how many players, space and equipment. Ensure that your sessions have the appropriate pace and progression to challenge all of your players.
RELEVANT	Ensure that the exercises in your session are relevant to the game.
ENJOYABLE	The players should walk away from every practice having thoroughly enjoyed the session and learning at least one new aspect of the game. Ask questions of your players throughout.

Please use the curriculum provided. It is there to help you as a coach but to also develop our players in an enjoyable environment.

WUSC Curriculums, available online, are coach login and password protected

Password - WUSC2026

Curriculum Continued

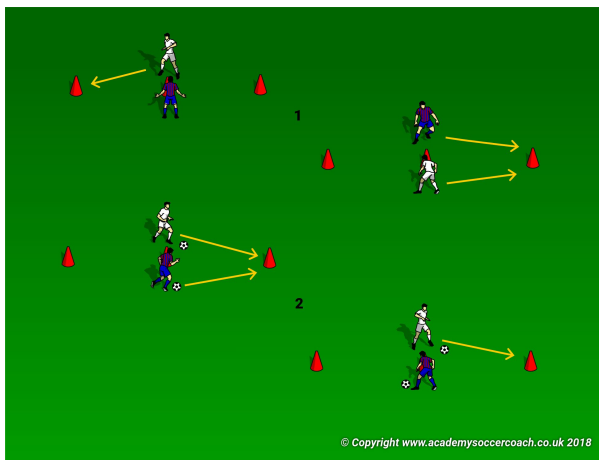
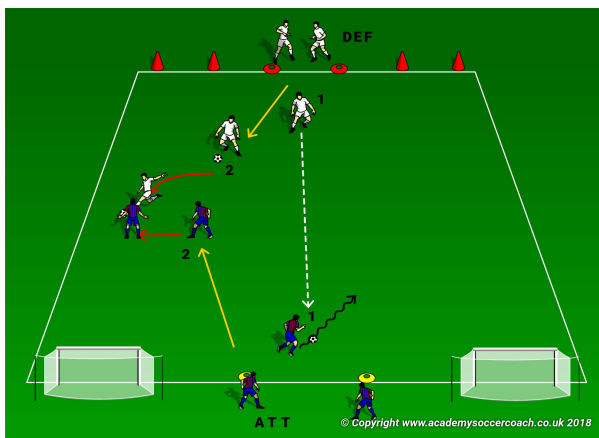


Diagram 1. Cones set up as shown, players get into two's go to an area with the three cones. Players go 1v1 trying to beat their opponent to the cone and back to the middle using dummies and feints to gain an advantage. Rotate who is the attacker and the defender every 2/3 goes.
Diagram 2. Introduce a ball to each player so they can start to use skill moves to create the advantage. Encourage different skill moves and ask players to demonstrate their skills to the group.

Curriculum is available on our website – wellesleysoccer.org under coach's corner. We have archived sessions from previous years as well as this season's curriculum.

We will also give you the opportunity to work directly with Chris Howard to produce session plans for your team practices. If you have certain areas you would like to work on with the team, please contact programs@wellesleysoccer.org.



Players set up as diagram shows, defenders where the gates are, attackers start at the end with the goals. Defender plays into attacker and defends as normal. Attacker will attempt to beat the defender and dribble through either of the two gates at the end of the field. Points are rewarded for every successful dribble through the gates by the attacking team. Rotate once each player has had 2/3 attempts. Shown with players 1.
Coaching points, attack the space, use skill moves to beat the defender, dribble at pace once the defender is beaten.
Progression. For defending players, if they win the ball can they get the ball into either goal. Talk about when they have won the ball can they then play out. The attacker then has to win the ball back and attempt to beat the defender through skill. As shown with players 2.



