

U.S. FIGURE SKATING
ATHLETE
LEADERSHIP
HANDBOOK



U.S. FIGURE SKATING ATHLETE LEADERSHIP HANDBOOK

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SECTION 1: THE BASICS

INTRODUCTION

U.S. Figure Skating is a 501(c)3 non-profit organization and the National Governing Body for figure skating, as recognized by the U.S. Olympic and Paralympic Committee (USOPC) and the International Skating Union (ISU). U.S. Figure Skating serves nearly 200,000 members nationwide, has an annual budget of \$20 million, runs major televised events, selects the World and Olympic Teams, provides a range of programs for all its members, and is governed by the Ted Stevens Amateur Sports Act. The mission of U.S. Figure Skating is, “We create and cultivate opportunities for participation and achievement in figure skating.”

U.S. Figure Skating is governed by a Board of Directors comprised of 15 voting members who are responsible for the oversight of the organization.

In addition to the Board of Directors, there are 26 permanent committees that report either to the Board, or to a non-voting Group Coordinator. Except for the chairs of the committees reporting to the Board, the President appoints all committee chairs, upon the recommendation of the Nominating Committee.

ATHLETE LEADERSHIP

Athletes are at the core of U.S. Figure Skating’s mission and their involvement in the leadership of the organization is critical.

The Board of Directors, in addition to all committees, must be comprised of at least 33.3% athletes. As an athlete, this is not only your opportunity to “give back,” it is an opportunity to have a voice in the direction and experience of athletes who follow in your footsteps. It is also an opportunity to continue being a part of the skating community for years after you leave the ice as a competitor.

This handbook will explain how athletes serve and participate throughout the organization and show you how to be a part of it.

U.S. FIGURE SKATING STRUCTURE AT A GLANCE

U.S. FIGURE SKATING BOARD OF DIRECTORS (15)

NON-VOTING GROUP COORDINATORS (5)

U.S. FIGURE SKATING COMMITTEES, BY GROUP

(26; 22 chair positions available for nomination by the Nominating Committee)

ADMIN / LEGAL	ATHLETE SERVICES GROUP	TECHNICAL & OFFICIALS GROUP	MEMBERSHIP/ DEVELOPMENT	INTERNATIONAL GROUP	REPORT DIRECTLY TO THE BOD*
Ethics	Coaches	Competitions	Adult Skating	International	Nominating
Grievance	Memorial Fund	Domestic Selections	Membership	International Officials	Athletes Advisory
SkateSafe	Dance Dev. & Tech.	Officials Training	Programs & New Program Development		Audit
Rules	Pairs Dev. & Tech.	Tests			Compensation
	Singles Dev. & Tech.	Domestic Officials Recruit. & Management			Finance
	Sports Science & Medicine				Strategic Planning

Committees in the first five columns report to their respective Group Coordinator, who serves as a non-voting member of the Board of Directors. Group coordinators submit regular written reports to the Board to keep them apprised of the committees. Committees in column six are considered Board committees and report regularly to the Board. All committees must be comprised of at least 33.3% athletes, except for the Athletes Advisory Committee, which is 100% athletes. *Denotes a "Designated Committee"

ATHLETE DEFINITIONS

There are three categories of athletes that serve in U.S. Figure Skating leadership.

10-YEAR ATHLETE

Any athlete, who at the time of election/appointment, has represented U.S. Figure Skating as part of Team USA in the prior 10 years at one or more of the following categories of international competitions assigned by the International Committee:

- Olympic Winter Games
- World Figure Skating Championships
- World Synchronized Skating Championships
- Any international competition at the senior level (i.e., Challenger Series, Grand Prix Series, etc.)
- World Junior Figure Skating Championships
- World Junior Synchronized Skating Championships
- ISU Junior Grand Prix event

10-YEAR+ ATHLETE

An athlete who at any point, but not within the past 10 years prior to election/appointment, has met the definition of a 10-Year Athlete.

ACTIVELY ENGAGED ATHLETE

Any athlete who meets the requirements of 10-Year or 10-Year+ athlete, OR who has been actively engaged in the **24 months prior to election/appointment** in the below U.S. Figure Skating competitions:

- A sectional singles final, the U.S. Pairs Final, the U.S. Ice Dance Final
- The U.S. Figure Skating Championships or U.S. Synchronized Skating Championships
- The U.S. Collegiate Championships or U.S. Adult Championships, where the athlete placed 1-4.

