

**Nominating Committee
Committee Chair Candidate Information**

Adult Skating – Caralyn Scudner

Why do you want to serve as a Committee Chair?

I am passionate about adult skating and making every skater feel welcome on the ice and in the skating family, regardless of their age, level or ability. I would like to continue the great work done by Aviva Cantor and continue to provide meaningful on-ice events for all ages and abilities of adult skaters, promoting the idea that the ultimate success in adult figure skating is continuing to be able to skate for life. My involvement on the Adult Skating Committee over the last four years has given me the experience and resources to continue growing the adult skating community while building lifelong relationships with adult skaters.

What ideas do you have for how this committee will contribute to the strategic plan?

The Adult Skating Committee will continue to contribute to the strategic plan by supporting all adult athletes participating in all U.S. Figure Skating disciplines and programs by providing fair and beneficial content for competitions and tests, promoting our branch of the sport on social media and bridging the gap between the collegiate skater and the adult skater. These goals will be achieved while working to increase participation in and improving the financial viability of the adult sectional championships and Adult Championships through reevaluation of rules, events and programs each season.

In particular, I am passionate about making sure every skater feels they have a place in the skating community and working to make the "older teen" skater can realize that the sport doesn't have to end with high school or college graduation. Skating is for everyone, and everyone has a place within the U.S. Figure Skating community.

Coaches – Phillip DiGuglielmo

Why do you want to serve as a Committee Chair?

The Coaches Committee has enormous potential to work with the PSA to facilitate coaching success. As the chair, I want to lead this initiative in the best interests of our present and future athletes. It has been my pleasure and personal passion to help U.S. Figure Skating to have the best coaching community in the world. Through many years of coaching, I have developed a network to communicate to, coordinate with, and guide learning opportunities for the various types and disciplines of coaches that are involved in our sport. I believe my innate curiosity of all parts of our sport (grass roots to elite, synchro, singles, pairs, dance, TOI, adaptive, etc.) leads the Coaches Committee to be involved in coaching development with new pathways and with the "coaches' voice" to be heard with a new vitality not seen in the past.

What ideas do you have for how this committee will contribute to the strategic plan?

At the most basic level, the strategic plan asks the organization to connect with its members, and coaches are a huge cohort and long-lasting part of that membership. This committee has coaching expertise to continue to support the prospective committees develop existing programs and future programs. We have been helping to develop the long-term athlete development plan (LTAD) coupled with a long-term coach development plan. One of our greatest programs, that was born out of necessity during the pandemic, was CoachConnect. Originally thought of as a way to connect coaches with officials during troubled times, we have leveraged the technology to forge relationships throughout our community. This year we have matched over 75 emerging talent coaches with over 125 national and international officials. CoachConnect has been used to ask questions about elements, vet music ideas, share video clips and sometimes just used as a vehicle for random discussions about skating. We have expanded this program into the world of Synchronized Skating for the 2021 year to great success.

Through deliberate cooperation and collaboration with the PSA, this committee is continually working to raise the coaching professional standards. Some of those projects include the delivery of the PSA Foundations of Coaching Course, CER development, and supporting high performance coaches' readiness for international competition. Members of the committee routinely represent the committee as at various events such as the PSA Summit, National Development Team Camps, various on-line and in-person athlete camps, etc. In the future, I desire to lead the Coaches Committee with an even stronger partnership with the PSA that will elevate the collective knowledge, development, and education of U.S. Figure Skating coaches of all disciplines and all levels, eventually leading to a certification of coaches.

Competitions – Kathleen Krieger

Why do you want to serve as a Committee Chair?

Todd asked me to continue to serve as we have lots of changes going on within competitions. We also have had a different competitive season for the last 3 years and probably next year.

What ideas do you have for how this committee will contribute to the strategic plan?

We need to keep, the competitors, the coaches and the parents happy. Without competitions it is hard to develop elite athletes.

Dance Development and Technical – Mary-Elizabeth Wightman

Why do you want to serve as a Committee Chair?

I believe that one of my strengths is the ability to listen to a variety of people and come up with solutions that incorporate different ideas. I would love to be able to use that strength with the ice dance community to provide more opportunities to all of the athletes and to help the discipline grow.