Practices

- Use WUSC curriculum with practice plans from WUSC website – wellesleysoccer.org.
- WUSC staff available to help with practices
 - Contact Dale Carr with requests – programs@wellesleysoccer.org
 - Support WUSC staff will design a practice based on recommendations from coach. Be specific, concentrate on one topic.
- Practices: 1-2 practices per week – 3rd Grade is 1 practice per week.
 - Choose day/time/location that works for coach and players
 - Please use Appointment Plus to schedule all practices, instructions in fields section of website
 - Those with practices scheduled will be notified if field is not available
 - Do NOT “turn up” to a field if not reserved (tight on field space so please do not be that coach)
 - Ten Acre has different rules for usage



Practices cont..

Appointment plus will be opened soon

To login to Appointment Plus to schedule practice times:

www.wellesleysoccer.org- Coaches Corner/Fields/Practice Field Schedule or use direct link to login: <https://booknow.appointment-plus.com/36qnegh0/>

- Coach's login is the head coach's initials followed by the team's name. Eg - DCWarriors
- If you do not need your practice time, please cancel so others can use
- 3rd grade coaches will receive their login details from Joe Morais
- Stick to the practice time booked on the system, do not book two slots.
- For Elm Bank please use fields 1 and 2 (1st car park on the left)
- WPC and WDP will practice Mon/Wed



Field Usage

- Sprague 1- 7v7 Fields (3 fields)
- Sprague 2- 7v7 Fields (3 fields)
- Sprague 3- 7v7 Fields (3 fields)
- Sprague 4- 7v7 Fields (5 fields)
- Elm Bank 1- 7v7 Field (3 Fields)
- Elm Bank 2- 9v9 Field (2 Fields)
- Other Fields- Ten Acre (2 7v7), Upham, Hardy, Hunnewell and Schofield (1 9v9), Perrin (2 7v7)
- **Sprague 2 and 3 will be designated for 5th Grade and above.**
- **No need to move goals.** Each Field has 7v7 goals on grass, 9v9 and 11v11 on turf. **If moved, they need to be moved back straight after practice.**
- Fields will be used for make up games. You will be notified about them. Also fields are used by the HS and any HS sport has control of fields until they are finished



TeamSnap App

We will be using the TeamSnap app this season to organize all team's practices and games. It's a great way to keep updates on who is going to be available for practice and games each week and to send updates on anything game/practice related. This has even more bearing now with the guest player rules that we will touch on shortly.

Coaches are responsible for inputting the practice / game schedule into TeamSnap. Directions to away games, jersey color and arrival time should be noted as well. Assigning a team manager (another parent) can help in data input / communication to the team.

BAYS League Information



- 10 game season- Start Date April 11th (first game dates)
- **Mass Youth Soccer Lanyard Credential must be worn/brought to each BAYS game in order to be on the sideline as coach. All MYSA requirements must be completed. No game will play if you do not have the lanyard (no help from me on home games)**

Referees will verify all coaches on the sideline have MYSA 2025-2026 credentials.

The game will not kick off unless credentials are shown.

- Bring 2 copies of BAYS Roster to each game - signed by head coach, Sue's signature not needed. Any additional guest players must also have copies of their rosters attached. You must add game ID to additional rosters.
- Bring Emergency Medical Report to each game/practice.
- BAYS website www.bays.org
Bookmark your Team Page, Section Page with schedule, standings and contact info for other teams.
- Email game score to Section Captain by Sun night to have scores posted on site.
- Login to BAYS site to make sure your contact info is correct and to see opposing coach email and phone info. *Your USERID is usually first initial, last name (e.g. tsmith) and your initial password is the last 4 digits of your home phone. Contact Sue if you still need help.*
- Your BAYS Division Director is your first point of contact for questions/conflicts



BAYS Guest Player Program

BAYS has introduced the ability for teams to fill gaps in their rosters with players from lower divisions/grades

- Player **MUST** prioritize their rostered teams' match
- Players may only play in division/section higher than their rostered team (e.g. Player from a team in 3B can play in 3A or higher)