	Athlete Advisory	Governing Council Delegates	Board of Directors	Designated Committees	Other Committees	Notes
10 Year	X	X	X	X	X	The athletes on the Board must include the AAC chair and the USOPC AAC representative. Athletes on the BOD and GC delegates come from the AAC.
10 Year +				X	X	May constitute up to ½ of the athletes on Designated Committees.
Actively Engaged					X	May serve only on other committees. There are no restrictions on the athletes serving on these committees. They are appointed by the Chair.

ATHLETE ELECTIONS AND ATHLETE SERVICE

Board of Directors: Five athlete members are elected to serve on the U.S. Figure Skating Board of Directors: one each in singles, pairs, ice dance and synchronized skating, as well as the USOPC Athletes Advisory Committee representative. All candidates must be 10-Year Athletes who are current members in good standing over the age of 18.

Election process for Board of Directors:

- Interested athletes complete an application to serve on the Board for open positions, representing the discipline for which they qualify as a 10-Year Athlete. The USOPC Athletes Advisory Committee representative is elected every four years.
- A small working group comprised of three members of the Nominating Committee or the AAC who are not running and two Nominating Committee members who are not athletes, vet candidates and recommend a ballot of one to three candidates per position available.
- All eligible 10-Year Athletes are sent the ballot with bios and resumes of the candidates.
- Those not nominated may choose to run.
- The winning candidates are announced.

NOTE: It is important to understand that one of the five athletes who serves on the Board of Directors will be elected as the AAC chair and that all four representing specific disciplines will serve on their respective discipline's International Committee Subcommittee and should consider these commitments prior to applying.

Athletes Advisory Committee: The Athletes Advisory Committee is comprised of 50 members, 10 each representing men's singles, women's singles, pairs, ice dance and synchronized skating. After the five Board members are elected, they receive automatic seats on the Athletes Advisory Committee. The alternate USOPC AAC representative, if not included in the group, receives the sixth automatic seat.

Election process for Athletes Advisory Committee:

- Eligible 10-Year Athletes may run to serve on the

Athletes Advisory Committee by submitting their bio, application and intent to serve on the AAC and any other committees.

- After the elected Board members are seated, all eligible athletes vote to elect the remaining 44-45 members.

Chair of the Athletes Advisory Committee:

- After the members have been elected, those members elect the AAC chair.
- The chair must be elected from the five members of the Board of Directors. Candidates running for the Board should consider whether they are willing and prepared to run for chair.

Designated Committees: The USOPC has determined that the following U.S. Figure Skating committees are Designated Committees: Audit, Ethics, Finance, Grievance, Nominating, International and International Officials.

Election process for Designated Committees:

- 10-Year Athletes and 10-Year+ Athletes are eligible to run and serve on Designated Committees.
- Eligible athletes will be asked to complete an application.
- After the Athletes Advisory Committee has been named, members of the Athletes Advisory Committee will elect the athlete members of the Designated Committees, per their composition designated in the rulebook.
- While 10-Year Athletes are permitted to serve, they must comprise 50% or fewer of the athletes.

Other Committees: The athlete members of all other committees may be filled by any combination of 10-Year Athletes, 10-Year+ Athletes and/or "Actively Engaged" athletes. The chairs of each respective committee appoint the members. The Athletes Advisory Committee chair must approve the roster of athletes on each committee.

SECTION 2: RESPONSIBILITIES AND EXPECTATIONS OF LEADERSHIP

BOARD OF DIRECTORS

The Board of Directors is comprised of 15 voting members. The Nominating Committee makes recommendations for 10 of the positions, which are elected by the Governing Council. Athlete members meeting the definition of a 10-Year Athlete directly elect the other five members.

The president is elected directly by the Governing Council for a four-year term; all other positions are for two-year terms. The president may serve only one consecutive four-year term; all other director positions have a limit of four-consecutive terms.

Of the pool of directors, two must be independent directors. The remaining directors must collectively represent each sec-

tion of U.S. Figure Skating, and the pool must include a variety of experiences in figure skating including: coaching, officiating, club leadership, U.S. Figure Skating leadership and a variety of professional skills.

Athletes: Four of the athletes each represent one of the four disciplines – singles, pairs, ice dance and synchronized skating. The fifth athlete is the elected USOPC AAC representative.

