

## **Nominating Committee Committee Chair Statements of Purpose**

### **Adult Skating – Kerri Bottorff**

I came to skating as an adult, starting my first learn to skate classes at the age of 24; I have only ever been an adult skater. I love this sport, I love the community it has given me, and I love what it has taught me over the last 24 years since that first learn to skate class. Yes, I have learned how to figure skate, but I have also learned patience, determination, and how to laugh at myself; I have found lifelong friends. Simply put, I want to continue to develop the legacy of adult skating that previous Chairs have established, and to help others discover what a lifetime on ice can bring.

The Adult Skating Committee (ASC) is focused on the adult skaters and all the disciplines and programs they participate in and contributing to U.S. Figure Skating's strategic plan is very important. I will strive to continue to build access for all adult skaters, at all levels, for the programs that U.S. Figure Skating offers to adults. I will continue to nurture the relationship that previous ASC chairs have built at all levels of U.S. Figure Skating leadership. I also will try to keep an open dialogue with the larger adult skating population, both competitive and recreational, to see how we can meet their needs.

One way to meet the needs of our skaters is to continue the outreach efforts of recent ASC chairs. This outreach effort includes maintaining a large social media presence, being a partner with Collegiate Skating to welcome them as adult skaters, and building a relationship with Adaptive Skating and the Domestic Officials Recruitment and Management Committee. A number of adult skaters are officials, and in developing a relationship with DORM, we can guide more adult skaters on the path to becoming officials.

Lastly, and perhaps most importantly, we need to be good stewards of U.S. Figure Skating's brand. Adult skaters are proud ambassadors of skating, are we not hesitant to talk about our involvement. I envision the committee being involved in U.S. Figure Skating DEI initiatives, continuing to partner with the ISU for the International Adult Competitions when appropriate, and being good citizens to the communities that host the U.S. Adult Figure Skating Championships and the Adult Sectional Figure Skating Championships.

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### **Competitions – Brenda Kickertz**

I would be honored to continue as the Competitions Committee Chair. My vision for the Competitions Committee is to provide an avenue for competition for all athletes that serves their individual goals. We need to meet the needs of all skaters from their first experience with Compete USA and including all programs and tracks.

One area of focus will be to work cooperatively with other committees. Each discipline and program implement changes every year which affect competitions and involve technology resources. Changes made by the Competitions Committee need to serve the athletes and by improved communication, awareness, and cooperation we will improve all experiences. The goal is to have seamless movement from Learn to Skate USA all the way through to U.S. Championships. A clear structure and consistent application of the rules of the sport will facilitate this.

Another focus will be on the qualifying structure for athletes. We will use feedback from the National Qualifying events for the current season as well as input from the singles, dance, and pairs committees to make changes that best serve all disciplines and athletes. The skating competition landscape has undergone many changes over the last few years. The change to the National Qualifying Series followed by COVID-19 and popularity of the Excel Series have resulted in shifts in competition entries. With this shift, adaptations will be needed to ensure that events are successful and that target audiences are served based on the timing of the event. The Competitions Committee can serve as a resource for clubs as they determine their focus.

## **Dance Development and Technical – Mary-Elizabeth Wightman**

I see this committee as continuing to update rules and requirements for the lower levels to best prepare them for a bright future as junior and senior level athletes as well as assisting high performance with the development opportunities for the ice dance discipline. Further, I hope we can create an encouraging atmosphere around ice dance that welcomes more skaters into the mix.

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## **Domestic Officials Recruitment and Management – Matthew O’Toole**

I am honored to be selected for the position of Chair, Domestic Officials Recruitment and Management Committee (DORM). It is my pleasure to re-vest in a sport that I have partaken in as an amateur athlete, professional skater, official, and as a member of the governance.

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.

The recruitment and management of officials is at a precipice.

Due to societal challenges and a generational shift in social values, it has become harder than ever to identify, recruit, and retain individuals to serve as U.S. Figure Skating Officials. The shrinking pool of active officials feels unappreciated and burned out. I am one of them.

Change happens too slowly in our organization and that is plainly the case with the recruitment and management of officials. There is an endless catalog of issues that need to be addressed but my priority list includes:

- Compensation for officials
- Ensuring consistent experiences and criteria in earning appointments for all officials
- Partnering with the Athletes Advisory Committee (AAC) to understand the obstructions for elite athletes to become officials

Change is hard, particularly in our sport, but there will no longer be a sport if these issues are not addressed immediately.