WUSC has developed a policy that guides how we will use guest players

- Coaches must have a minimum number of regularly rostered players committed to play before making a request
 - 7v7: 5-7 regularly rostered players committed
 - 9v9: 7-9 regularly rostered players committed
 - 11v11: 9-11 regularly rostered players committed
- Coaches must make a request to Dale by email up to 3 days before the match
- WUSC will have sole discretion to select the player(s) that are selected. Coaches may not **“request”** a player.
- WUSC will select players based on availability (as noted in TeamSnap) for their rostered teams' match, prior season tryout and coaches ratings, and previous guest player appearances
- Players will have 24h to accept a guest player position. If they do not, WUSC will move on to the next player on the list.
- WUSC will send the regular roster(s) to the coaches as they will need to bring them to the field
- Guest players to be used as any other player with equal playing time



MYSA Requirements

All Coaches should have completed:

- Mass Youth Soccer Registration – required each year.
 - SafeSport Abuse Training (new or refresher) and Concussion Training
- These must be complete to get Lanyard ID. Sue will notify coaches that have any outstanding requirements.

For info and link to register: <https://www.mayouthsoccer.org/adult-registration-process/>

Links to the required **Safesport Abuse** training and **Concussion Training** can be found on your account under the word **'Certificates'**.

Concussion Training Certification: You must have Concussion certificate dated within last 2 years. Keep your login/password so you can go back in to upload your concussion certificate when you complete the course.

Abuse Prevention Training: If you took the training last 2 years, you need to do the shorter Refresher course now. Once completed via this link it should upload your certificate automatically.



MTOC

Grade 6 and 8, Division 1 and 2 have BAYS playoffs during the week following the last regular season BAYS games to determine who goes to MTOC (Mass Tournament of Champions) in Lancaster which is likely to be held June 27-29.

If your team has possibility of qualifying, it's good to get your families in the loop on these dates as early as possible as you will need to know if you will be able to field a team for playoffs and MTOC before entering playoffs.

There are several wildcard entries drawn across age groups from various leagues. So, BAYS will have an extra entry in 1-2 age groups (TBD soon). Eligible teams below:

Grade 6 Div 1 Girls: Aces (Delahunty)

Grade 7 Div 2 Girls: Warriors (Gordon)

Grade 8 Div 1 Girls: Storm (Gabriel)

Grade 6 Div 1 Boys: Wildcats (O'Connor)

Grade 6 Div 2 Boys: Wolverines (Bernal), Reds (Langione)

Grade 7 Div 2 Boys: Honey Badgers (Arcey)

Grade 8 Div 1 Boys: Wolfpack (Kwan)



WUSC Concussion Policy

- Take the course at the CDC website
- Sit the player if you suspect a concussion or anything head related. Do not put them back in after a few minutes rest
- Notify the parents
- Notify the age group coordinator in writing
- Players are not allowed to return without medical clearance
- Referees have discretion to require an injured player to leave the match and/or stay out for the duration
- See health and wellness on our website for return to play document



Communication and Game Day

- Communicate with your team during the week on specifics of game time / location, attendance. Make everyone aware of the WUSC policies in terms of games
- Contact opposing team ahead of time to confirm game time/location; don't assume that an unanswered email equals confirmation. For away games, check on their policies and pass on any information to your teams.
 - You must be logged into the BAYS web-site to see opposing coach contact info.
- **Equal playing time policy for all teams! Make sure you make frequent substitutions (this includes guest players)**
- Coaches responsible for behavior of parents, communicate Zero Tolerance to parents. Make sure every parent knows what is expected.
- Check on color conflicts ahead of game (teams with Orange and Red uniforms especially – Newton, Natick, Wayland, etc.). Make sure players know what color shirt to wear. Red home, Gray training jersey should be used when color conflict. For 2 Wellesley teams playing each other, the away team wears Gray.
- Arrive at field 20-25 min before game to set up the field, game should **start** (opening kick-off – not pre-game pep talk) promptly.
- Home Team will need to read out the Mass Youth Statement on sportsmanship at the beginning of the game in front of spectators and teams/officials. Handshake will then take place



Game Day continued

During the game

- STAY POSITIVE. Be a mentor and leader to your players.
- Do NOT engage the referee unless to- ask for a sub, alert them to injury or to clarify rules BEFORE kick off.