Officers: Once the Board is seated, it elects annually from its members the remaining officers – a vice president, a treasurer and a secretary. Illustration of Board of Directors:

PRESIDENT	DIRECTOR AT LARGE	DIRECTOR ATHLETE SINGLES
DIRECTOR AT LARGE	DIRECTOR AT LARGE	DIRECTOR ATHLETE PAIRS
DIRECTOR AT LARGE	DIRECTOR AT LARGE	DIRECTOR ATHLETE ICE DANCE
DIRECTOR AT LARGE	DIRECTOR AT LARGE - INDEPENDENT	DIRECTOR ATHLETE SYNCHRONIZED
DIRECTOR AT LARGE	DIRECTOR AT LARGE - INDEPENDENT	DIRECTOR ATHLETE - USOPC REP.

RESPONSIBILITY OF THE BOARD OF DIRECTORS

The 15 voting members of the Board possess all the powers and duties necessary or desirable to govern, establish strategic direction and set policy for U.S. Figure Skating and to oversee management of the business and affairs of U.S. Figure Skating. These responsibilities are equally shared among all directors, including athlete directors. The responsibilities and functions include:

- A. Selection, compensation, evaluation and termination of the executive director.
- B. Review and approval of the U.S. Figure Skating Strategic Plan and budget.

- C. Focus on long-term objectives and impacts rather than day-to-day managements.
- D. Oversight of the financial activities of U.S. Figure Skating throughout the fiscal year.
- E. Review and approval of the financial statements, annual reports and financial control policies and selection of the U.S. Figure Skating independent auditors.
- F. Ensure that athlete safety rules, policies and procedures comply with the requirements of the USOPC and the U.S. Center for SafeSport.

RESPONSIBILITIES OF MEMBERS OF THE BOARD OF DIRECTORS

SUPPORT ORGANIZATIONAL MISSION, VISION AND STRATEGY

- Confirm and uphold the U.S. Figure Skating mission and purpose, ensure that the mission is adhered to and carried out effectively.
- Fully understand and support U.S. Figure Skating's mission and goals.
- Set the overall strategic direction with the input and proposals of the Strategic Planning Committee.

SET POLICY AND PROVIDE STRATEGIC GUIDANCE

- Set policy and provide guidance and strategic direction to management on significant issues facing U.S. Figure Skating.
- Review and approve significant corporate actions, the Strategic Plan, business plans, etc.

- Ensure the Board and management are properly structured and prepared to act in case of unforeseen crisis.
- Maintain ethical integrity and accountability.

PROVIDE EFFECTIVE FIDUCIARY OVERSIGHT AND ENSURE FINANCIAL HEALTH

- Provide effective fiduciary oversight and accountability.
- Assist in the development and approval of an annual budget; approve financial strategies.
- Review and approve financial statements and control policies; review and accept audit.

EXPECTATIONS OF MEMBERS OF THE BOARD OF DIRECTORS

ACTIVE PARTICIPATION

- Presence at Board meetings.
- Come prepared, read material in advance, ask questions -- including those that might be difficult.
- Actively participate in discussions.
- Board Meeting Schedule: There are typically 10 regularly scheduled Board meetings per year: Three-four all-day, in-person (November, February, May), and monthly video conference meetings typically on the first Monday evening of each month.

WORKING GROUPS AND COMMITTEES

- Board members are often expected to serve on other committee reporting to the Board, for example: Audit, Compensation, Finance and Strategic Planning.

- Board members are often expected to serve on working groups or task forces to address areas of concern to U.S. Figure Skating.

BE INFORMED

- Review the website, Members Only, the Committee Handbook, the Strategic Plan / updates and other areas. Understand the organization.

SUPPORT DECISIONS OF THE BOARD

- Once the Board has discussed, debated, voted and resolved an issue, Board members should publicly support the collective decisions made.