What ideas do you have for how this committee will contribute to the strategic plan?

The US is obviously very strong in ice dance right now, but it is important to make sure we are doing the best we can to help the younger teams develop as well as keeping them involved and excited about the sport.

Domestic Officials Recruitment and Management – Leslie Gianelli

Why do you want to serve as a Committee Chair?

DORM serves a vital role for our domestic officials, and there is so much opportunity to create change in our organization to improve the ways we recruit, retain, train, educate, assess and recognize officials. I came on board as chair during the first year of the pandemic, and while we have made some progress, it has been impossible to fully realize all the plans and goals my team has discussed. I have built a wonderful team of NVCs, and despite being constrained by Zoom we have bonded and I'm excited to continue working with this team as things improve.

What ideas do you have for how this committee will contribute to the strategic plan?

My team is firmly committed to transparency and improving the experience of all domestic officials from recruitment through retirement. We are focused on engaging new officials, and our recruitment team has sponsored numerous on-line programs to discuss opportunities with people interested in becoming an official. It has been a strategic focus for years to replace retiring officials, and DORM is looking not just at judges and tech panel officials, but the accounting, technical accounting, announcing, music and referee ranks where critical succession needs exist. We are also focused on introducing new quantitative and qualitative assessment tools, not to sanction officials, but to provide useful feedback to allow them to strengthen and improve their skills where needed. This will provide transparency

that has been lacking and is often commented on amongst officials. People give significant volunteer time to our sport, and they deserve to know where they stand. We are also focused on doing a much better job in recognizing our officials. A DORM retreat to examine this issue was put on hold due to covid, but we are really looking forward to putting a plan together next spring and rolling it out soon thereafter.

Domestic Selections – Kimberly Heim

Why do you want to serve as a Committee Chair?

I am honored to be considered for Chair of Domestic Selections and feel I have the time and experience needed to serve in this position effectively and efficiently. I hold National appointments as a singles/pairs judge and referee as well as singles technical controller and singles/pairs/dance data operator. I served as Chief Referee of the 2017 US Figure Skating Championships.

I will bring a collective seven years of committee chair experience as former Chair of both the Singles Committee and Athlete Development Committee. Having served as an SVC for Competitions prior to the committee restructure, I have six years of assigning officials to regionals and sectionals as the Sectional Vice Chair of Competitions for the Midwest. Since 2017, I have served in the capacity as the Vice Chair of Team Leaders under International Officials Selections which includes the selection of team leaders to international competitions each season.

As a current member of the Competitions Committee, I am apprised of discussions of adjustments to the qualifying structure. The Chair of Domestic Selections will need to be nimble in keeping up with any changes and be supportive of the Competitions Committee and Board of Directors.

At this time, I have the time and energy to make this commitment a priority. I have the experience and understand the value of quick response time as well as being able to work productively with committee chairs and HQ staff to achieve the best results for our skaters, officials and LOC's.

What ideas do you have for how this committee will contribute to the strategic plan?

Collaborative work between Domestic Selections, International Officials Selections, DORM and Officials Training is imperative to improve the timeliness and efficiency of the selections process. I would work with HQ staff to devise and implement a new national selections and availability database, with access to both domestic and international selections. This update would provide real time, instant access to availability of officials and improve response time while creating efficiencies in the selections process. (Expanding Our Virtual and Technological Environment)

The committee should be continually cognizant of and demonstrate a commitment to diversity, equity and inclusion through the selections process as well as committee representation. (Diversity, Equity and Inclusion)

Domestic Selections has a responsibility to support our athletes as they transition out of their competitive careers and into the world of officiating. Athletes should be given careful consideration for assignments with a focus on creating a supportive and mentoring environment. (Creating Connections and Supports for Athletes).

Ethics – Matthew O'Toole

Why do you want to serve as a Committee Chair?

I am honored to be selected for the position of Chair, Ethics Committee for a third term. It is my pleasure to invest in a sport that I have partaken in as an amateur athlete, professional skater, official, and as a member of the governance.

