

**Nominating Committee
Committee Chair Statements of Purpose**

Adult Skating – Stephanie Roth

I want to bring the thing I find most fascinating about adult skaters to the forefront and that is their dedication to the sport. Adult skaters-whether they have rekindled their love from their youth, fell in love for the first time, never stepped away or healed a relationship from their past, they have a passion that is unmatched even by younger skaters. The drive to carve out time outside the weight of normal adulthood to pursue something they love. They are defying the norms and excelling at it and doing for the pure satisfaction of that feeling they have on the ice whether it's through competing or just everyday goals. They don't see an end to their lifetime on the ice and its remarkable what passion does for sports. I want to celebrate the adult's commitment to doing what they love, no matter what.

Coaches – Phillip DiGuglielmo

The coach's perspective is one of the most important in our sport. When asked, most elite athletes put coaches at the top of their list of reasons for their success. We take this position seriously and this committee is here to support our coaches on their journey.

Part of our strength as a committee is leveraging our voices and strong personal relationships with other U.S. Figure Skating leadership to help provide our coaches with the tools they need to be successful and help their athletes reach their full potential. Specifically, we will continue to work towards a more coordinated and transparent effort between various committees. We have been successful in placing coaching representatives on many other committees.

We will strengthen the bonds with other U.S. Figure Skating initiatives from Learn to Skate USA through the Athlete Development and High-Performance teams at headquarters to recognize and address problems and concerns.

We have been expanding our relationships with ALL disciplines and programs within our sport. The Synchro and TOI communities are now represented on our committee, and we look forward to forging even greater bonds and helping them develop their coaches. We will expand engagement with our grass roots level coaches and other U.S. Figure Skating committees to identify educational needs and develop educational programs within existing programs such as the singles, pairs and dance camps as well as the High Performance Development Camp. For our Regional through National coaches, we will continue to produce the wildly popular webinars and build greater understanding of the IJS system and rule nuances.

Finally, this committee will continue to acknowledge our elite coaches in conjunction with PSA through the EDI awards, including Coach of the Year.

Overall, we are incredibly proud of our work. This committee has given so many coaches an opportunity to develop their leadership skills and volunteer their talents to develop other coaches in our world of skating.

Competitions – Brenda Kickertz

As Chair of the Competitions Committee, I am responsible for the conduct of both qualifying and nonqualifying competitions. Because our membership is diverse, the competitions that serve our athletes spans all ages, disciplines, and abilities. My vision for the competitions committee is to provide support for all programs and work to ensure there are opportunities for competition for all athletes where rules of the sport are consistently and fairly applied. The application of these best practices will enable each participant to achieve their own personal success whatever that may be.

The qualifying competition structure began a transformation in 2019 with the 2020 National Qualifying Series. The last several years have required flexibility and adaptations to be made and one positive outcome of this was that it gave us the opportunity to rethink and revise the athlete experience for qualifying competitions. We need to continue to improve on the National Qualifying Series structure to ensure a consistent experience for athletes and coaches, opportunities for clubs to host events, and opportunities for activity for more officials. This next year will be a year of growth and fine tuning of NQS and should provide an even more satisfying experience for all participants.

Dance Development and Technical – Mary-Elizabeth Wightman

My goals for the upcoming season include gauging the needs of the whole dance community, expanding on opportunities for officials and coaches to share their knowledge and continuing to support the development of our current ice dance teams and solo ice dancers.

Domestic Officials Recruitment and Management – Lynn Bell

I feel honored to be nominated as the Chair of the Domestic Officials Recruitment and Management Committee (DORM). DORM is a large committee that oversees the well-being of all U.S. Figure Skating domestic officials. My vision to ensure that the necessary resources are available for officials to reach their goals and offer the best training opportunities possible. It is essential that officials are kept abreast and up-to-date on technical notifications, rule changes, USFS policies, etc. In addition, officiating opportunities should be made available to further development and/or promotion. To achieve all this requires efficient interaction with other program areas, such as Officials Training Committee, Domestic Selections, Competitions Committee, Tests Committee, etc. and USFS Headquarters.

The world and figure skating has been through and continues to be in an unpredictable stage of flux with the pandemic, etc. In order to recruit and retain our valued officials, it is essential that we react to these changes with thoughtful, methodical flexibility in all program areas while maintaining a transparent, welcoming environment which encourages creativity and fresh insight.

