Spring 2022



Harbord Village Residents' Association harbordvillage.com

Chair's message

Anne Fleming

One of my favourite spring activities is simply walking around our neighbourhood, admiring the many beautiful gardens coming to life. Bikes, strollers, dog walkers—and construction sounds—are becoming more common. Thankfully, January's snowmageddon is but a memory.

While we are not out of the woods with COVID yet, we still find ways to support our community, such as the successful fundraiser for the Fort York Food Bank, as well as our neighbourhood cleanup day. Ward 11's Environment Day is back in person at Central Tech in May, and the Harbord St. BIA has a wonderful new street event planned for June!

I look forward to seeing you at our Wed., May 25 Spring Meeting. Please contact me or your area rep at any time if you have concerns, comments, or suggestions. Happy spring!



HV residents participating in the Coldest Night of the Year fundraiser for the Fort York Food Bank

HVRA 2022 Spring General Meeting: Wed., May 25, 7-9 p.m.

Zoom registration and further meeting details at https://harbordvillage.com/event/hvra-spring-meeting-7-9pm-wed-may-25/

Join us for our 2022 Spring General Meeting! Our guest speaker is a local tree expert who will help us understand the critical role of trees in our neighbourhood and how we can improve and preserve this resource.

Speaker: Todd Irvine, Certified Arborist and founder of City Forest (cityforest.ca)

Topic: How to make your trees thrive

We will also conduct regular business, including financial and other reports, plus ratification of constitutional amendments. There will be breakout rooms for area reps to lead discussion of issues important to each area of HV. Finally, we will honour our recent Community Builder Award winners.

Come meet your neighbours, find out what is happening in HV, contribute, and be involved. All are welcome to attend but only paid up HVRA members can vote—so be sure to renew before the meeting! (Check your membership at https://harbordvillage.com/membership/—and invite your neighbours to join!)

HV spirit!



HV resident Anne Lindsay on her porch playing the Ukrainian national anthem for her Major St. neighbours. Anne is a professional musician, perhaps best known as a member of the Jim Cuddy Band.

What can \$10/year get you?

7 cups of coffee















or 3 streetcar rides







or

A better neighbourhood, including but not limited to:

- connections with neighbours
- sharing info, resources, stuff
- sharing experiences, music, laughs
- community cleanups
- community safety
- more greenery and better maintained parks
- gardening tips and encouragement
- help and info when you are sick
- fundraising for local charities like the food bank
- celebrating the seasons and holidays together



Get an HVRA membership, for the most bang for your buck!

harbordvillage.com/membership/

Coldest Night of the Year Fundraiser

Karen Laurence

On February 26 the Fort York Food Bank, at the corner of College and Borden, participated, for the first time, in the Coldest Night of the Year! CNOY is an annual, nation-wide fundraising walk for local charities serving people who are food and housing insecure. HVRA created two rival teams to help FYFB reach their goal of \$30,000: North of Harbord, a group of 12 walkers led by Kerry Clare, and South of Harbord, a team of nine led by Karen Laurence. The friendly competition benefited everyone. In a field of 32 teams walking for the food bank, the HVRA teams claimed first and second spot on the fundraising scoreboard and together raised \$11,531. Nearly 200 people from across the city came out to walk for the Food Bank on that chilly Saturday, raising a total of \$67,848—226% of FYFB's stated goal. It was a fun day for family and friends with a fabulous result. HVRA team captains together with the food bank thank the wonderful residents of Harbord Village for their incredible generosity.

Area reports

Northwest

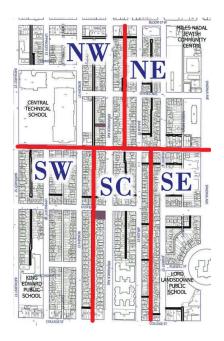
Christian Mueller & Kerry Clare

Brunswick Avenue between Harbord and Bloor is the main north-south route through the northwest area. It's only a two-block stretch, yet there's generally a good deal of activity along its length. What's going on now is fairly typical: at least three houses for sale on one block; two construction projects on another; a contra-flow bike lane that never sleeps; not to mention all of the motorists and pedestrians who pass this way. Meanwhile, Sally Bird Parkette, located just above Harbord, has outdoor exercise equipment for people to use and the Tranzac Club, located just below Bloor, has indoor entertainment available for everyone.