Along with my committee, we are charged with interpreting and applying the various bylaws, rules, and codes of U.S. Figure Skating to matters raised by the membership. Concerns routed to the Ethics Committee do not rise to the level of a formal grievance but are serious enough to warrant an official response. I will continue to work closely with the Administrative/Legal Group Coordinator, Grievance Committee Chair, and SkateSafe Committee Chair to

ensure that issues are being addressed in an organized and cohesive manner as we all strive in our continuing commitment to prevent abuse in our sport.

In my corporate life, my detail-oriented professionalism and discretion in handling confidential matters have made me a trusted confidant with colleagues across all levels of an organization. I embrace problem solving, communication, and innovation with enthusiasm and integrity. Combining my business acumen with my extensive skating knowledge creates a strong perspective that can successfully meet the demands of this role.

I look forward to making a positive and lasting contribution as the Chair of the Ethics Committee.

What ideas do you have for how this committee will contribute to the strategic plan?

Embracing the Strategic Plan was the catalyst for the Ethics Committee in its agenda since I became Chair. As the use of technology and succession planning are important parts of the Strategic Plan, I used that lens in updating the committee's administrative functions.

Technology - *Utilize technology improvements to expand education.*

A secure Zoom channel was utilized for the first time in the Ethics Committee's history for the hearing panels. This use of technology allowed for important documents and evidence to be shared easily while the Subcommittee deliberated the cases.

Additionally, a Basecamp was created for the Ethics Committee. Basecamp is a web-based platform to allow the sharing of documents, to have written discussions, and to work on projects with fewer email chains. Utilizing Basecamp allowed for ease of transparency around committee communication without breaking confidentiality.

Succession Planning - *Identify talent and create a pool of people that are prepared to serve in leadership positions throughout the organization.*

I created the inaugural Ethics Committee Procedural Guide to document best practices. The committee formally adopted the document beginning with the 2021-2022 season. My special thanks to committee member, Melissa Christensen, for co-leading this initiative. The committee's hope for this guide will be to aid new committee members and future Chairs to have easy and swift transitions with clear and concise directives at the ready.

Vision for 2022-2023 - *Support the ongoing education and implementation of SkateSafe initiatives, policies and procedures.*

Upcoming projects include a review of the Ethical Conduct and Conflict of Interest Policy for the 2022-2023 season. The Ethics Committee will be partnering with both the Judges and Technical Panel Management Subcommittees of the DORM Committee on any needed updates.

Additionally, the PSA Board of Governors approved the decision to stop accepting grievance applications and to direct all future grievants to file their complaints with their member organization, whether it be USFSA, ISI, or ISU. PSA will still help with corrective actions but they will no longer have their own grievance process. They will pass all Complaints to U.S. Figure Skating for adjudication.

Grievance – Melissa Christensen

Why do you want to serve as a Committee Chair?

The Grievance Committee is an integral part of ensuring that our athletes and other constituents have a positive experience in the sport of figure skating and as a member of U.S. Figure Skating. In order to "foster fun and inspire a lifelong passion for skating while developing champions on and off the ice," there needs to be an overarching culture of respect and fairness; chairing the Grievance Committee would allow me a part in helping to ensure that U.S. Figure Skating's values of integrity and respect are upheld.

What ideas do you have for how this committee will contribute to the strategic plan?

One of the Strategic Plan objectives is to “create a strategy to improve coaching professional standards.” As Committee Chair, I would work with other committees to ensure that appropriate training is offered in areas of conflict addressed by the Grievance Committee. Further, I would work to create educational documents and guidance to circulate to coaches, clubs, and skaters regarding appropriate/inappropriate behavior; this guidance would focus on issues that the committee has seen over the past few years. This idea would contribute to the objective to “provide learning platforms for clubs and delegates.” I would also provide assistance, as necessary, to our SkateSafe and Ethics colleagues to help support the overall strategic goal of “ongoing proactive measures to protect members of U.S. Figure Skating against misconduct, abuse and harassment.”

International – Julia Rey**Why do you want to serve as a Committee Chair?**

I believe that with my past experiences serving as Dance Committee Chair, members of both the International and International Officials Committees, and my roles as an official (both Judge and Technical Panel) as well as a member of various other committees spanning across all disciplines, I have a unique advantage of seeing the global picture that is needed for this position.

