

Nominating Committee Committee Chair Statements of Purpose

Adult Skating – Ian Macadam

The mission statement for the 2025-26 season for the Adult Skating Committee is:

- Focus on Enjoyment and Community
 - To develop lifelong learning and skills
 - Inclusivity and Accessibility
 - Promotion of physical and mental wellbeing
 - Create opportunities for participation and achievement
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Competitions – Brenda Kickertz

I welcome the opportunity to continue in the role of Competitions Committee chair and to continue to work towards improving the competition experience for all. Competitions are a fundamental part of figure skating. They provide an avenue for athletes to perfect performances and provide incentives to continue to improve and learn new skills. The Compete USA events naturally feed into our non-qualifying events which feed into our qualifying events. Each step of the process builds on the previous one.

My vision for the Competitions Committee is to provide a structure for all athletes to achieve their goals that is seamless, logical, and equitable to all. Clear information for athletes and consistent application of the rules of the sport are fundamental. To achieve this, I will work collaboratively with all programs and disciplines. We cannot work in isolation as decisions made for one program often affect other programming. By looking at the bigger picture, we will enable our athletes to have an improved experience that works best for them whether it be championship track, Excel, synchronized skating, theatrical skating, solo dance, or adult skating.

One main focus for the next year will be the qualifying structure for our championship track athletes. The development and refinement of a system that identifies and directs athletes into the program that best suits them is vital. Towards this goal, we will continue to improve the National Qualifying Series experience based on feedback from athletes, coaches, parents and officials.

Another area of attention will be technology and its impact on the judging system that we use for our Compete USA and non-qualifying competitions. Aging software programs present concerns about costs for updates and potential failure. Alternative scoring systems are being explored that will move us forward.

I welcome the opportunity to continue to serve our athletes and provide opportunities for them to reach their personal goals.

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 are able to create an encouraging atmosphere around ice dance that welcomes more skaters into the mix.

Domestic Officials* – Karen Perreault

One of the key goals in U.S. Figure Skating's 2022-2026 Strategic Plan is to create opportunities for officials' growth. Over the last year, DORM has created opportunities to recruit, educate, train, and promote highly qualified officials. DORM leadership targeted high-level athletes as well as other qualified individuals to become officials and helped educate and mentor them through e-learning platforms, a centralized monitoring system and individualized mentorship plans. DORM also evaluated the quality of judging in all qualifying competitions to ensure that officials have been trained effectively and are following established guidelines. These changes have resulted in a substantial increase in our judging pool, and better training and evaluation of current judges. Over the next several years, the goal for Domestic Officials would be to continue to recruit highly qualified individuals to become officials and provide wide-ranging educational and training opportunities to them. We also must evaluate whether these efforts have produced a deep pool of culturally sensitive, diverse and well-trained officials, and consider ways in which we can ensure that we accomplish this goal.

Domestic Selections – Connacht Peterson

As part of U.S. Figure Skating's vision, we work together to support all athletes in reaching their goals and maximizing their potential. Domestic Selections supports this vision and is responsible for the selection of officials for qualifying competitions, final approval and oversight of officials at NQS competitions, considering feedback from DORM and Internationals Officials Management as well as maintaining a record of officials' service at qualifying competitions.

The main initiative for our committee this season will be to develop formal processes to facilitate partnership and collaboration between the Domestic Selections, Competitions, DORM and International Officials Committees to ensure adequate experience and activity are being provided for maintaining officials' appointments and pursuing advancement.

As an athlete centric organization, we must provide the athletes with the strongest and most prepared of our officials in order to maintain the integrity of our sport.

Ethics & Professional Standards – Melissa Dillenbeck

I am grateful to be considered for another year as Chair of the Ethics and Professional Standards Committee. In that role, I will continue to support and educate our membership as to the standards of ethical conduct and professionalism required by coaches and officials, as well as the implementation of policies and procedures to address any issues raised. Further, I will engage in ongoing succession planning and identify a pool of members that are equipped to serve on the EPS committee as well as in leadership positions throughout U.S. Figure Skating.

Looking ahead, the EPS Committee also plans to review the Ethical Conduct and Conflict of Interest Policy and the Social Media Policy for Officials, to evaluate whether updates are necessary. EPS will collaborate with the Domestic Officials Committee on this project. The committee will also evaluate whether additional education/training is needed related to the Standards of Professionalism and other ethics-related policies, to ensure understanding and support.

Giving Programs – Michelle Study-Campbell

The 2022-2026 Strategic Plan focuses on four main categories: Athlete Support and Development, Membership Development and Expansion, Officials and Coaches Growth, and Brand Awareness and Engagement.