Southwest

Jane Perdue & Robert Stamboula

Our area has lots of activity with new homes, including two additional laneway houses being built on Croft Street, north of Vankoughnet. At the former Aunties and Uncles site, Ma Maison, a bakery and café, should be open soon. In the first block, on College Street east of Bathurst, the former Bank of Nova Scotia and the Mars Restaurant are still for rent, and the former Nirvana restaurant remains empty. We continue to liaise with King Edward School about the status of the landscaping/masterplan for the open space and to alert the school to on-site graffiti on storage bins.



Southcentral

Susan McDonald & Simon Coleman

Kensington Hospice renovations are wrapping, and landscaping will be done by summer.

Last fall the City announced planned upgrades to College St. Several SC residents reviewed the plans and suggested enhancements, like safer bike lanes, pedestrian safety and more greening. We hope to provide more input at future stages.

Road safety is a continuing concern on Major and Brunswick, with speeding cars, illegal parking, bikes and cars going the wrong way on oneway streets, and bikes riding on sidewalks.

There are ongoing issues with a neighbour who may be operating an unsafe and potentially illegal rooming house. Getting the City to respond and enforce regulations is a challenge.

Northeast

Nick Provart & Frank Davis

The U of T community green space at the corner of Robert and Sussex opened in fall 2021, and will feature a commissioned mural—"Ninoododadiwin" (which means "harmony" in Anishnaabe) by Indigenous artist Mike Ormsby. The space was achieved in part by HVRA's sometimes non-harmonious negotiations with the university. Construction work for two new buildings—the U of T's Spadina-Sussex residence, and a new rental building south of 666 Spadina—is ongoing. The sidewalk on the north side of Sussex between the mews and Spadina will be closed for the duration of construction.

Southeast

Gina Buonaguro & Cathy Merkley

Our area has been very quiet for the last six months as the Omicron wave spread everywhere. The holiday lights did perhaps seem a little brighter through the cold months, while it took the City too long to dig out from several major winter storms. Their brand new sidewalk plowing program clearly experienced growing pains, but we look forward to a hopefully smoother process next season. Spring brought out City-hired tree trimmers as well as flowers, construction projects, and the Scott Mission accepting in-kind donations again. We anticipate a more "normal" summer this year, with many local events and celebrations.

Community events

Nurturing our community with safe & creative events

Annual neighbourhood spring cleanup: Making Harbord Village great!

Kerry Clare



Enthusiastic spring cleaner-uppers

The annual HVRA spring cleanup took place Sat., April 30. HVRA provided supplies, and after a few hours of cleaning around HV, volunteers enjoyed lights snacks and prize draws at Margaret Fairley park. Thanks to all volunteers, making our great neighbourhood even better, and to the Harbord St BIA for sponsoring the event. Learn more at https://signup.com/go/UhFgGnQ.

New! Harbord Street artisan studio tour Sat., June 4, 11 a.m.-5 p.m.

Neil Wright & Anne Fleming

This inaugural event will kick start the spring season in the Harbord BIA & HV community. The tour will (re)introduce our growing Harbord St.

artisan community (art, literature, and food) to local residents. Harbord Street is home to a number of respected artisan establishments, such as Clay Design and the Rock Store. Recent new additions include The Spence Gallery and a soon-to-open glass blower at 150 Harbord St. Several restaurants are also new or have relocated on Harbord.

This self-guided tour will include the participating art studios plus local bookstores and restaurants. We also will invite displays from Central Tech art students, local musicians, children's face painters, and a host of other street art venues for a lively street vibe.