What ideas do you have for how this committee will contribute to the strategic plan?

I’d like to see this committee continue to guarantee Team USA success across all disciplines on the global stage. It is imperative that we take an objective view to identify growing talent as soon as possible so that they may gain international exposure early and often in order to ensure success. I am very familiar with the strategic plan as I have been involved in the construction of it in some capacity or another over the last 3 quads. By doing such (and involvement through other areas), I also have a great working relationship with High Performance as well as the ISU Reps that are all so invaluable when working on this committee.

International Officials – Deveny Deck**Why do you want to serve as a Committee Chair?**

I would like to continue to serve as chair of International Officials Committee (IOC) to provide continuity in leadership, complete on-going initiatives and serve US Figure Skating by applying my background and knowledge to its highest and best use.

What ideas do you have for how this committee will contribute to the strategic plan?

In May of 2022 the IOC will add the team leader subcommittee (passed GC 2020) to the International Officials Committee. This subcommittee will provide leadership, organization and management for Team USA team leaders. I would like to continue my work as chair of IOC to ensure the subcommittee is launched successfully and supports the short- and long-term goals of the High Performance development of Team USA athletes, and contributes to the overall intentions of the strategic plan. In addition to my work with the team leader subcommittee, I will continue to oversee the education and promotion of our international judges, referees and technical officials, and the assignment of our international officials and team leaders by supporting the international official management subcommittee and the international officials selections subcommittee.

Membership – Cathryn Schwab

Why do you want to serve as a Committee Chair?

It would be an honor and privilege to serve US Figure Skating's membership as Membership Committee Chair. I believe that having served as a former skater, competitive coach, and program director of a large Learn to Skate USA program, as well as being a technical specialist, and mother of a former national competitor provides me with a unique and broad perspective of what US Figure Skating offers its membership, what we do well and where we have room to be even better. I look forward to the opportunity of serving our membership.

What ideas do you have for how this committee will contribute to the strategic plan?

Collaboration between committees and entities is key to supporting and growing our membership. If we foster an environment where clubs, individuals and facilities work collaboratively to grow the excitement, passion, and enjoyment of figure skating's many avenues of participation, we will collectively develop programs, tools, and resources for our participants to thrive. Two important goals for the membership committee will be to develop strategies to assist clubs and facilities with working alongside one another to grow and support figure skating in their communities and through partnering with other committees, explore strategies to identify, develop and grow skaters to their fullest potential in a more inclusive, more cost-effective manner that leads to greater membership retention and athletes' excellence.

Memorial Fund – Ann Buckley

Why do you want to serve as a Committee Chair?

I am happy to serve in any capacity the Committee would find helpful, including leadership contributions.

What ideas do you have for how this committee will contribute to the strategic plan?

I feel the most important aspect of effectively serving in any leadership role in our USFS committee structure is acknowledging the need to bring many voices and points of view together in a positive way, constructively supporting the pillars of the strategic plan. In particular, there is opportunity to build on historically successful approaches to member engagement with the Memorial Fund, while at the same time begin to introduce new and contemporary approaches consistent with stated goals for membership development and support of athlete programming at all levels.

The Memorial Fund Committee is poised to take advantage of a terrific opportunity, effectively interacting and coordinating with the Membership Committee and U.S. Figure Skating Management to chart a path of growth in support of prioritized aspects of the strategic plan. I envision the next committee chair would first meet with key stakeholders and learn from their insights before proceeding to develop and present recommendations for the best way possible for the Memorial Fund Committee to serve in support of the Strategic Plan.

Officials Training – Lori Osborne

Why do you want to serve as a Committee Chair?

As the Chair of the Officials Training Committee, I would like to continue to develop opportunities for officials to improve their knowledge and understanding of our sport. We had a tremendous response to the virtual judge's school and virtual tech panel schools. Our committee is committed to seeking out additional ways to offer education and promotional options for our officials. We have developed a backlog of e-Learning courses and continue to build out that platform. In partnership with the Test Committee and Judges Committee, we would like to build a program to offer virtual trial judging to candidates.

What ideas do you have for how this committee will contribute to the strategic plan?