A fully developed and robust fund development plan supported by the Board of Directors, headquarters staff and volunteer committee members is key to realizing the goals of the strategic plan. Without increased funding to support the vision of the organization and the strategic plan, it is a challenge to meet the assertive goals for our organization. At all levels, from athlete development to membership growth, we need funds to further our vision and strategic aims. Not only major gifts and great events at U.S. Championships, but we need to develop and deploy a fundraising strategy as equally bold as the strategic plan. We need to have fundraising solutions across the spectrum including:

- Annual Fund
- Major Gifts
- Planned Giving
- Events
- Corporate fundraising
- Grants/philanthropic funding

The Giving Programs committee should continue their growth and work collaboratively with the U.S. Figure Skating staff and Board of Directors to create a multi-year/multi-prong approach to accelerate the fund development program at U.S. Figure Skating. Additionally, there should be some conversation about what investments are needed as U.S. Figure Skating tackles fund development more assertively, a donor database, wealth screen tools, etc., all necessary as we continue to evolve this critical work.

Additionally, we need to invest time and take a thoughtful approach to stewardship. We have enthusiastic donors, yet we do not steward them as we should. Stewardship is the cornerstone of any successful fund development program. Not merely thanking our donors with a proper thank you, but true donor stewardship and engagement. The members of the Giving Programs could be an asset to the staff and board of directors in thanking donors, following up and engaging donors and stewarding our donors toward their next gift and hopefully recurring gifts to propel U.S. Figure Skating as we reach new goals.

While fund development is a major aspect of the committee, we also work on the giving/distribution side of many competitive grants/funds for our athletes. I think we can grow this work through increased fundraising. Additionally, I'd love to lead the committee to collect more data and secure more stories from our grant/funding recipients so that we can boost our marketing and outreach efforts through these testimonials.

Grievance – Melissa Christensen

The Grievance Committee is in 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. We will continue to provide assistance, as necessary, to our SkateSafe colleagues to help support the overall strategic goal of “[o]ngoing 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.”

International – Julia Rey

My vision for the upcoming season is to empower and elevate Team USA athletes by fostering an inclusive, transparent, and merit-based selection process that prioritizes excellence and equity. We aim to identify and support the most talented individuals across all disciplines, ensuring they have the resources and opportunities necessary to compete at the highest level on the international stage. By cultivating strong partnerships with coaches, the organization, officials and the athletes themselves, we will create a collaborative environment that not only champions athletic achievement but also nurtures the personal growth and well-being of each athlete. Together, we will strive for unparalleled success, embodying the spirit of teamwork, resilience, and dedication that defines Team USA.

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 of 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 pro-active 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.

Membership – Courtney Fecske

As Membership Chair, I will strive to support all committee groups in order to advocate for our diverse and growing members. Each membership representative brings unique experiences and perspectives on engagement in our sport that should be heard and activated. In alignment with the strategic plan, I will focus on increasing diverse representation and reducing barriers to our sport for members. I will guide and support our recreational and developmental programming as well as value the perspectives from our various represented memberships.

I will seek to empower our new and long-term athletes as their athletic identities transition from learn to skate, recreational, competitive, collegiate, and adult participation. I would emphasize supporting our athletes first while engaging in active listening and advocating for diverse perspectives on our developing programming. Areas to further enhance during my tenure would include community engagement, increased awareness of programming through various partners, improved collaboration between programming, cultivating resources to increase access to information to enhance growth of our members, working with coaches' education to capitalize on our current programming, and continuing to align our membership strategies with the DEI pillars.

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 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.

Programs and New Program Development – Patch David

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

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 Rules 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 (who already do an amazing job) to ensure that changes to the rules are both accurate and conformed across all related rules.
- Fostering proactive review of existing rules by committee members in their areas of interest or expertise.
- Continuing to ensure that the wording of new or amended rules considers access, diversity, equity and inclusion goals.
- Working to propose and, if supported, implement an initiative to increase the visibility of the program handbooks and an index of same to increase the accessibility for all of our members and clubs if economically feasible.
- Looking for opportunities to support our "athletes first" culture.
- Ensuring that the committee remains mindful and supportive of our governance structure, adopted strategic goals and importantly, our available human and economic resources.

Last year, I noted that an additional possible goal of the committee that could be examined was a comprehensive review and possible update of the rulebook. Though this work has yet to be undertaken due to many constraints, I believe that as we have continued to move detailed information to the program handbooks, there may be an opportunity to examine whether a task to streamline the presentation of the rulebook information is relevant, achievable and economically feasible.