This fun experience for all ages will help kickstart our local economy. It's sponsored by the Harbord Street BIA and HVRA. Thanks to volunteers, participating business owners and CT students/staff for organizing and supporting this unique neighbourhood event! For questions or suggestions, please contact Neil Wright wrightrealestateltd@gmail.com.

Bloor-Borden Farmers Market back

Rory 'Gus' Sinclair & Bloor-Borden Market Advisory Committee



Yes the Bloor-Borden Farmers Market is back for another year, running from Wed., June 1 (3 p.m.-7 p.m.) and every Wednesday into October.

There will be produce, chicken, baked goods, beef, fish, fruit, jams, pies, mushrooms, honey, sourdough bread and much more. Come and meet your neighbours and friends and you can linger and listen to the music that is near to hand every week. Last market is Wed., October 19.

Fall Fair returns: Sunday, Sept. 11

Cathy Merkley



All ages fun at the HV Fall Fair

After two years without a Fall Fair, we anticipate being back together again at Margaret Fairley Park on Sept. 11—so save the date!

In 2020, our alternative event, a lineup of safely distanced performances, was cancelled due to lockdown. In 2021, we succeeded in supporting a day of back-alley concerts and performances around HV in lieu of the Fall Fair. If you walked around HV, you might have spotted musical performances ranging from string quartet and solo piano to blue grass, country and folk, all taking place throughout the day.

For 2022, plans are underway for our usual event with live music, a BBQ, kids' activities, and more. We look forward to seeing you!

Fall AGM

Anne Fleming

Our Annual General Meeting is in mid-October. At the 2021 AGM (held online), we appointed our board directors, including three new members: Karen Laurence, Secretary; Elizabeth Chen, Membership Secretary, and Kerry Clare, Northwest Area Rep; NE Area Rep Nick Provart was named new webmaster. We heard updates from Ward 11 Councillor Mike Layton and University Rosedale MPP Jessica Bell. Our area reps heard directly from attendees about concerns in the five HV areas. Community Builder Awards were given to Leslie Thomson and Maria Pasquino. We finished with guest speaker Matt Hoffmann of HVRA's Net Zero Committee, who spoke about the role of the committee and its activities to promote heat pumps, home retrofits, and e-bikes.

PumpkinFest 2021

Lena Mortensen



scale Silwa

Halloween 2021 marked another COVID version of our annual PumpkinFest, with new ways to enjoy the season. Residents showcased their talent, creativity, and community spirit by participating in the combined Halloween Home Decorating and first-ever Pumpkin Carving Contest, filling the streets with creative displays and extra enjoyment to accompany the return of in-person trick-or treating. Volunteer judges selected from among over 100 entries to award 10 cash prizes of \$50 each, generously donated by the Harbord Street BIA. The HVRA PumpkinFest webpage and our online Flickr gallery showcases some of the great decorations. With luck, we will return to our traditional Harbord St. PumpkinFest this fall—hope to see you there!

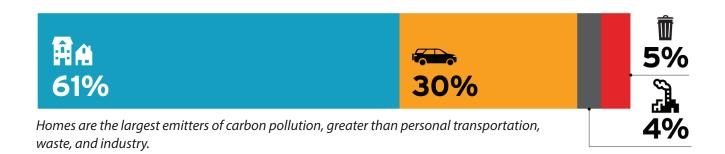
HVRA Net Zero Committee: From aspiration to action

Meg Craig-Bourdin, Elisabeth Kaut, Anne Stevens, & Net Zero Committee

With alarm bells ringing out worldwide on climate change, it's a good time to think about how we, as individuals, can reduce our own carbon footprints. Our homes account for a large proportion of carbon pollution in the city. Personal gaspowered vehicles are another culprit. Despite best intentions, it's a challenge for the average person to know where to start in reducing their household emissions. Who do you consult? How much will it cost? What about availability? Sometimes it's just easier to stick with the status quo.