Our committee is partnering with DORM and Selections to create an integrated roadmap that supports the needs of officials for training and education, promotions, and selecting officials for our qualifying events. I believe it's essential to have this integrated plan in place, which will create a more substantial officials base for all events.

Pairs Development and Technical – Marc Weitzman

Why do you want to serve as a Committee Chair?

I am honored to be recommended by the Nominating Committee to serve as the chair of U.S. Figure Skating's Pairs Development and Technical Committee for the 2022-2023 skating season. I hope to work with the committee, U.S. Figure Skating staff, coaches and athletes to provide the resources our existing pairs need to aid in their development. I also want to work on encouraging more athletes to try pairs. Finally, I want to continue to work on establishing a clear pipeline which will help newer pairs stay in the discipline and develop the skills they need to be their most successful. With the recent success of our U.S. pairs teams at the 2022 Olympic Games, I am inspired to grow and further improve this most exciting discipline.

What ideas do you have for how this committee will contribute to the strategic plan?

To build and grow this discipline, we need to work together towards building at both the top and entry levels of pair skating.

First, I will work closely with coaches, athletes and U.S. Figure Skating staff to understand what additional resources they need for greater domestic and international success. Once we have this needs assessment, I will work with the committee and headquarters staff to implement these ideas. Additionally, the Pairs Development and Technical Committee will continue to update the requirements at the juvenile, intermediate and novice levels in order to encourage the proper skill development that will lead to success at the junior and senior levels. Lastly, I want to continue to encourage more skaters to try pairs and get them excited about the discipline.

As committee chair, I will work to ensure the committee is a diverse group representing all facets of the discipline. I look forward to giving all committee members an active voice and a safe place to share ideas. I enjoy giving back to a wonderful and rewarding sport.

Programs and New Program Development – Gerald Miele

Why do you want to serve as a Committee Chair?

I consider it an honor to be considered for the position of Chair of New Programs and Program Development. I have had the privilege of serving on various committees through out my skating career as an athlete member, member, regional/sectional/national vice chair and chair and each opportunity has given me further insight into a sport that we all love. The programs under this committee are giving our members opportunities to skate in a variety of aspects of the sport from Theater on Ice, Ice Men, Excel, State Games and Solo Dance just to name a few. These opportunities keep our members involved and I believe we can add to those opportunities for our members. I will encourage the vice chairs under this committee to continue to work with their communities to develop more opportunities and events for skaters to compete in and ensure that we grow and expand those events.

What ideas do you have for how this committee will contribute to the strategic plan?

It is an honor to be considered for the position of Chair of the Programs and New Program Development Committee for U.S. Figure Skating. I have been a member of this committee for and am also a National Judge and Referee for Theater on Ice as well as a National Showcase Judge. I have had the pleasure of officiating at all levels of competition that this program supervises from State Games to Solo Dance. I plan on looking at other opportunities

for our committee to expand to as well as work with our current programs to keep the rules current and work on membership retention by offering multiple opportunities for athletes to participate in figure skating.

Rules – Lisa Erle

Why do you want to serve as a Committee Chair?

As Rules Committee Chair, I understand and take seriously the role of oversight for the rules of our organization. I have a good attention to detail and editor's eye that I feel lends itself well to this role.

What ideas do you have for how this committee will contribute to the strategic plan?

I will assist our committees and member clubs with any proposals for rule changes and ballots that they submit in accordance with the rules. Along with my committee members and headquarters staff, I will review and update the U.S. Figure Skating rulebook with any and all changes approved by our governing body and work to ensure that our rules are as clear and orderly as possible. Clear, concise rules help everyone navigate U.S. Figure Skating opportunities such as competitions, tests, and ice shows.

SkateSafe – William Tran

Why do you want to serve as a Committee Chair?

William Tran is honored to be nominated to serve a second term as Chair of the SkateSafe Committee. William is a long-time Board Member of the Pasadena FSC, having served as President of the Club for three years. William is also currently Chairperson of the Southern California Interclub Association of Figure Skating Clubs' Board of Directors. He is one of the founding members of Southern California Interclub's Diversity, Equity, and Inclusion Sub-Committee.