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## **Domestic Selections – Connacht Peterson**

It is a great honor to be selected for the position of Chair of the Domestic Selections Committee. Along with my committee members, we are tasked with the selection of officials for qualifying competitions. I will work closely with the Competitions, DORM, and International Officials Committees to ensure adequate experience and activity are being provided for maintaining officials’ appointments and pursuing advancement to ensure that our athletes are served with the strongest and most prepared of our officials in order to maintain the integrity of our sport.

In my corporate life, I am an accomplished bio-pharma executive with over 20 years of industry experience including operational leadership, team management, and corporate restructuring. I understand how to collaborate effectively with internal stakeholders, alliance partners, service providers, vendors, and contractors. I have a proven ability to build, lead and develop high-performing teams to achieve corporate objectives.

I look forward to utilizing my corporate skills to implement successful process change as the Chair of the Domestic Selections Committee.

## **Ethics – Melissa Dillenbeck**

I welcome the opportunity to continue to give back to U.S. Figure Skating in a leadership role. Over the past many years, I have served as Regional VC for Singles and Pairs, and now for Dance. As Ethics Committee Chair, I can continue to make an impact and further the growth and success of U.S. Figure Skating.

In my role as Committee Chair, I will work with the committee to develop and implement programs in support of the integrity of U.S. Figure Skating. I have served on the Ethics Committee and have a strong working knowledge of the position and will continue to work in support of upholding the highest standards of ethical behavior within the organization. As the Committee's objectives evolve to meet the goals in our Strategic Plan, I am excited to be part of this foundational work, so we can build trust within the organization and continue to support our athletes, officials, coaches, and members of U.S. Figure Skating.

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## **Giving Programs – Ouida Robins**

The Giving Programs Committee is an important resource for our athletes. Being that we are an athlete-centered organization, I would like to nurture the growth of this committee so that it can continue to meaningfully assist our athletes. Our committee has an intentional fundraising philosophy to grow our support in U.S. Figure Skating's areas of greatest need. Integrating the U.S. Figure Skating strategic plan into our fundraising efforts has been an important piece in helping us build upon our donor base and increase sponsorship for our skaters.

Athlete Support and Development, Brand Awareness and Engagement, DEI Outreach, and Membership Development and Expansion will be our primary focus areas.

U.S. Figure Skating athletes are performing at a high level, both nationally and internationally, with incredibly talented skaters also in our developmental pipeline. It is the responsibility of the Giving Programs Committee to help 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 develop our next generation of athletes, scholars, and leaders.

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 and attracting new donors. The variety of funds that are part of the Giving Programs Committee offers numerous ways and reasons to give to U.S. Figure Skating and resonates 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 safeguard our financial assistance to our current athletes and those of future generations.

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## **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. 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." Further, 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.”

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### **International – Julia Rey**

As the Chair of the International Committee, I am committed to upholding the highest standards and advancing the interests of Team USA on the international stage for the 2024-2025 season.

In my role on the International Committee, I will bring a steadfast commitment to excellence. I recognize the importance of meticulous planning, strategic decision-making, and effective communication. Through my dedication, I will strive to foster an environment that maximizes the performance and success of our athletes, while also nurturing their personal growth and well-being.

Collaboration lies at the heart of any successful endeavor, and I firmly believe in harnessing the power of teamwork in each of our discipline groups. By fostering open and constructive dialogue, we can navigate challenges, seize opportunities, and propel Team USA to new heights.

In the ever-evolving world of figure skating, it is essential to embrace innovation and adaptability. I recognize the importance of staying ahead of the curve. By integrating innovative practices into our programs, we can push boundaries, inspire breakthrough performances, and elevate the reputation of Team USA on the global stage.

As Chair of the 2024-2025 International Committee for Team USA Figure Skating, I am committed to playing a pivotal role in the success and growth of our athletes. With a passion for figure skating, a commitment to excellence, a collaborative approach, and a focus on innovation, I am confident in my ability to contribute significantly to the committee's mission. Together, let us continue to write a remarkable chapter in the history of Team USA Figure Skating.

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### **International Officials – Sharon Rogers**

Within U.S. Figure Skating as a whole, we have found recruiting young talent into officiating, even at the local level, to be a challenge. Additionally, succession planning amongst our current roster of officials is an important facet of both our U.S. Figure Skating strategic plan and the work of the International Officials Committee (IOC).