Here's where HVRA's Net Zero Committee comes in. Our mission is to help residents reduce emissions produced by their homes and personal vehicles. In 2021, we presented webinars, surveyed the neighbourhood, conducted research for The Atmospheric Fund (TAF) and held a popular electric bike fair. Now, in 2022, we have concrete actions to help everyone in HV make informed, timely and substantial reductions to their household carbon footprints. Our initial focus is four different household-level carbon-reducing opportunities: home insulation; induction stoves; electric bikes; and air source heat pumps (ASHPs). Currently, we are wrapping up talks with suppliers and contractors for the first three. The resulting collective agreements will help HV residents narrow down their options with certainty about budget and confidence about availability.

HVRA will help with the documentation to save money and reduce the paperwork typically associated with government rebate programs.

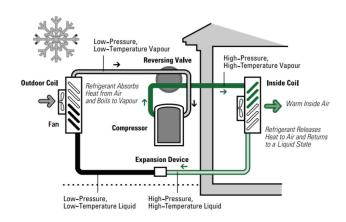


Air source heat pumps 101

ASHPs run on electricity rather than natural gas and emit far fewer greenhouse gases (GHG) than gas-fired appliances.

Unlike conventional electric baseboard heaters, which are inefficient and expensive, ASHPs use a tiny amount of electricity to run a pump, which moves heat from outdoors to indoors in winter, and vice versa in summer.

Even if it isn't time to replace your furnace, you can use an ASHP with your existing furnace; the ASHP would work most of the heating season, reducing your GHG emissions, and the furnace would top up your heat on the coldest days.



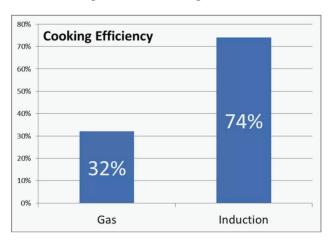
The federal government's \$5,000 Greener Homes rebate reduces the upfront cost of an ASHP. The rebate has conditions, which we can help you navigate.

Induction stoves 101

Induction stoves are more efficient than gas or conventional electric stoves. That means less time to boil a pot of pasta water. And they provide the fine heat control you'd expect from gas, but with no off-gases, and even heating across the entire surface of the pan.

Any ferrous cookware that passes the "magnet test" will work on an induction stove. That includes cast iron, Le Creuset enamel, and any metal composite pan that a magnet sticks to. Glass, copper, and aluminum cookware, however, won't.

Learn more at harbordvillage.com/projects/netzerocarbon-project, or join the Net Zero mailing list: netzeromailinglist@harbordvillage.com





Best Buy induction stove discount for HVRA: \$300-\$500 off on ranges, and \$100 off on cooktops.

HV residents enjoy the swim at Central Tech

Harriet & Iris Lawler, ages 12 and 8



Sunday swim volunteers at the check-in desk

After a long winter of snow angels and skating, a sign of spring arrived: the Central Tech pool opened for Sunday afternoon community swim!

Checking in at the front desk, we paid \$3 each and went to the change room. After a quick shower we entered the pool area where many voices greeted us—laughing, splashing, and having fun. Everyone was excited to be there!

The pool itself was a little cool, but soon enough we got used to it. There was lane swimming, a diving board with people leaping into the water at the deep end and family activities for younger children at the shallow end.

Having had a great time, we headed back out into the world with our damp hair, but first we were grateful to stop by the front desk for a piece of candy. This sweet treat was the cherry on top of our incredible swim.

Note: qualified lifeguards on duty during pool hours: 1–3 pm. The last day pool day before summer shutdown is May 15.

New green spaces in Harbord Village—thanks to HVRA

Nicholas Provart

With no ceremony, two new green spaces opened in HV in fall 2021.