After the game

- Make sure the field is clear of anything for the next team arriving
- If you are the last team of the day on that field (usually 1.30pm on grass, 3.00pm on turf) please put away corner flags
- Report game score to your section captain



Game Day Cancellation

- Rules for game-day cancellation (weather/other)
Home games:
 - WUSC will make decision on morning games by 7:00 am, afternoon games by 10:30 am
 - Please check WUSC website (www.wellesleysoccer.org and our Twitter feed)
 - If fields are open, the referee is the only one that can decide to postpone game (your team must go to game)
 - Call/email opposing coach as soon as you know game is cancelled
 - If the referee decides not to play notify Chris Howard
 - Email: wuscdoc@wellesleysoccer.org AND programs@wellesleysoccer.org
- Away games: check opposition's town soccer website and be in contact with opposing coach



Postponement/Reschedule of Games

Rules for postponements- contact opposing coach if you can't field a team. Other team is not required to reschedule.

- Notify Chris Howard as soon as you know your game is not being played so he can cancel referee
Email: wuscdoc@wellesleysoccer.org AND programs@wellesleysoccer.org
- Neither you or your opposing coach can unilaterally reschedule a match. Get BAYS division director in the loop if you have issues with scheduling! We pay BAYS \$25 per forfeit for games not played.
 - Try to schedule a pre-play but must play the game within 3 weeks of original date (before end-of-season)
 - Games will be scheduled over vacation weekend and on Memorial Day Weekend. Please make sure that you reach out to your team to check on availability. Home games should be worked on with Chris Howard
 - Agree on date & time for makeup game
 - Contact Chris Howard to request field/ref

NO HOME GAMES OVER MEMORIAL DAY WEEKEND.

AWAY GAMES CAN BE PLAYED BUT I DO NOT NEED TO BE INVOLVED WITH THESE RESCHEDULES



Spring Scheduling

As mentioned in the coach meetings this winter, the below dates are the ones we need to get on your radar regarding rescheduling:

April 18th - First weekend of public school vacation

April 25th - Second weekend of public school vacation

May 23th - Memorial Day weekend - no home games

If you have enough to play, please play those games.

If you have a home game over Memorial Day weekend these will need to be rescheduled immediately as we do not have fields available due to our own tournament being held.

Reach out to Chris Howard in advance of these games if they need to be rescheduled. Once you know you don't have enough players let the opposing team know whether you are playing home or away. If home, work with them on 3 dates and then work with Chris on those days. Ideally do it on a night you have practice. Given we could be looking at 90 games to reschedule please email Chris immediately so we can get the make ups on the schedule.

Deadlines for Game Cancellation to/from Home Coach



Saturday AND Sunday scheduled games: Thursday by 7:00pm

Rationale for including Sunday in this cancellation window is that those refs are older and have more options beyond BAYS games

Weekday scheduled games: Noon the day before the scheduled game

Teams No Show Fine per Match Rule 16: See Chart for amounts by Grade group; Assessed to home club for failure to notify

Late Cancel Fine per Match Rule 16: See Chart for amounts by Grade group; Assessed to club that canceled after stated window.

Teams No Show Fines per Match Rule 16: See chart for amounts by Grade group; Assessed to home club for failure to notify.

Late Cancel Fine per Match Rule 16: See Chart for amounts by Grade groups; Assessed to club that canceled after slated window.