ADDITIONAL RESPONSIBILITIES OF ATHLETE DIRECTORS

In addition to their responsibilities as directors, athletes are expected to bring the “voice” of the athlete to the Board. In order to do this, it is critical to be involved in athlete leadership throughout the organization:

- Serve as an active, engaged leader on the Athletes Advisory Committee.
- Work with the other athlete directors and vice chairs of the Athletes Advisory Committee to bring information to the athletes, lead discussions on important events and serve as a liaison between the Board and Athletes Advisory Committee.
- Participate in various working groups and task forces.
- Support athletes by volunteering to serve at various athlete programs, events and camps such as: The National High Performance Development Team Camp, Champs Camp, synchronized camps and other visible programs.
- Promote continued participation in the sport to others.
- Bring important topics and areas of consideration to the Board and Athletes Advisory Committee.
- Serve on other U.S. Figure Skating committees, including the respective discipline subcommittee of the International Committee, or ICMS in the case of the USOPC AAC representative.
- Participate in seminars, webinars and/or video conferences to communicate with the U.S. Figure Skating members, as requested.

RECOMMENDED EXPERIENCE

Athlete directors must be at least 18 years old and members in good standing with U.S. Figure Skating. In addition, the following qualifications are recommended:

- Service on the Athletes Advisory Committee for at least two seasons.
- Service on U.S. Figure Skating Committees.
- Demonstrated leadership experience within U.S. Figure Skating. For example, vice-chair of the AAC, within a committee, task force or working group, or by volunteering for U.S. Figure Skating programs, camps, events, etc.
- Demonstrated leadership and/or engagement at the local level. This can include serving as an official, on the Board of your figure skating club, with local events, as a coach, etc.
- Educational or professional experience that gives you a unique perspective.
- Understanding of and/or service on the International Committee.

Finally, the chair of the Athletes Advisory must be elected from the pool of athlete members of the Board. Candidates considering running for a Board position should consider whether they are willing to serve as chair.

ATHLETES ADVISORY COMMITTEE

The Athletes Advisory Committee is comprised of 50 athletes that meet the definition of “10-Year Athletes,” and is equally comprised of those representing women’s singles, men’s singles, ice dance and synchronized skating. The members of the Athletes Advisory Committee provide the voice of athletes

throughout out the organization and support their chair, vice chairs and athlete board members.

The Athletes Advisory Committee reports directly to the Board of Directors.

RESPONSIBILITIES OF THE CHAIR, ATHLETES ADVISORY COMMITTEE

The chair of the Athletes Advisory Committee is responsible for leading the AAC and representing the athletes throughout the organization. This is a time-consuming role.

THE CHAIR OF THE AAC SERVES IN SEVERAL ADDITIONAL LEADERSHIP ROLES THROUGHOUT THE ORGANIZATION:

- Board of Directors (see responsibilities on previous pages)
- International Committee
- Strategic Planning Committee
- Additional committees / working groups as appropriate

ADDITIONAL RESPONSIBILITIES:

- Organize and host bi-monthly meetings of the AAC and AAC Leadership.
- Serve as a liaison between the Board and AAC, keeping each apprised of the concerns, priorities and issues of the other.

- Serve as a liaison with the USOPC AAC representative.
- Lead the athlete delegates at the annual Governing Council meeting.
- Attend several major events, such as the U.S. Figure Skating Championships and Champs Camp.
- Work with U.S. Figure Skating headquarters to initiate and oversee the Athlete Election process.

RECOMMENDED EXPERIENCE:

- A deep knowledge of U.S. Figure Skating and a desire to participate in its governance.
- Experience having served as a member of the AAC, preferably in a leadership role.
- Experience serving on a designated committee or leadership in another committee.

RESPONSIBILITIES OF THE DISCIPLINE VICE CHAIRS, ATHLETES ADVISORY COMMITTEE

There are five vice chairs, one for each discipline (women’s singles, men’s singles, pairs, ice dance and synchronized skating). The vice chairs support the BOD members and AAC chair in leading the athletes.

IN ADDITION TO THE GENERAL COMMITTEE RESPONSIBILITIES, DISCIPLINE VICE CHAIRS:

- Organized the annual 3A awards.
- Attend bi-monthly AAC leadership meetings.
- Develop and participate in AAC projects, events and fund-raising activities.

- Disseminate and gather information from other athletes in their respective disciplines.
- Time commitment: About 1-3 meetings per month.

RECOMMENDED EXPERIENCE:

- Athletes should have a desire to participate in AAC activities at a deeper level and engage meaningfully with the AAC Leadership team.
- Athletes should have experience serving as a member of the AAC or another committee.