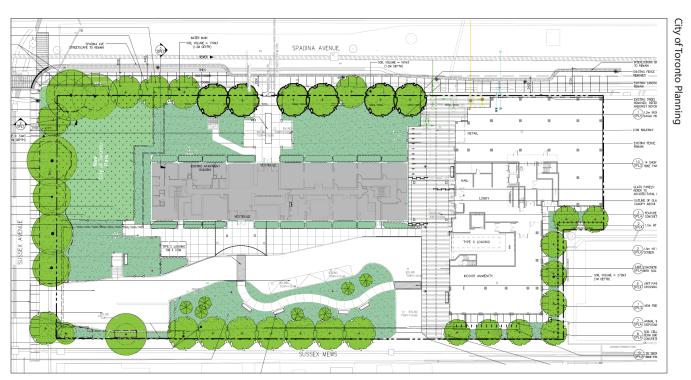
One was created by the U of T at the northeast corner of Sussex and Robert, featuring butterfly gardens, a grassy area, benches and Muskoka chairs under a shade structure, a playground, and a mural by Anishinaabe artist Mike Ormsby.

The second was created from land at the north end of 666 Spadina, which was transferred from the property owners to the City of Toronto, to create a new park. The land has been sodded and park design will commence soon.

HVRA was instrumental in making both green spaces happen, through patient negotiations with

the respective developers. In doing so, our green space is now almost double in size to what it was just last year!

A third addition to our green space inventory will be completed by summer. It is a POPS—a privately owned, publicly accessible space—and will be to the west of 666 Spadina, abutting Sussex Mews. New trees, grass, benches, and a curvy path will welcome both residents of 666 Spadina and the new rental building to the south, as well as people from the neighbourhood. It will be a pleasant replacement for an area that was mostly parking lot separated from the laneway by chain link fencing!



New City of Toronto park area (dotted green) to the north of 666 Spadina (dark grey), with a new POPS (speckled grassy green) to the west of 666 Spadina. Modified by N. Provart based on material submitted by the developer to the City of Toronto.

Planning report

Sue Dexter & Carolee Orme

Massive changes are coming for Spadina and Bloor.

Four tower projects, which would provide 1,701 units of housing for new neighbours at the corner, are at various stages of consideration. Together, they provide challenges and opportunities.

Northwest: 334 Bloor St. W., 35 storeys, mixed use, with 394 units. A revised application is expected.

Northeast: From Spadina to Madison inclusive.

328 Bloor St. W., a new proposal for 37-storey building, from Spadina to the Restaurant Association building. It is to be mixed use, with 366 units. This is beginning the approval process.

316 Bloor St. W., mixed use, 29 storeys, 341 units. Already approved.

Southeast, U of T, Site One lands, replacing western side of UTS and the parking lot behind Washington Avenue. 600 units of housing, mixed use, academic, retail. The university has called for expressions of interest seeking a private partner.

19 Spadina Road, owned by the province, currently the parking lot behind the Madison. The councillor is hoping the province will permit the City to acquire it for Indigenous housing. However, the site is complicated because of the subway which runs under it.

This level of simultaneous development needs special attention. The Annex, Huron Sussex, and Harbord Village residents' associations are working to ensure the City looks at impacts on the corner itself and ways the projects, considered together, might address challenges to infrastructure and a healthy public realm. We include green space and public realm, sustainability, as well as potential for district energy, traffic flow, and city servicing.

The developments also present a unique opportunity to realize the special significance these four corners have for Indigenous communities. The name Spadina itself originates from Ojibway *Ishpadinaa*, "a place on a hill." Indigenous architects are consulting on the northwest corner and may also be brought in to advise on the east side projects. Various Indigenous communities have participated in early consultations.



