

Report of the Designated Committees
2022 Board of Directors and Governing Council Meetings
April 2022

Reporting Directly to the Board of Directors

Athletes Advisory Committee	Rachael Flatt, Chair
Audit Committee	Sharon Hatcherson, Chair
Compensation Committee	Kristin Arneson Cutler, Chair
Finance Committee	Troy Goldstein, Chair
Nominating Committee	Rachael Naphtal
Strategic Planning Committee	Lawrence Mondschein and Kevin Winston, Co-Chairs

Athletes Advisory Committee – Rachael Flatt, Chair

In my second year as chair, we continued to address some of the major challenges current U.S. Figure Skating athletes face that were identified in surveys and in discussions with athlete representatives throughout the organization. The most common themes and opportunities for improvement included the following: 1) improve transparency and communication between U.S. Figure Skating and athletes; 2) continue to prioritize athlete safety, health and wellness; 3) empower and strengthen the athlete voice; 4) increase visibility of the Athletes Advisory Committee (AAC); 5) develop resources and support for retiring athletes; and 6) improve AAC engagement. Summaries for advancements in each theme are provided below:

In conjunction with hosting meetings with the full AAC every other month, we continued to meet with the leadership team (AAC representatives on the Board of Directors and the Nominating Committee, AAC vice chairs, and USOPC Athletes Advisory Council representatives) to support further project development and continuity of messaging and advocacy throughout the athlete representatives across other committees. We also continued to address athletes’ needs at competitions, particularly at the U.S. Championships, by strongly advocating for protocols that prioritized athlete health and safety as well as the strategy and communication around international selections. To help empower and strengthen the voices of the athlete representatives within the AAC, we held a training led by Kadari Taylor-Watson, the U.S. Figure Skating director of diversity, equity and inclusion (DEI), which was very well received. Several of these principles were also integrated into our revamped AAC election process, whereby all interested athletes can provide a DEI-specific statement alongside other personal statements.

Last year, three proposals were approved that covered athlete mentorship programs (designed to educate, support, and empower developing athletes across a myriad of issues), AAC outreach (designed to increase AAC visibility, build rapport and recognition with current athletes, and establish a larger online presence), and retirement support (designed to normalize the process of retirement and connect retiring athletes with individuals in the skating community based on career pursuits and involvement in skating). Each team has continued to work on their respective projects, and with the help of U.S. Figure Skating staff, we expect to be releasing content on each in the coming months. Central messages of our projects address themes of athlete advocacy and engagement; safety, health, and wellness; and providing support and sharing wisdom for athletes across the lifespan — from grass-roots to elite to retiring athletes.

To improve engagement and transparency within and outside the AAC, we have sought feedback from actively competing athletes outside of the AAC who are part of this year’s International Selection Pool. We intend to continue our efforts to engage with this group to ensure their immediate needs are addressed through the offseason and into the 2026 Olympic cycle. AAC representatives were also available and on site at several events throughout the year to further build relationships with the larger skating community and to increase the visibility of this committee and its work.

Finally, we will continue with our annual 3A award. At the time this report was written, the AAC vice chairs plan to review application submissions and designate one grand prize winner as well as five discipline winners prior to Governing Council. We also look forward to the return of our annual AAC dinner at Governing Council, and we hope to see you all there to support U.S. Figure Skating athletes!

Audit Committee – Sharon Hatcherson, Chair

This is my second year as chair of the Audit Committee. The Audit Committee is comprised of the following people: Winston Burbank, Troy Goldstein, Alexander Johnson (athlete member), Kimberley Moore and myself. The Audit Committee plays a key role in assisting the Board of Directors in relation to financial reporting, internal controls, audit, tax return, financial risk management and related legal compliance functions of U.S. Figure Skating and the Foundation of U.S. Figure Skating. It is not the duty of the Audit Committee to plan or conduct audits or to determine that the organization’s financial statements are complete and accurate and are in accordance with generally accepted accounting principles. That is the responsibility of management and the independent auditor.

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Our first meeting of the fiscal year occurred on July 28, 2021. The purpose of this meeting was to discuss the timeline and preparation for the upcoming audit, review changes affecting the committee from the 2021 Governing Council Meeting and elect a chair of the committee for the current fiscal year. The major focus of the audit was to be revenue sponsorship, PPP loans/impact of the pandemic and the allocation of administration/costs to programs. Sharon Hatcherson was elected by the Audit Committee as chair.