The IOC has been aware of the risks of our dwindling officials pool and the number of fantastic individuals who are aging out of international officiating. There has been no formalized proposal to address this dilemma. I do believe this is an addressable task and am honored after concluding decades of service as an ISU official to have the opportunity to pay it forward by leveraging that extensive experience and associated perspectives to further both the recruitment of new officials and the development of our current international and ISU officials into highly respected influencers among their peers.

The U.S. Figure Skating Strategic Plan is predicated on our ability to produce athletes that compete successfully at the highest levels of amateur sport. In order to do so, our athletes must be supported in a multitude of ways, including via a strong contingency of superbly trained officials who are viewed as international leaders and who are committed to ensuring events are conducted under the best possible standards of integrity and professional competence. A robust program for International Officials is key to this objective. Stripping it down to basic principles, there is a biphasic process of recruitment and development, i.e., a domestic phase and an international phase. The IOC would proactively seek collaboration across the International Committee, the Domestic Selections Committee and the

Domestic Officials Recruitment and Management Committee (DORM) to move promising candidates forward in a more expeditious, yet sound manner.

Domestic Phase: Domestic officials are an inextricably linked feeder system for international officials. The grass roots effort of recruiting domestic officials is an issue with challenges of its own and the U.S. Figure Skating strategic plan has and will continue to devote resources to enhancing domestic recruitment. That includes encouraging multidisciplinary activity across all our officials. I have tasked IOC members to collaborate with DORM to identify talent early, within Regional- through National-level officials, and to bring those individuals into our conversation. Feedback to DORM from IOC members present at NQS and National events is essential for this initial step, and it should become a routine post-event reporting process. It need not be an onerous formal activity, but a simple conversation identifying potential rising stars who caught their eye (and ear). Further, because of the unique common ground, our international officials tend to socialize primarily amongst each other and are generally seen as relatively opaque to domestic judges. This needs to change and it is up to the more senior international officials to set the tone and initiate that change. The potential of international officiating is not something young, local-level judges can necessarily envision. Simple activities, such as conversational outreach by international officials at competitions can give rise to a spark of interest in what is possible beyond domestic involvement. They get to know us...and vice versa. Speaking from personal experience, conversations and entertaining stories international officials were willing to share during domestic competitions were fascinating and made the arduous process of moving through the judging ranks hopeful and worthwhile. We don't really "market" the rewards of international officiating. But, when recruitment is tough, a little PR can be helpful. Just as one may dream of being an Olympic competitor, the goal of someday representing the U.S. as an international, ISU or Olympic World Games official is something that can be within the grasp of many of our skaters. Additionally, the balance between career/family and officiating is already a tricky proposition and it gets more complicated by the decade. The incredible possibility of serving as an international official is one that can make the balancing act worthwhile.

International Phase: Once we have people interested, the IOC still needs to invest time and energy into honing skills and preparing our young talent for the road ahead. In addition to the tangible lessons provided by schools and seminars, addressing the intangibles of officiating also is critical. It is important to connect promising candidates with international mentors, either formally or informally. None of us were exemplary officials when we began. All of us made huge whoppers of mistakes at one time or another. This is where mentoring comes into the equation. A mentor is both a guide and a safe space for venting, for sharing doubts and insecurities that we all have felt at one time or another under the stress of international officiating. Mentoring is also where these new international officials can hear difficult truths about where they may have fallen short and receive constructive advice on how to improve. Learning how to mentally prepare for the challenges that accompany officiating in certain venues and with certain panel members while under the watchful and sometimes critical eye of the ISU, is important for personal and professional growth and necessary for ultimate success as an international official. Some new international officials are naturals. They are self-possessed, resilient and the adjustment is as easy as breathing. For others, it takes concerted effort and the support of colleagues to find their way. While for others yet, the transition is not one they successfully make. Through increased personal involvement and mentoring the IOC can consider proactive solutions with the common objective of developing international/ISU officials that can be leaders amongst their peers. Capable, confident, and respected officials are an important element for the support of our athletes and our athletes are integral to the success of the U.S. Figure Skating strategic plan.

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### **Membership – Cathryn Schwab**

Vision Statement: Fostering unity through collaboration to stimulate growth and retention.