Plans for northeast corner of Spadina and Bloor

Please support our one-of-a-kind local businesses

Food

Akai Sushi Almond Butterfly Aunties & Uncles Aunt Lucy's Bagel Time

Bambot House of Tea

BarBQ Grill Bauzza Bauzza BellyBuster Subs

BellyBuster Subs
Bistro 422
Bombay Roti
Burger's Priest
Burger Tribe
Burrito Bandidos
By The Way Cafe
Chuan Noodle
Cora Pizza
Country Style

Cuppa Tea
Daily Delicious Wanton

Deepizz Pizza Dessert Kitchen

Crafty Coyote

La Diperie

Dreyfus Restaurant East of Brunswick

East of Brunswick
El Rancho
Eva's Original
Famoso Pizza
Fancy Franks
Found Coffee
Free Times Café
Fresca Pizza
Fresh
Freshii

The Fry Future Bistro Fuwa Fuwa Gazale

George's Deli & BBQ

Greedy Duck Green Room Hacienda Happy Burger

Harbord Fish & Chips Harbord House

Haven Eatery

Heavenly Perogy

Her Father's Cider Bar

Hoagie Station Hogtown Vegan

Indian Desire

Insomnia

Istanbul Shawarma

Japan Sushi Jell & Chill Jerk King Jjin Toast

Kenzo Noodle House

Kibo Sushi Kinka Izakaya Knockout Chicken Kung Fu Tea La La Bakery Lavish

Lebanese Garden

Little Jerry
Magic Noodle
Ma Maison
Manic Coffee

Matha Roti Mean Bao Mi'Hito Sushi

Mi Taco

Monkey Sushi Mr X Kitchen

Mugi

My My Chicken

Naan Spot Nadège ND Sushi

New Generation Sushi

New York Gyro Nora Shawarma Onnki Danbury Osmow's

Osmow's Paupers Pub Piano Piano

Pig Out BBQ

Pita Land Pita O

Pizza Ceo Pizza Gigi

Pomegranate

Quetzal

Ramen Isshin Rasa Restaurant

St. Louis Wings

Scottybons Caribbean Shawarma Royale

Sheherzade

Shuyi Delicious

Sue Fung's Dim Sum Superfresh

Sushi Maido Sushi on Bloor

Tea 18

Tenon Vegan Sushi

Thai Basil Thindi Think IT Cafe Tiny Market

Toby's Pub & Eatery

Tonkatsu Udon Kitanoya Unicorn Cafe Victory Cafe Vietnam Lovely

Noodle Voodoo Child Yasu Sushi YGO Lab Yogurty

Zaad Mediterranean

Retail & Other

Alex Cuts Alternative Arts Altima Dental Annex Hotel Annex Mart Annex Photo

Augusta Pharmacy Bakka Phoenix Books

Barber House

Beguiling Comics

Bloor Dental

BMV Books & Cafe

Boom She Said

Canada Computers

Caversham Booksellers

Clay Design CL Hair Salon Cobs Bread

College Home Hardware

College Street Optical Common Sort Apparel

Comrades Barber

Creation

Curbside Cycle

The Curl Ambassador

The Copy Place Dental Smiles

A Different Booklist

Duke Barbershop

EB Games Elite Image Fenster Gallery

Freedom Mobile

Fuzz Wax Bar

Glass Monocle Eye Care

Good for Her

Gripped Publishing Harbord Bakery

Harbord Convenience

Harbord Dentistry Hot Docs Theatre

Hutoshi Inti Crafts Jump+ Juxtapose

Kensington Bakery Kim's Hair Fashion

King's Landing Barber

Safe streets

Nicole Schulman & Kerry Clare

Several projects are in the works. The City promised to install vehicular stop lines at intersections that lack them, and a zebra crossing at Sussex and Robert where residents have noted cars speeding through the stop sign and driving the wrong way. We requested a speed study in the hope of getting further traffic-calming measures there. The Brunswick/Borden cycle contraflow will be completed by fall, linking to the Bellevue route.

A TTC track upgrade along College St. (Manning to Bay) will include safety infrastructure to calm traffic and protect pedestrians (raised pedestrian intersections, narrower vehicular lanes, separated bike lanes with room for passing, chicanes, bulbout intersections, and clearly differentiated lanes). Construction is scheduled to run September–December.