Domestic Selections – Kimberly Heim

I am honored to be chosen to serve another year in the capacity of Chair of Domestic Selections Committee (DSC). DSC will continue to work collaboratively with HQ, Competitions, DORM, Officials Training and International Officials Selections Committees to ensure the timeliness and efficiency of the selections process while meeting the needs of our officials.

With the implementation of the NQS Series, the responsibilities of the DSC has expanded to the approval of the officials list of each NQS event 30 days prior to the beginning of each competition. The DSC will continue to work

with HQ and Competitions Committee as well as the NQS LOC's to ensure staffing needs are met for each NQS event.

Since Chief Referees for qualifying competitions need to be selected prior to availability forms being sent out, there is a need for a referee availability database. A new referee survey will be sent out during the month of March to explore interest from our referee pool in being Chief Referee of our sectional and national qualifying events.

The DSC leadership has participated in the DEI training offered by U.S. Figure Skating in conjunction with Rise. The committee will continue to be cognizant of and demonstrate a commitment to diversity, equity, and inclusion through the selections process as well as committee representation.

Ethics – Matthew O'Toole

To support the ongoing education and implementation of SkateSafe initiatives, policies, and procedures.

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.

Upcoming projects include a review of the Ethical Conduct and Conflict of Interest Policy and the Social Media Policy for Officials for the 2023-2024 season. The Ethics Committee will be partnering with both the Judges and Technical Panel Management Subcommittees of the DORM Committee on any needed updates.

Grievance – Melissa Christensen

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; the Grievance Committee will continue to play its part in helping to ensure that U.S. Figure Skating's values of integrity and respect are upheld. Further, we will continue to provide assistance, as necessary, to our SkateSafe 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."

The Grievance Committee will continue to support the goals of the strategic plan, including the Core Factor of Governance and its intention to ensure the success of the new governance structure. Because our committee consists of officials, coaches, and athletes from all disciplines of the sport, it will also continue to support Officials and Coaches Growth by contributing to the development of “better connections between coaches and officials for the benefit of the athlete, as well as the reality that U.S. Figure Skating must improve upon the recruitment and retention of officials.”

International – Julia Rey

For the 2023-2024 Season, the International Committee's purpose will be to re-evaluate criteria that are used to identify growing talent to secure a strong pipeline for continued Team USA success on the global stage. Logistically USA is at a strong disadvantage when it comes to providing early and often international exposure for its athletes. We must make the absolute most of the opportunities we are given. The committee strives to match the best fitting athletes to events in order to maximize our podium potential. I will charge each of my vice-chairs to inspect prior season's results to determine where we can further optimize our process to safeguard the success of Team USA.

International Officials – Deveny Deck

It is an honor to be nominated to serve as Chair of the International Officials Committee for U.S. Figure Skating. I will work with the National Vice Chairs of the three subcommittees to facilitate the education, advancement and selection of officials and team leaders for international competition. It is imperative that our officials and team leaders work collaboratively with the International Committee and High Performance Department throughout the international season. I will diligently manage the work of the committee to help our officials and team leaders uphold the highest standards of our sport and support the strategic goals of U.S. Figure Skating and Team USA.

Membership – Cathryn Schwab

It has been such an honor to serve as Membership Chair for the 22-23 season. I look forward to continuing our committee's work towards accomplishing goals aligned with U.S. Figure Skating's Strategic Plan.

Next season, we will continue to strive to collaborate between committees and our local skating communities to support, grow and retain U.S. Figure Skating members. By recognizing each member's and each organization's unique journey, focusing on the wellbeing of our athletes, and supporting an inclusive community from entry level through Team USA, we will continue to work together to grow the excitement, passion, and enjoyment we share through figure skating's many avenues of participation.

The committee will continue its work on developing programs, tools, and resources for every participant to thrive. Our season's goals will be to identify and support opportunities for building community and access to figure skating, assist athletes, clubs, organizations, and coaches with strategies for successful relationships fostering an environment of growth, and continue to explore and develop strategies to identify, develop and grow skaters to their fullest potential within a supportive community that leads to improved member retention, joy, and athlete excellence.

Memorial Fund – Ouida Robins

The Memorial Fund is an incredibly significant part of U.S. Figure Skating's history, and it is an important resource for our athletes. Being that we are an athlete-centered organization, I would like to nurture the growth of this Fund so that it can continue to meaningfully assist our athletes on their skating journeys. As one of the organization's Giving Programs, I commend the Memorial Fund Committee's intentional fundraising philosophy to grow our program and support U.S. Figure Skating's areas of greatest need. Integrating our strategic plan into fundraising efforts will foster our mission and growth, specifically in the focus areas of Athlete Support and Development, Brand Awareness and Engagement, DEI Outreach, and Membership Development and Expansion.