He holds the following judging appointments: Sectional Competition Singles/Pairs Judge, Sectional Competition Ice Dance Judge, Gold Singles/Pairs Test Judge, and Gold Ice Dance Test Judge with International Certification. He also serves as Sectional Vice Chair, Pacific Coast, for Ice Dance on the Judges Management Sub-Committee of DORM.

In his professional career, Tran is a Senior Vice President of Business and Legal Affairs at Paramount Global (formerly known as ViacomCBS).

Tran wishes to serve as SkateSafe Chair again, so that he can continue to leverage the knowledge from his professional background to foster a safe environment for all US Figure Skating members. As part of his day job, his responsibilities include overseeing the background check process for major television productions and advising on child welfare for underaged talent.

What ideas do you have for how this committee will contribute to the strategic plan?

One of the strategic goals of U.S. Figure Skating is to take "ongoing proactive measures to protect members of U.S. Figure Skating against misconduct, abuse and harassment." To that end, we have strong pre-emptive protocols in place, and they are implemented by extremely committed and knowledgeable staff members, with the support of our dedicated Committee.

Going forward, we will continue to find ways for Committee members to monitor events that they attend, so that events in every region and section can receive proactive feedback on how they can continue to strengthen their SkateSafe practices. Staff will continue to present educational seminars both in-person and virtually now that we are in a different phase of the pandemic. Our background check practices will continue to be refined so that we ensure

that our community is protected. And the SkateSafe rebrand remains a priority for our committee because it is important that the SkateSafe brand is understood by all of our constituencies.

Singles Development and Technical – Stefanie Mathewson

Why do you want to serve as a Committee Chair?

I am honored to be considered for the position of Chair of Singles Development and Technical Committee for a fourth season. There is so much work ahead of us and I am honored to part take in the tasks facing us this coming season. In my capacity as Chair, I am accustomed to working in close collaboration with a number of other committees as well as with U.S. Figure Skating Staff. We are fortunate to have positive working relationships that results in programs with meaningful and lasting impact on developing athletes in the United States, as well as their coaches and parents. As we continue to navigate through unprecedented times due to COVID-19, it remains my privilege to work with an athlete centered organization that has demonstrated a nimble and forward-facing philosophy as we emerge from a worldwide pandemic.

If selected as chair in the 2022-2023 season, my vision for the Singles Development & Technical Committee is:

1. With the intent to remain flexible and responsive to the ever-changing rigor and fluidity in our sport, the Singles Development and Technical Committee will continue to collaborate with U. S. Figure Skating Staff and other stakeholders to refine and re-imagine all available programing for developmental athletes and evaluate the efficacy of each program for our athletes at any point in their journeys. Committee members will be invited to continue to think broadly in scope and structure as to how to best support developing athletes. We must remain forward-facing and ever-evaluative of our current programs to ensure that each has the maximum benefit for athletes at all levels in our organization, with an eye on what our youngest skaters need now to be successful in 2034 as well as celebration of alternate journeys and accomplishments.
2. The Singles Development and Technical Committee will continue regular conference calls to discuss rules, initiatives and concepts for future implementation. These calls will include coaches from the developmental to elite levels as well as staff from U. S. Figure Skating to ensure programming is seamless across the country from beginning to elite levels.
3. This committee will remain vigilant, creative and flexible in our response to the continued unpredictability of the COVID-19 pandemic and how to best serve our athletes.
4. This committee is anticipating possible changes that might be implemented by the ISU at the 2022 Congress and engaging in discussions around possible changes in factors that affect domestic athletes at levels Novice and below with respect to program components. Singles Development and Technical is in collaboration and communication with Pairs Development and Technical to ensure a seamless transition with this potential, yet likely shift.

As Chair, trust that I will work tirelessly on behalf of athletes and their education in the sport of figure skating. Thank you for taking the time to consider the above.

What ideas do you have for how this committee will contribute to the strategic plan?