Mission Statement: Fostering an environment where clubs, individuals and facilities work collaboratively to grow the excitement, passion, and enjoyment of figure skating's many avenues of participation.

It has been such an honor to serve as Membership Chair for the 2023-24 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.

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### **Officials Training – Charlotte Heidenreich**

I am honored to be considered for this role in Officials Training. Working with the sub-committee content expert chairs to continue the implementation of diverse training programs is an exciting prospect. I'd hope to follow the impressive progress of Lori Osborne and it will take a village to replace her. The subcommittees under Officials Training have been active in generating new ideas for training, which is the foundation of life-long learning. I am interested in helping to develop this creativity.

While nothing will ever take the place of being at the rink, novel training applications such as eLearning and virtual seminars present an essential way to improve and standardize knowledge and education. Our newer officials development programs are exciting and I am grateful to have benefited from them having attended the first in-person appointment seminar in April 2013, the first virtual judges school in February 2022; and was both faculty and student at the most recent judges seminar in April 2023. I want others to have the same exhilarating experiences in the classroom, virtually, and in the arena. These innovative programs provide complementary pathways with the goal of developing each official to their potential and at their own pace.

U.S. Figure Skating has the best trained officials in the world, and we need to continue our legacy of excellent training for all levels of officials in every discipline. Adult experiential education incorporates self-directed learning as well as mentor-learner partnerships. Developing ways to 'teach the teachers', develop mentoring, and thinking about structured feedback are particular areas of interest. How can we leverage technology to continue educational development and foster enthusiasm in officials training at all levels and backgrounds?

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### **Pairs Development and Technical – Marc Weitzman**

I look forward to continuing working closely with our passionate coaches, athletes, officials, 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 and calling clarifications 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. In addition, we will continue to work closely with the competitions committee and U.S. Figure Skating headquarters staff to create the best possible competitive pathway for our athletes.

I also want to encourage more skaters to try pairs and get them excited about the discipline. As a 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.

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### **Programs and New Program Development – Patch David**

I am honored by the nomination. I believe that the Programs and New Program Development Committee is full of wonderful subcommittees with hard working people; all of whom want to continue to strengthen our sport along with membership and longevity within our members' careers. It is imperative that the Chair of the Committee can acknowledge and listen to each new program idea that anyone may have and follow through on the action steps necessary to bring those ideas to fruition. The Programs and New Program Development Chair position excites me because it provides an opportunity to help other committee members bring to life their new and innovative ideas.

Being the Chair of the Programs and New Program Development Committee is a position I take with honor, pride, and unwavering commitment. The programs cultivated through the hard work of our committee members provide a variety of outlets for skaters across our nation. It is of utmost importance to uphold the tireless work and accomplishments that have been achieved from our programming. The success of these programs ensures current membership within U.S. Figure Skating as well as a growing demographic of future membership. Programs such as the Excel Series, Solo Dance Series, Theatre on Ice, Showcase, High School, Collegiate, State Games and Ice Men have developed into successfully thriving subcommittees.

Providing multiple opportunities for skaters to grow within our sport, connect with like-minded athletes, and share their passion for skating with others outside of the skating community. Our Program Innovation subcommittee will continue to brainstorm and facilitate the creation of new ideas and efforts for our sport. As Chair, I am eager to meet with our skaters, coaches and Officials and listen to their innovative ideas. Connecting with our grassroots networks will inspire us to assess, create and grow. We will continue to work with other committees to collaborate and inform our current and future projects.

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### **Rules – Veronica Nebb**

Thank you for the opportunity to be considered to continue as the Rules Committee Chair. My statement of purpose and vision for the Committee continues to be to lead the Committee to be a resource for the Board, Staff and Membership in updating the rules for our sport.

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

- Working with HQ staff to ensure that changes to the rules are both accurate and 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.

Last year, I noted that in addition to the above work, a comprehensive review and possible update of the rulebook could be a potential goal of the committee. This year, I would like to make some progress in determining if that goal makes sense for the Committee and if so, how it can be achieved. The first steps would be to determine if this is a project supported by the Board and staff as a longer term goal. Next steps, (assuming that this goal is important to and supported by the Board and staff) would be to select a subcommittee to work on the project, inquire of the other committees what updates or reorganization they feel would be helpful and thereafter to develop a workplan for an organized approach to the project that would be reasonable and achievable.