Knob Hill Cleaners Kwesiya Apparel/Decor Little Island Comic Man Cave Barber Massage Addict Midoco Art Supplies Miles Nadal JCC Move Pain Care Physio Ollie Quinn Optical Om Market **Patrick Crean Books** Penguin Pickup Peter's Garage Pet Valu Piya's Boutique Press Internationale Rag Doll Vintage Randolph Academy Raxlan Pharmacy The Rock Store The Runners Shop Silver Arrow Barbershop

Sivananda Yoga Socco Furniture Spence Gallery Spirit of Math Starbank Convenience **Stephanian Antiques** Stop'n'go Convenience Studio 79 Sweet Pete's **Tafelmusik Tangle Gallery** Teklink The Ten Spot Things Japanese Threading Experts Three Cent Copy 312 Optical **Top Cuts** Tranzac Club **Urbane Cyclist** Wiener's Home Hardware Wright Real Estate

HVRA Community Builder award winners: Spring 2022

Gus Sinclair

May & Dan Friedman and family



The Friedman family of Borden Street are ideal neighbours. When the pandemic began in 2020, they moved their famous "coffee house" parties online to connect their large circle of friends, many of whom live in Harbord Village. The coffee houses went on regularly for months, featuring performers of all ages performing music that helped uplift neighbours during such a challenging time. In the summer of 2021, they were able to hold the event in-person again in their backyard. Such largesse and generosity are characteristic of the Friedmans. Recently they called on neighbours to come help themselves to a delivery of wood chips from their laneway, which I know was appreciated by local gardeners. They're wonderful neighbours, reliable friends, and contribute to the world so much spirit and song. We're all the better for it.

HVRA committees

Board search/ nomination

Find at least one candidate for each vacant board position before the AGM.

Communications

Oversee the newsletter, website, e-blasts.

Gardening

Enhance HV with personal and public gardening initiatives.

Heritage

Document and preserve the unique architectural history of HV.

Membership

Grow and nurture HV membership.

Parents' consultation

Focus on issues of interest to area parents.

Safe Streets

Work on community-based solutions for pedestrian safety related to traffic.

NetZero Carbon

Help homeowners reduce their carbon footprint.

To learn more or join, contact search@harbordvillage.com.

HVRA Board 2021–2022

Chair	Anne Fleming	chair@harbordvillage.com
Past chair	Gus Sinclair	chair@harbordvillage.com
Treasurer	Lena Mortensen	treasurer@harbordvillage.com
Secretary	Karen Laurence	secretary@harbordvillage.com
Membership	Elizabeth Chen	membership@harbordvillage.com
Webmaster	Nick Provart	web@harbordvillage.com
UofT Liaison	Sue Dexter	asusan.dexter@gmail.com
NE Rep	Nick Provart	arearepne@harbordvillage.com
NE Rep	Frank Davis	arearepne@harbordvillage.com
NW Rep	Kerry Clare	arearepnw@harbordvillage.com
NW Rep	Christian Mueller	arearepnw@harbordvillage.com
SC Rep	Simon Coleman	arearepsc@harbordvillage.com
SC Rep	Susan McDonald	arearepsc@harbordvillage.com
SE Rep	Gina Buonaguro	arearepse@harbordvillage.com
SE Rep	Cathy Merkley	arearepse@harbordvillage.com
SW Rep	Jane Perdue	arearepsw@harbordvillage.com
SW Rep	Bob Stambula	arearepsw@harbordvillage.com

HVRA membership & renewal form

Name	🖵 New 🖵 Renewal	
Address		
Telephone Email		
Please check one:		
	Voting member (individual) \$10	
	Enthusiastic member \$20	
	Fanatical member \$50	
Payment can be made online at https://harbordvillage.com/membership.		
Or mail a cheque payable to Harbord Village Residents' Association at		

HVRA, PO Box 68522, 360A Bloor Street West, Toronto M5S 1X1.

This newsletter is produced semi-annually, for the area bounded by Spadina to Bathurst, Bloor to College. HVRA thanks Anne Kerekes as managing editor, Anne Fleming as assistant, Jane Auster and Margaret Procter for copy-editing, and Ian MacKenzie for his patience and Iayout skills.