Singles Development and Technical – Phillip DiGuglielmo

Leading this committee into the next quadrennial, our goals would be to continue several of our initiatives. The entire organization has ‘change fatigue’ from the constant shuffling of pipelines, testing and rules since the pandemic. We have tried this year to keep things as stable as possible within the world of singles skating. We have many ideas percolating and plans to implement those changes for the 2026 season (coinciding with the next quadrennial). Members of this committee have been involved with reimagining the competition pipeline to give our developing athletes more competitive opportunities and recognition. I also imagine there will be consolidation of levels within the singles pipeline and greater coordination with the Excel program’s pipeline. Our ultimate goal is to give 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 huge amount of talent and knowledge on this committee. I would continue to contribute to the several current working groups as well as focus on smaller tasks and report to the committee as a whole.

Additionally, this committee chair would be involved in our 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 of disciplines helps us standardize our language across disciplines as well as build our feeling for the greater skating community.

SkateSafe – Kym Worthy

U.S. Figure Skating’s Strategic Plan states in part that, “We are an athlete centered organization and that there is nothing more important than a safe and healthy environment for our athletes....”

I am the elected Prosecutor (District Attorney) in Wayne County, Michigan, where the largest of my 43 jurisdictions is the City of Detroit. Wayne County is the largest of the 83 counties in Michigan. I am the Chief Law Enforcement Officer in Wayne County.

My main mandate is to keep the citizens in my County safe and secure from criminal activity so that my almost two million constituents can safely live, work, play, and worship. We do this through applying the law to the facts in properly investigated cases and prosecuting those cases that can be justly prosecuted. My office is victim centered, trauma informed, and offender focused. I also strongly believe in second chances where warranted.

My whole career as an Assistant Prosecutor, Circuit Court Judge, and elected Prosecutor (DA) has been law enforcement based. I know how to best support a safe and healthy environment through education and enforcement.

I know how to examine, modify, and enforce rules and mandates in rapidly changing times - especially for the most vulnerable. I am a nationally recognized expert in the fields of child abuse, domestic violence, and sexual assault. I look forward to using my skill set to protect U.S. Figure Skating athletes.

Sports Sciences and Medicine – Frederick Workman

I am happy to continue serving as the chair of the Sports Sciences and Medicine committee for U.S. Figure Skating. With over 24 years of experience as a sports medicine physician and a commitment to providing exceptional care to all athletes, I am excited about the opportunity to contribute to the success and safety of our Team USA athletes.

The members of our committee and the high performance department have initiated, completed and are in the process of finalizing several projects. Including, but not limited to, overall medical standards and protocols for our

association, event emergency action plan, event standards, and mental health emergency action plan. Also, we are working to streamline access to athlete care at all levels. We continue to work alongside USOPC staff to provide services as indicated in the appropriate context.

As Chair and medical lead of the Sports Sciences and Medicine Committee of U.S. Figure Skating, I have had an inside look at the complex structure of U.S. Figure Skating as a National Governing Body and the immense time and effort contributed by both volunteers and staff to allow our athletes to train and compete nationally and internationally.

I will work collaboratively with the multidisciplinary team, bringing an unwavering commitment to the health and success of Team USA. And figure skating athletes of all levels. I would be immensely honored to contribute to Team USA in this role, helping our athletes perform at their highest levels and representing the United States with distinction.

Synchronized Development and Technical – Audrey Kamm

I am honored to be considered for the role of chair of the Synchronized Development and Technical Committee. Synchronized skating has been an integral part of my life for the past 30 years, evolving from a young competitor to a Team USA member, national coach, and now national official. Serving in this capacity would be a true privilege.

As chair, it would be my goal to build upon and continue the excellent work this committee has achieved in fostering collaboration among athletes, coaches, and officials to advance synchronized skating. I envision this committee continuing to work collaboratively to evaluate domestic rules and their impact on the competitive pipeline. We must ensure inclusivity, keep athletes engaged and involved in the sport, and ensure growth and sustainability for this still relatively unknown discipline.

This committee has made great strides with initiatives like the DREAM program, DREAM Camps, progression guides for synchronized skating, the Coach's Education program, Coach Connect, and office hours. These are all wonderful programs and initiatives that I would be eager to continue building upon with the expertise of the committee for the collaborative advancement of our sport.

Tests – Anthony Iarriccio

Athlete support and development is a key part of the strategic plan. The Test 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.

In 2025 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.