No Show/Late Cancel Fine	Spring 2026
Grade 3 and 4 (7v7)	\$40
Grade 5 and 6 (9v9)	\$120
Grade 8 (11v11)	\$140
Grade 10, Spring only (11v11)	\$175
Grade 12, Spring only (11v11)	\$185
Grade 9-12 (7v7)	\$60



Referee Feedback

We asked our Referees this year for feedback on how we can improve our program and here are some of the questions and feedback given

Why do you referee?
I referee because I love soccer and I wanted to see a new perspective on the game
exercise, help the community in Wellesley
Interested in the game and seeing how I can help the younger players.
How can WUSC make the experience better?
Maybe notify all the coaches the rules you gave us, because sometimes, coaches will stand on the field, and it's hard to tell them to move when you are paying attention to the game
No comments from coaches or parents toward referees.
Reminders to the parent coaches from WUSC to be respectful of the refs.
Educate coaches about their responsibilities (e.g, preparing field for play) and encourage them to "model" better behavior for their players and respect for referees.



PENALTY OVERVIEW



The Penalties Matrix defines consequences associated with physical and non-physical offenses against Referees.

NON-PHYSICAL OFFENSES of gross misconduct, abuse, and / or assault

NON-PHYSICAL*	MIN. GAMES	TIME
Insulting, Belittling, Insinuating or Taunting Behavior Undermining Referee Authority	2	
Harassment, Intimidation, Retaliation, Abusive, or Threatening (Non Physical) Language	4	
Aggression, Attacking, Derogatory, Cyberbullying, Doxing or Threatening (Physical / Violence) Language	6	6 - 24 Months
Offensive or Discriminatory Act	10	12 - 24 Months

PHYSICAL OFFENSES of gross misconduct, abuse, and / or assault

PHYSICAL*	MIN. GAMES	TIME
Minor or Slight Deliberate Touching	3	1 - 6 Months
Pushing, Grabbing, Pulling, Squeezing, Pinching, Lightly Slapping, Use of Object in Non Striking Manner, or Physical Property Damage	10	6 - 24 Months
Hitting, Punching, Elbowing, Kicking, Biting, Spitting, Choking, Tackling, Throwing or Use of Object or Any Part of Body (Forearm, Knee, Head) in a Striking Manner		12 Months - Lifetime

KEY PENALTY FACTORS

- Single offenses are at **minimum the prescribed game penalty or time penalty** for non red zone offenses
- Penalties can be **both game and time depending on severity / circumstances**
- Second time offenders receive **double punishment**
- Third time offenders receive a **lifetime ban**
- More than one offense at the same time is **at least the punishment for the most serious offense**
- Offenses against minors are automatically subject to a **“minor multiplier” resulting in triple punishment**
- **One offense warning per league** to be managed by states and leagues collaboratively
- Game consequences are **inclusive of 1 game penalty for any red cards given**
- Optionality for **50% penalty for first offense from a minor**

Please follow your current reporting structure – updated reporting procedure will be a part of Phase 3.

(*) **Disclaimer:** These are only a few examples of abuse – other actions or statements may also fall into this category.



Pre-game sportsmanship statement

Mass Youth Soccer and BAYS require that the Sportsmanship Statement listed below be read prior to ALL games.

Procedure

After all pre-game activities are complete, both teams and the referee crew will line up at the Half Way Line of the Coaches Sideline.

Led by officials, all players and coaches will walk across the field and line up facing spectators, 5 yard from the sideline.

The Sportsmanship Statement will be read by a representative of the Home team to all coaches, players and spectators.

Following the reading of the script, players will perform a pre-game handshake. (Home team to walk down the line of Away Team).

After the pre-game handshake, all players and coaches will return to benches and starting players will assume positions on the field of play.