## **Singles Development and Technical – Philip DiGuglielmo**

Leading this committee into the next quadrennial, our goals are to continue several of the initiatives that are listed below. I imagine the most important of these is the consolidation of levels within the singles pipeline. The goal of giving athletes, parents and coaches a simple and easy to understand pathway for testing and competing where they can find personal success while still developing our emerging high-performance athletes. It is imperative to retain the immeasurable amount of talent on this committee while adding new voices. I will continue to develop some working groups within the committee to focus on smaller tasks and report to the committee. Additionally, this committee chair would be involved in the monthly Athletes Services Group meetings where ideas and concerns are communicated to our group coordinator who is our leader and voice to the Board. This cross-communication helps us standardize our language across disciplines as well as build our feeling for the greater skating community.

It's almost comical that this committee has only three (paraphrased) charges in the rulebook: support and foster long term growth and development of singles skaters, oversee rules for tests and competitions and develop rules that develop high performance athletes.

Luckily, the Strategic Plan gives us more guidance on these Herculean tasks of the Singles Committee that are the backbone of our sport today. Some of the strategic factors that we work toward include:

### **Technology**

- a. Social media - work with other groups (Coaches Council, Membership) to continue developing a coherent social media outreach that introduces fundamental skating skills, spin positions/features and development of signature moves to be used in a ChSq's in a fun and easily accessible format.
- b. Age banding of athletes - with supportive studies of trends from data mining of events through EMS, technology now allows us to see our athletes' performances on a granular level.
- c. Work with accounting to understand the feasibility of any changes in software to elements, bonus structure, etc. that we would recommend.

### **High Performance Plan**

- a. Constant re-evaluation of the bonus structure to push development.
- b. Conceptualizing an Artistic Program for our competitive pipeline to be forward facing with ideas being floated within ISU leadership circles.
- c. Recommend minimum scores to the Board for Senior (Championship) athletes at the U.S. Championships.

### **Education and Engagement of All Stakeholders**

- a. Excel is a SUCCESS! - If Excel management is going to be moved out of Program Innovation and moved under the umbrella of Singles then there will be a great opportunity to simplify and standardize language so athletes, coaches and parents can understand more clearly where they can place their athlete for the best competitive experience.
- b. Exploration of renaming "Well Balanced" to "Championship" to clarify pipelines and align with other programs (Aspire, Excel, etc. which are inspiring names). Athletes, coaches and parents deserve a clear path of development with milestones that our athletes can strive for, achieve and celebrate.
- c. This committee will need to work closely with the newly formed Coaches Council and DORM to help develop educational opportunities that bring expectations in line for testing, judging and competing.

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## **SkateSafe – William Tran**

I would like to continue serving so that I can keep contributing to the Admin/Legal Group with my experience and knowledge. Much of this experience and knowledge has come from my role as a Club Leader, as an Official, and as the current SkateSafe chair. And just as much of my experience and knowledge has come from my professional career as an attorney and advisor to my colleagues who work on television productions involving minors and various types of participants.



If fortunate enough to serve as the SkateSafe Committee Chair again, protecting our members' safety would remain our highest priority and number one goal. My vision for our committee would be to achieve this goal by leveraging all of the expertise from our committee members and from our staff.

To do this, strong relationships with John Anderson, Shelbi Meyer, Tim Hazen, and all the Headquarters staff are required. I believe I have established such relationships with them in the past few years.

Priorities for the year would include new education campaigns, succession planning, further refinement of our background check process, monitoring compliance at local competitions, and tapping into Committee members' knowledge for newsletter and magazine pieces.

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### **Sports Sciences and Medicine – Frederick Workman**

It would be my sincere honor to continue serving as committee chair. My goal would be to use my experience as a traveling team USA physician for the past 24 years to mentor and influence the next generation of Team USA physicians and build a pool that is talented and enthusiastic regarding meeting the needs of our athletes.

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. 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 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.

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### **Synchronized Development and Technical – Felicia Haining-Miller**

It is an honor to be selected by the Nominating Committee to serve a third 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 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 in partnership with the Coaches Council through our Coaches Education Program; Coaches office hours; Coach Connect Program; Coaches College; 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**

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 opportunities 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 2024 the Tests Committee will continue to partner with the Singles Technical and Development subcommittee to develop appropriate criteria for testing during competition through the IJS Test Credit Program.