1. With the intent to remain flexible and responsive to the ever-changing rigor and fluidity in our sport, the Singles Development and Technical Committee will continue to collaborate with U. S. Figure Skating Staff and other stakeholders to refine and re-imagine all available programing for developmental athletes and evaluate the efficacy of each program for our athletes at any point in their journeys. Committee members will be invited to continue to think broadly in scope and structure as to how to best support developing athletes. We must remain forward-facing and ever-evaluative of our current programs to ensure that each has the maximum benefit for athletes at all levels in our organization, with an eye on what our youngest skaters need now to be successful in 2034 as well as celebration of alternate journeys and accomplishments. (repeat from above)
2. I hope to begin work in collaboration with headquarters staff and other discipline committees to create educational programming so that athletes may acquire fundamental skills and physical literacies (both on and

off the ice) that position young skaters to enter ANY figure skating discipline. (Objective forwarded from the 2021-2022 season)

3. We continue to discuss maximizing the use of technology and social media to best inform developing athletes of key components in their journeys, especially now as technology has become a critical vehicle for communication and education.

The above concepts and initiatives outline my reasons for wishing to serve as a committee chair and work toward implementing the strategic plan of U.S. Figure Skating. We need to listen to athletes and coaches who are in rinks every day and work together to create an inclusive and welcoming environment for athletes in all journeys.

Sports Sciences and Medicine – Frederick Workman

Why do you want to serve as a Committee Chair?

Over my 21 years as a traveling team physician, I have seen tremendous improvements in athlete care and injury prevention. While there is still room to improve, global pandemics have complicated all aspects of competition, training and general athlete well-being. I would be honored to lend my experience, leadership, and medical expertise to aid athletes in their journeys and achieve their goals.

What ideas do you have for how this committee will contribute to the strategic plan?

Any organization is only as good as their people.

As chair, a priority for me is recruitment and retention of qualified volunteers at all positions under direction of the Chair.

I will continue to work with The Director of High Performance to coordinate efforts between paid staff and volunteers. Utilizing volunteers in well-defined roles could free up staff and create a more efficient work environment. I would reach out to each individual currently on the committee and find their interests and skills. I will create a role/responsibility for them to maintain and manage. Then each member may report to staff or me/Vice chair.

Synchronized Development and Technical – Felicia Haining-Miller

Why do you want to serve as a Committee Chair?

I am humbled and honored to be nominated to serve as the chair of the Synchronized Development and Technical Committee. I have been involved in Synchronized Skating for over 30 years and am so appreciative of everything the sport has to offer. It has taught me the value of teamwork, resilience, excellence and community, in addition to bringing me great joy. Over the past 3 years, serving as Vice Chair for Development, this committee has created programming and brought forth key structural changes to push our discipline forward. I would love to continue and build on this momentum to create and cultivate opportunities for participation and achievement in Synchronized Skating.

What ideas do you have for how this committee will contribute to the strategic plan?

Being mindful of the critical issues set forth by U.S. Figure Skating's current strategic plan, I envision the committee focusing in the following areas:

- Continue the evaluation of the IJS transition and the synchronized skating pipeline and use the data to guide future IJS transitions and programming across the discipline to support development of our athletes and strengthen our teams.
- Re-imagine and amplify our developmental camps to meet the shifting demands due to the pandemic and the evolution of our discipline.

- Support coach education through developmental opportunities such as Coach Connect, the Coaches Education Program (Domestic and International) and via the developmental camps mentioned above.
 - Create new ways to increase participation in the discipline both during and post an athlete's competitive career.
 - Partner with the DE&I task force to ensure we foster a truly inclusive environment for all of our athletes.
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Tests – Reed Hastings

Why do you want to serve as a Committee Chair?

Another term as Chair of the Tests Committee will allow me to continue the committee's positive momentum as we work on existing items and explore new ideas that will benefit our skaters and clubs.

What ideas do you have for how this committee will contribute to the strategic plan?

By removing barriers to testing and expanding opportunities for achievement, we can contribute toward membership retention and athlete development. This includes expanding options for IJS protocols to receive test credit.

Use of technology is another focus area of the U.S. Figure Skating strategic plan. The Tests Committee is assisting headquarters staff in the development of EMS functionality that will assist test chairs with their duties and provide more data for analysis. This additional data will be helpful in guiding changes to the testing program and identify opportunities related to participation of officials.

The number of qualified officials available to fulfill the testing needs of clubs is another important area of focus. The Tests Committee continues to evaluate concerns raised by test chairs throughout the country and discuss opportunities to address this need.