Sportsmanship Statement

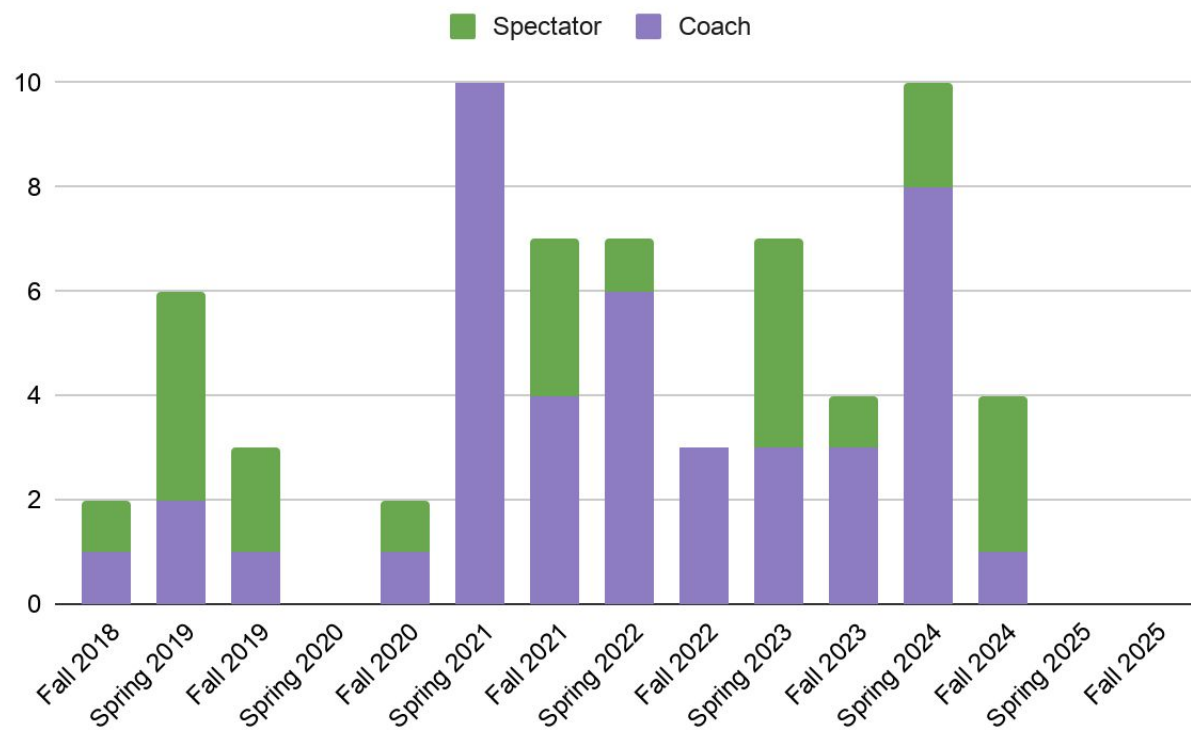
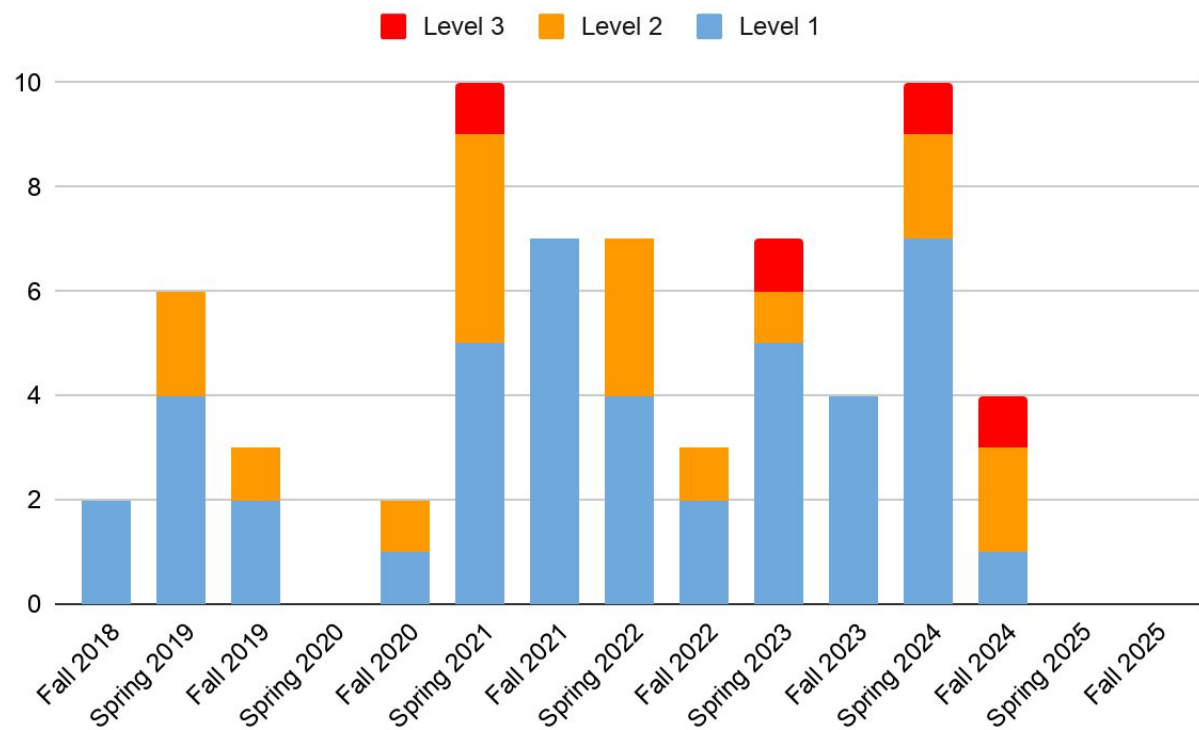
All participants deserve the right to play in an environment free from negative and distracting behavior.