U.S. Figure Skating athletes are performing at a high level, both nationally and internationally. It is the responsibility of the Memorial Fund Committee to provide leadership to ensure financial support for our athletes so that they can excel in all aspects of their skating. Working alongside U.S. Figure Skating leadership and staff will help to identify our athletes' needs, and also help to develop our next generation of athletes, scholars and leaders.

As an important member of the ISU and USOPC, U.S. Figure Skating has an extraordinary brand. The continued growth of our organization, the competitive success of our athletes, and the wide-ranging arc of our members' academic and professional successes should be celebrated. U.S. Figure Skating builds champions both on and off the ice. Increased awareness of the positive impact of our sport is key to sustained sponsorship. While we engage with our current stakeholders, I would like to encourage the Memorial Fund Committee to expand the scope of our donors and attract new sponsorship. There should be a variety of ways and reasons to give to the Memorial Fund that resonate with donors' individual skating interests. Having a comprehensive fundraising program that educates, inspires and excites members and donors will grow our revenue and sponsorship base. In doing so, we will safeguard our financial assistance to our current athletes and those of future generations.

Officials Training – Lori Osborne

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 have had great support and response to the schools that have happened over the past year. Our committee is committed to seeking out additional ways to offer education and promotional options for our officials. We plan to continue working through the backlog of e-Learning courses and continue to build out that platform.

Pairs Development and Technical – Marc Weitzman

I look forward to continuing working closely with our passionate coaches, athletes, and U.S. Figure Skating staff to achieve greater domestic and international success in the pairs discipline. 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.

I also 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 enjoy giving back to a wonderful and rewarding sport and look forward to continuing to give all committee members an active voice and a safe place to share ideas so that we can propel the sport forward together.

Programs and New Program Development – Gerald Miele

It is an honor to be considered to continue in the position of Chair of the Programs and New Program Development Committee for U.S. Figure Skating. I as well as serving on this committee, I have had the privilege to officiate at many of the competitions this group serves. I get to see firsthand, the organization's commitment to maintain opportunities for our members to compete and thrive.

This year we will be hosting the Gold Cup and Nations Cup for Theater On Ice in Boston. I look forward to seeing our best teams compete against the best from France, Germany and Australia. 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. Finally, I am looking towards the future and what new opportunities we can create for our members to compete in.

Rules – Veronica Nebb

Thank you for the opportunity to be considered for the Rules Committee Chair. My ideas/vision for the Committee is to lead the Committee be a resource for the Board, Staff and Membership in updating the rules for our sport.

I would like to see the Committee members focus on a few key items, including:

- Working with HQ staff (who already do an amazing job) to ensure that changes to the rules are conformed across all related rules.
- Placing increased focus on making sure that the wording of new or amended rules take into account access, diversity, equity and inclusion goals.
- Looking for opportunities to support our "athletes first" culture.
- Ensuring that the committee remains mindful and supportive of our new our new governance structure and adopted strategic goals.

It has in the past been stated as a goal of the organization to undertake a more comprehensive update of the Rulebook. I would like to see the Rules Committee work with HQ staff to formulate a draft work plan to present to the Board which would move us toward achieving this goal (assuming that goal is important to and supported by the Board and staff) that is reasonable and achievable, taking into account available resources in terms of personnel and financial commitments.

SkateSafe – William Tran

I am honored to be nominated as SkateSafe Chair for a third year. I am a long-time Board Member of the Pasadena FSC, having served as President of the Club for three years. I am also currently Chairperson of the Southern California Interclub Association of Figure Skating Clubs' Board of Directors. I am one of the founding members of Southern California Interclub's Diversity, Equity, and Inclusion Sub-Committee. I hold 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. I also serve as Sectional Vice Chair, Pacific Coast, for Ice Dance on the Judges Management Sub-Committee of DORM.

In my professional career, I am Senior Vice President of Business and Legal Affairs at Paramount Global (formerly known as ViacomCBS). My responsibilities at Paramount include overseeing the background check process for major television productions and advising on child welfare for underaged talent.