RESPONSIBILITIES OF ALL ATHLETES ADVISORY COMMITTEE MEMBERS

- Serve as an athlete delegate at the annual Governing Council meeting.
- Elect the athlete members of designated committees and the AAC Chair.
- Approve the athlete members of all committees.
- Serve as an active member of other U.S. Figure Skating committees or working groups.
- Educate themselves on activities, initiatives and issues throughout the organization to be knowledgeable when voting at Governing Council and as a committee member.
- Participate in all ballots, votes and discussion items sent to

AAC members.

- Serve as a representative, resource and role model for all U.S. Figure Skating athletes.
- Be an active participant in regular AAC meetings.

Recommended Experience:

- Athletes serving should have a knowledge of U.S. Figure Skating and a desire to participate in its governance.
- Athletes should have experience serving as a member of a U.S. Figure Skating committee, working group or participating in their local club activities.

DESIGNATED COMMITTEES

A designated committee is a committee that the USOPC has determined to have impact on decisions affecting elite athletes. Athlete members serving on designated committees are elected by the Athletes Advisory Committee. The following are designated committees:

1. Audit Committee
2. Ethics Committee
3. Finance Committee
4. Grievance Committee
5. International Committee
6. International Officials Committee
7. Nominating Committee

AUDIT COMMITTEE

The Audit Committee assists the Board of Directors with respect to matters involving the reporting, internal control, auditing, tax return and related legal compliance functions of U.S. Figure Skating.

- Reporting: Reports directly to the Board of Directors
- Members: There will be 3-5 total members, a majority on the Board.
- Athlete Members: There will be 1-2 athlete members.
- Experience: Current service on the Board of Directors preferred, professional experience in finance.

ETHICS COMMITTEE

The Ethics Committee has jurisdiction over matters under the U.S. Figure Skating Code of Ethics and Code of Conduct.

- Reporting: Reports to the Administrative/Legal Group Coordinator
- Members: There are approximately 20 total members.
- Athlete Members: Approximately seven, depending upon the number of total members.
- Experience: Interest in legal and non-profit governance issues.

FINANCE COMMITTEE

The Finance Committee works with the treasurer to prepare the annual budget and oversee financial reporting to the Board of Directors.

- Reporting: Reports directly to the Board of Directors.
- Members: Eleven members total, including the treasurer and immediate past treasurer.
- Athlete Members: Four athlete members.
- Experience: Interest and experience in finance/business.

GRIEVANCE COMMITTEE

The Grievance Committee is responsible for maintaining and administering the various grievance and hear rules and process provided under U.S. Figure Skating bylaws and rules. Members constitute the member pool from which at least two-thirds of the members of any Hearing Panel will be drawn.

- Reporting: Reports to the Administrative/Legal Group Coordinator
- Members: Fifteen total members, for three-year terms. The chair is appointed by the president upon the recommendation of the Nominating Committee and three members will be appointed from each section by the Administrative/Legal Group Coordinator.
- Athlete Members: Five athlete members.
- Experience: Interest in the grievance process, attention to detail, timeliness, ability to adhere to confidentiality. Education and/or experience in the legal field.

INTERNATIONAL COMMITTEE

The International Committee, in partnership with the Athlete High Performance Department, is responsible for selecting the athletes and teams that represent U.S. Figure Skating at international competitions. The International committee works in partnership with the High Performance Department to provide optimal international exposure for athletes in support of the High Performance Plan and the International Strategy. The goals of the committee are:

1. To select athletes and teams to earn the maximum number of medals at ISU competitions in the current season.
2. For Team USA to earn the maximum number of berths at ISU championship events.
3. To identify the best-qualified future prospects for achieving podium results at World Championships and Olympic Winter Games and to support them by strategically providing international experience.

The committee includes six subcommittees: The International Committee Management Subcommittee (ICMS), subcommittees for each discipline (singles, pairs, ice dance and synchronized skating) and an International Coaches Subcommittee.

Athletes may run for the subcommittees for which they are qualified based upon discipline.

ICMS: Includes the USOPC Athletes Advisory Council representative and chair of the Athletes Advisory Committee.

Singles, Pairs, Ice Dance and Synchronized Skating Subcommittees (for each):

- Three discipline-specific athletes that include the member of the Board of Directors representing that discipline and at least one member who has competed in an ISU World Championship.
- Athlete representatives must not have competed in any qualifying or international competitions for a minimum of two

seasons prior to their service (e.g., the season they are elected and the one prior).