Poor sportsmanship will not be tolerated, the game may be stopped and sanctions applied for violations of policy or codes of conduct.

Please enjoy the game and do your part to create a positive soccer experience for all.



Zero Tolerance Violations





US Soccer Changes Zero Tolerance

Code of Conduct Policies

- https://www.mayouthsoccer.org/assets/61/6/mass_youth_soccer_coaches_code_of_conduct_jan_23.pdf
- https://www.mayouthsoccer.org/assets/61/6/mass_youth_soccer_zero_tolerance_policy_jan_23.pdf
- https://www.mayouthsoccer.org/assets/61/6/mass_youth_soccer_parents_code_of_conduct_jan_23.pdf
- https://www.mayouthsoccer.org/assets/61/6/mass_youth_soccer_player's_code_of_conduct_jan_23.pdf



BAYS Changes Zero Tolerance

BAYS are currently voting on this. Updates will be sent out once we get them.

- Green cards have been given to referees for use when Zero Tolerance infractions occur
 - Infractions can be called on coaches and parents
 - Coaches are responsible for the behavior of their spectators; set expectations BEFORE the season starts
- Recommendation by BAYS to give the following punishment to coaches who infringe on Zero Tolerance:
 - 1 (minor) to 3 (severe) rating system
 - 2 rated issue – Coach must issue an apology from the coach to the referee through the assignor or club rep
 - 3 rated issue – Coach is suspended for one game or more

Fields - General Points



- If you see major field or facilities damage like sprinkler heads notify DPW at Wellesley DPW 24 hour hotline - 781-235-7600
- Any game scheduling, including rescheduling, issues please send email to: programs@wellesleysoccer.org and wuscdoc@wellesleysoccer.org
- Fields will be closed due to weather:
 - Mid week by DPW typically before 3 PM
 - Saturday by 7 AM & 10:30 AM, Sunday 10 AM
 - By referees anytime time at their discretion
- Field closure will be posted on website and via Twitter
- Stick to the times suggested by WUSC and use the parking lots associated to your field of play. Corner flags need to be put away after games have finished
- Friday is most popular practice nights! If for any reason you have to cancel your team practice, please do so on appointment plus so others can make use of the field.
- Town Trash Initiative (Green School Campaign) – Reusable water bottles & Clean-Up

Fields - General Points (2)



- Please have your team pick up their own trash after practice and games (including orange peels) Players should not share anything.
 - Pay particular attention at Elm Bank, which is a carry in/carry out facility
- Unless you see another team ready to get out on the field and use it, you must break down (corner flags, etc.) your fields.
- Please do not use goal mouths for practice on grass fields
 - Move goal off end lines, play in between fields if possible.
- Return goals to original location if moved for practice!!