For this coming year, my goals for our committee include:

- Continuing to refine the background check appeals process.
- Continue examining novel issues related to LiveBarn and other types of technology that may unintentionally pose privacy or safety issues for minors.
- Working further with the SkateSafe staff at Headquarters on educational projects, such as the Officials Professionalism video, which was a successful endeavor this past year.

I would also like to focus on succession planning and identifying committee members with subject matter expertise and/or institutional knowledge, who can lead in the near future.

Singles Development and Technical – Stefanie Mathewson

I am honored to be considered for the position of Chair of Singles Development and Technical Committee for a fifth 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. It remains my privilege to work with an athlete centered organization that continues to demonstrate a nimble and forward-facing philosophy. If selected as chair in the 2023-2024 season, my vision for the Singles Development & Technical Committee is:

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 programming 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 and beyond, as well as celebration of alternate journeys and accomplishments.

Additionally, I hope to begin work in collaboration with headquarters staff and other discipline committees to outline a progression of fundamental skills and physical literacies (both on and off the ice) that position young skaters to enter ANY figure skating discipline.

The 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.

This season's work will include closely monitoring athlete score band profiles to inform athlete and coach decision making with respect to competition levels and we will pilot an enhanced protocol feedback initiative in relation to combination spins and step sequences.

As Chair, trust that I will work tirelessly on behalf of athletes and their education in the sport of figure skating.

Sports Sciences and Medicine – Frederick Workman

Entering my second year as Chair for the Sport Sciences and Medicine Committee, I will be leading efforts to engage more members of the committee on roles and assignments that are in line with their interests and talents.

Some of our goals include developing more specific guidelines for medical coverage at all levels of U.S. Figure Skating events as the medical landscape is continually changing post-Covid. We will be outlining reasonable, yet obtainable licensed provider oversight at events.

We will also be coordinating the more extensive medical coverage needed at large US-based national and international events. Several concepts have been tested and proven successful for reliable and affordable athlete-centered medical care.

We're also looking at recruiting, training, and retaining a talented pool of medical providers that will be able to travel with Team USA. We will encourage applicants and new providers to volunteer at smaller local events to gain valuable experience and build relationships with local clubs.

We will continue to improve on the medical supply chain of equipment, suitable for rapid deployment to events as needs, personnel, and the events themselves change rapidly and often on very short notice.

I'm looking forward to the opportunity to build on our efforts and successes of last season and continue to serve as your chair. Please do not hesitate to contact me for any questions, or ways that our team can be of assistance.

Synchronized Development and Technical – Felicia Haining-Miller

It is an honor to be selected by the Nominating Committee to serve a second term as the Chair of the Synchronized Development and Technical Committee. Being mindful of the critical issues set forth by U.S. Figure Skating's current strategic plan, the committee will be focused in the following areas:

- Providing athlete support and development through our reimagined High Performance Summer Camp and DREAM camps; the DREAM program; the Sync Beyond the Ice program; and the continued evaluation of our pipeline and programming across the discipline to support development of our athletes and strengthen our teams
- Supporting officials & coaches' growth through our Domestic and International Coaches Education Program; Coaches office hours; Coach Connect Program; High Performance Summer Camp; and progression guides for synchronized skating.
- Fostering inclusive environments that celebrates, values and leverages all aspects of diversity and belonging in the synchronized skating community. This commitment will be at the forefront of all committee projects.

The aforementioned projects will also support membership expansion and brand awareness for our discipline.

Tests – Anthony Iarriccio

I am humbled and honored to be nominated to the position of Chair, Tests Committee for the 2023–2024 season. It is a pleasure to be able to volunteer for a sport from which my children have benefitted greatly as athletes and I look forward to making a positive contribution as the Chair of the Test Committee.

Athlete support and development is a key part of the strategic plan. The Tests Committee will support this initiative by continuing to remove barriers for athlete testing. We will promote the use of virtual testing to afford athletes more opportunity for testing throughout the country.

We will support the use of technology within U.S. Figure Skating by continuing to support headquarters staff with the development of the EMS technology for test registration, judge assignment, and result entry. We will assist in the roll-out of this technology to test chairs throughout the country via education through test chair roundtable education meetings.

In 2023, the Tests Committee will partner with the Judges Management Subcommittee to create a pathway for virtual judge trialing, so that we can expand our test judges around the country.

The Tests Committee will continue to evaluate any concerns raised by test chairs throughout the country and discuss opportunities to address their needs.