- Athletes who consider running for this committee should carefully consider any conflicts of interest. Examples include coaching athletes at the international level and/or relationships with athletes who may be in contention for Team USA. It is critical that members of this committee have an unbiased perspective in their ability to recommend athletes for Team USA.
- For pairs, ice dance and synchronized skating, conflicts of interest may arise if athletes elected competed as a partner/teammate of another elected athlete. These will be addressed on a case-by-case basis to reduce bias in selection meetings.
- Time commitment is significant during the international season, with weekly meetings. Average time commitment of 2 - 5 hours per month.

International Coaches Subcommittee:

This subcommittee provides input and feedback on how international assignments (generally) should be done and input on strategies for international success. It also provides input to the High Performance Department on issues related to coaching and coach development of elite coaches. It also supports the recognition of coaching accomplishments in partnership with the PSA.

- Members: The committee will consist of approximately 12-21 members, including a vice chair and 1-3 coaches per discipline.
- Athlete Members: 4-7, depending upon the number of coach members.
- Experience: This is a good space for athletes who are developing a coaching career working with high performance athletes.

INTERNATIONAL OFFICIALS COMMITTEE

The International Officials Committee consists of three subcommittees: International Officials Management Subcommittee (IOMS), which oversees the aspects of managing U.S. Figure Skating's international officials pool (training, promotion, demotion and removals); the International Officials Selections Subcommittee, which selects the judges and team leaders for international competitions; and the International Team Leaders subcommittee, which establishes procedures for recruitment, vetting and management of team leaders.

International Officials Management Subcommittee (IOMS):

Membership: 15 members total.

Athlete Members: Five athletes (one representing each discipline)

International Officials Selections Subcommittee:

Membership: 15 members total.

Athlete Members: Five athletes (one representing each discipline)

International Team Leaders Subcommittee:

Membership: 15 members total.

Athlete Members: Five athletes (one representing each discipline)

NOMINATING COMMITTEE

The Nominating Committee is responsible for nominating non-athlete members of the Board of Directors to the Governing Council for election. It is also responsible for recommending chairs of permanent committees for the President to appoint. This is a very important committee that requires a significant time commitment, including in-person meetings, a thorough understanding of U.S. Figure Skating's structure, the Strategic Plan and must possess the ability to maintain confidentiality.

Membership: Nine members total, including three appointed by the Board of Directors and three elected by the Governing Council.

Athlete Members: Three elected by the AAC.

Time Commitment: The committee has two in-person, all-day meetings following the in-person Board meetings in November and February. This is in addition to several video conference meetings.

NON-DESIGATED COMMITTEES

The remaining committees are primarily "operating committees" that contribute to the oversight and development of specific areas of the sport. Athlete members of these committees may fit into any category: 10-Year, 10-Year+ and/or Actively Engaged. The members are appointed by the respective chair of each committee and approved by the AAC.

Serving on one of these committees is an excellent place for athletes to start their leadership journey, and it is recommended that they participate in an area that is of interest to them either as a former athlete, current athlete, to stay engaged with the sport, or even for professional experience. Interested athletes should use the U.S. Figure Skating directory to reach out to chairs and other committee leaders to express their interest.

ADMINISTRATIVE / LEGAL GROUP

SkateSafe Committee: Support U.S. Figure Skating in its commitment to providing a safe and positive environment for its members' physical, emotional and overall well-being. The committee will work with U.S. Figure Skating headquarters to support the effort to promote and educate U.S. Figure Skating members on SkateSafe policies and best practices.

Rules Committee: The Rules Committee is responsible for reviewing and recommending language for proposals for changes in the U.S. Figure Skating bylaws and rules.

ATHLETE SERVICES GROUP

Coaches Committee: The Coaches Committee supports the communication of information about rules and policies to coaches, assists in providing input for coaches' seminars and athlete development and supports the participation of coaches throughout all committees. The committee also coordinates with the Professional Skaters Association.

Memorial Fund Committee: The Memorial Fund Committee promotes fundraising for the Memorial Fund and works in partnership with the Development Department at U.S. Figure Skating headquarters to raise awareness for the fund. Members are expected to become familiar with and knowledgeable about the programs and serve as ambassadors for potential donors.

Development and Technical Committee: One each for Singles, Pairs, Ice Dance and Synchronized Skating: Each of these four committees work in partnership with U.S. Figure Skating headquarters to support objectives and programs to foster growth, development and long-term success in their respective discipline. This includes oversight of technical rules relating to competitions and tests.