Audit Committee changes from the 2021 Governing Council:

1. The Audit Committee is no longer part of the Administrative/Legal Group. The committee reports directly to the Board of Directors. It is a “designated committee” for purposes of determining athlete representation.
2. All members of the Audit Committee, excluding the athlete member, are elected by the president. The athlete member is elected annually by the Athletes Advisory Committee.
3. Per rule ACR 3.04, the Audit Committee chair will be responsible for the minutes of all meetings of the Audit Committee.

Our second meeting of the fiscal year occurred on Aug. 25, 2021. The purpose of this meeting was to discuss the timeline and process for the annual audit with the auditors, expectations to deliver a thorough and timely audit, and high risk areas of focus. Timing of the audit was discussed. Field work was confirmed to begin on Sept. 13 and last two weeks. The audit of the U.S. Figure Skating Foundation was to be done during this same time frame. The majority of the fieldwork by Stockman, Kast, Ryan & Co. was done remotely, as it was last year, due to the continuing pandemic. An artificial intelligence program (MindBridge) was used as an additional tool while performing the audit. This software was used to analyze and identify higher risk transactions. There were no new accounting standards for non-profits that affected U.S. Figure Skating for the audit. Areas of concern regarding controls and risk were discussed with the auditors. Nothing of significance was noted other than making sure our controls are adequate for a remote working environment, including cyber risk.

The third meeting of the Audit Committee for the fiscal year occurred on Oct. 27, 2021. The purpose of this meeting was to review the draft of the Independent Auditors’ Report and Consolidated Financial Statements for the years ended June 30, 2021 and 2020. Our audit partner stated that the audit went well, U.S. Figure Skating was given the highest opinion (i.e. clean audit), no new accounting policies were adopted during the year ended June 30, 2021, and no misstatements, major adjustments or audit findings were noted during the audit process. There were also no areas of concern regarding controls and risk. Mario Rede and his team were congratulated for a job well done.

On Nov. 16, 2021, the Audit Committee unanimously approved the Independent Auditors’ Report and Consolidated Financial Statements for the fiscal year ended June 30, 2021.

Compensation Committee – Kristin Arneson Cutler, Chair

See the Report of the President in the 2022 Governing Council Meeting Book.

Finance Committee – Troy Goldstein, Chair

See the Report of the Treasurer in the 2022 Governing Council Meeting Book.

Nominating Committee – Rachael Naphtal, Chair

See the Report of the Nominating Committee in the 2022 Governing Council Meeting Book.

Strategic Planning Committee – Lawrence Mondschein and Kevin Winston, Co-Chairs

The Strategic Planning Committee began its efforts during the summer of 2021 to develop a strategic plan for the new quadrennial, 2022-2026, which embodies Vision 2026: *An Athlete-Centered Organization for Competitive Excellence*.

Numerous groups were surveyed, including the Athletes Advisory Committee, all club officers, board members, committee chairs and U.S. Figure Skating staff. This year, for the first time, we had participation from staff at the United States Olympic and Paralympic Committee. We also had U.S. Figure Skating’s new director of diversity, equity and inclusion, Kadari Taylor-Watson, share her valuable insights.

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The plan was first presented to the Board of Directors in November 2021 and again in February 2022, when it was adopted. We are pleased to be sharing with the members of the Governing Council the 2022-2026 Strategic Plan as a separate document, which we encourage you to read.

The Strategic Planning Committee identified four strategic priorities to guide our future efforts along with applicable metrics. The priorities selected were the following: (1) Athlete Support and Development, (2) Membership Growth and Development, (3) Official and Coach Growth, and (4) Brand Awareness and Engagement. These will guide tactics that will be incorporated into the operating plan.

The Strategic Planning Committee will continue to meet on an annual basis and share their findings and recommendations with the Board of Directors. These will be included in the annual updates to the 2022-2026 Strategic Plan.

We wish to thank the members of the Strategic Planning Committee for all their efforts, as well as Kelly Vogtner, senior director of strategic initiatives, for her guidance and support throughout the process of developing a strategic plan, which we believe is a strong path forward for U.S. Figure Skating.