Goal & Net Safety



- Always inspect goals before each match and/or practice.
- Always ensure goals are secured with sandbags on back bar or sidebars. If they are not, let a WUSC staff member know
 - 9v9 min 1 sandbag on back bar
 - 11v11 2 sandbags on back bar
 - 7v7 grass field need 1 on back bar
- Never allow anyone to climb or play on the goal or net
- Never allow anyone to hang on the goal crossbar (e.g., chin-ups)
- Instruct players on safe handling and potential dangers associated with movable goals.
 - Coaches can move goals; . If you need help, ask a WUSC staff member
 - When moving wheels should be rotated to allow easy moving. When in place replace wheels so frame contact's ground.
 - Push when ever possible, do not pull goals
 - Do not move with sandbags on back bar however **replace sandbags when moved**



Tryouts

All dates are to be confirmed

Delay of the release of the BAYS schedule has held this up

Coach meetings will be on Zoom and will be held in June

All tryouts will be held at Elm Bank or Sprague

Final dates will be announced soon



Coach Selection

At WUSC, we believe that a great coach empowers kids to have fun while also growing as a person and an athlete. This belief permeates our coach selection process, which we have outlined below. To be open about our process, we invite all parents interested in coaching to review the coach selection info below to better understand what WUSC is looking for in its coaching staff.

Qualities WUSC looks for in a coach:

- **Positive:** We see coaches as a role model for the kids on their team. We expect coaches to help kids learn to develop and maintain a positive attitude even under adverse circumstances.
- **Encouraging and supportive:** We expect coaches to encourage their players to try new skills and positions throughout their development and to support the players as they work on developing the required skills to achieve success in the various roles on and off the field.
- **Communicative:** We expect coaches to communicate and interact positively and effectively with players and parents throughout the season.
- **Differentiation:** We expect coaches to work with the individual skill sets of each player on the team so that the players develop individually, which will enable the team to develop collectively. We expect coaches to monitor player progress based on each player's own trajectory and not against other players on the team.



Coach Selection cont.

Expectations:

- **Environment:** Provide a competitive sports experience that is enjoyable and rewarding for all athletes.
- **Sportsmanship:** Teach and display good sportsmanship at all times – coaches are the example to both players and parents. Good sportsmanship also extends to treatment and respect of the referees.
- **Participation:** Create opportunities for all players to participate with equitable playing time throughout the season (no playing favorites). Players should be encouraged to play ALL positions so that they develop their understanding of every facet of the game.
- **Safety:** Keep players safe on and off the field. This includes being familiar with the symptoms of concussions and other common injuries and knowing when it is necessary to seek medical attention for their players.
- **Perspective:** Teach players that sports are more than just the score or the result. The focus should not be on winning, but on having fun, learning how to be a good teammate, making friends, and growing each kid's interest in the sport. Doing this will help the players mold character traits that will last for a lifetime and help them in every aspect of their lives.

Factors Taken into Considerations by Coach Selection Committee:

- Feedback from parents after every season
- WUSC staff observations of practice and games
- Volunteer experience (number of years coaching in town program and other WUSC volunteer positions)
- Soccer knowledge and experience
- Diversity of coaching staff
- BAYS ZT violations and/or incidents
- Each season is independently evaluated and coaching positions are not guaranteed year to year

Coach Selection Committee:

- WUSC professional staff, Travel Directors, and Board member without a child in the age group.

Please note that coaches will only be allowed to be head coach for one "A" team.



End of season coaches game

End of season coaches game returned in the Fall with the Intown coaches team winning - Again!

Date for this seasons game:

Saturday June 13th

kick off time TBD



THANK YOU FOR COACHING!