Sports Sciences & Medicine Committee: The Sports Sciences and Medicine Committee works in collaboration with U.S. Figure Skating headquarters to collect, develop and adapt scientific, clinical and training information for the benefit of athletes and athlete development. The committee also supports the medical team for major U.S. Figure Skating events and Team USA athletes traveling to international competitions.

MEMBERSHIP DEVELOPMENT GROUP

Adult Skating Committee: The Adult Skating Committee supports the growth of figure skating for the Adult Skating Program. The committee creates and encourages programs that address the needs of the adult skating community, including the oversight of technical rules. In addition, the committee supports the adult skating qualifying pipeline and other competitive experiences.

It consists of four subcommittees: Athlete Services and Technical, Learn to Skate USA and Nonqualifying, Community Support and Development; and Communications.

Membership Committee: The Membership Committee is responsible for the rules governing members and clubs. In addition, the committee works with U.S. Figure Skating headquarters to develop and implement programs for membership growth and retention, to support and guide parents of athletes and to recognize members and clubs.

Subcommittees include: Learn to Skate USA Subcommittee, Parents Subcommittee and Adaptive Skating Subcommittee.

Programs and New Program Development Committee: This committee oversees skating programs outside of the traditional qualifying pipeline that supports athletes in maximizing their experience and potential. Most national programs have a competition series and national final whose rules fall under the jurisdiction of the committee.

Subcommittees include: Collegiate Skating, High School Programs, Program Innovation, Showcase, Solo Dance, State Games and Theatre on Ice.

TECHNICAL AND OFFICIALS GROUP

Competitions Committee: The Competitions Committee has jurisdiction over all competitions and oversight of the rules relating to the conduct of competitions. In partnership with U.S. Figure Skating headquarters, they are responsible for placing qualifying competitions (with the exception of the U.S. Figure Skating Championships).

Subcommittees include: Adult Competitions, Nonqualifying Competitions, Synchronized Competitions, Technology and Theatrical Skating Competitions.

Domestic Officials Recruitment and Management Committee: This committee is responsible for recruiting new officials, for the evaluation and appointment of officials, for setting standards and qualifications for service and for managing the process for the development and assessment of officials.

Subcommittees include: Judges, Technical Panel, Event Management, Recruitment and Development and Assessment.

Domestic Selections Committee: The Domestic Selections Committee is responsible for selecting officials for all qualifying competitions and for approving the selections made by LOC's hosting National Qualifying Series (NQS) events.

Subcommittees include: Judges, Technical Panel and Event Management.

Officials Training Committee: The Officials Training Committee is responsible for providing educational programs and training tools to ensure all officials are qualified to serve. This includes content at in-person schools, seminars, webinars and eLearning platforms.

Subcommittees include: Judges, Referees, Technical Panel, Accountants and Announcers/Music.

Tests Committee: The Tests Committee has oversight of the rules related to testing, including testing procedures and the conduct of U.S. Figure Skating tests.

SUMMARY OF ATHLETE ELECTION AND APPOINTMENT PROCESS

BODY	ELECTED / APPOINTED BY	ELIGIBLE TO SERVE
Board of Directors	All eligible 10-Year Athletes	10-Year Athlete
Athletes Advisory Committee	All eligible 10-Year Athletes	10-Year Athlete
Designated Committees	Athletes Advisory Committee	10-Year or 10-Year+ Athletes
Other Committees	Chair of the Committee	All Athletes

DESIGNATED COMMITTEES	OTHER COMMITTEES
Audit Committee	SkateSafe Committee
Ethics Committee	Rules Committee
Finance Committee	Coaches Committee
Grievance Committee	Ice Dance Development & Technical Committee
International Committee	Pairs Development & Technical Committee
International Officials Committee	Singles Development & Technical Committee
	SyS Development & Technical Committee
	Memorial Fund Committee
	Sports Sciences & Medicine Committee
	Adult Skating Committee
	Membership Committee
	Programs & New Program Development Comm.
	Competitions Committee
	Domestic Officials Recruitment & Management
	Domestic Selections
	Officials Training
	Tests
	Strategic Planning*

*Athlete members of the Strategic Planning Committee serve on the Board or are appointed by the AAC chair.