

U.S. Figure Skating Board of Directors

Meeting Agenda

Monday, November 6, 2023 8pm ET
via Zoom video conference

1. **Opening of the Board of Directors Meeting**
 - a. Welcome & call to order
 - b. Roll call/establishment of quorum
 - c. Approval and adoption of agenda
 - d. Conflict of interest disclosure
 - e. Acceptance of October 2, 2023, Board of Directors meeting minutes
2. **President's Report**
 - a. General
3. **CEO's Report**
 - a. General
4. **Financial Report**
 - a. Update on Q1 of FY 24
 - b. Update on financial status
5. **Requests for Action (RFAs)**
 - a. World and World Junior Synchronized Skating Team Selection Procedures
 - b. Adult Skating Committee
 - c. Technical Controller and Technical Specialist Appointments
 - d. National officials' appointments
6. **Update re., Committee Restructure Approach**
7. **Update Coaches' Integration**
 - a. Coaches Council
 - b. PSA updates
8. **New Business**
9. **Adjourn**

Next Meetings of the Board of Directors:

Monday, December 4, 2023 at 8:00pm ET – Regular Board Meeting
Monday, January 8, 2024 at 8:00pm ET – Regular Board Meeting

**U.S. Figure Skating Board of Directors
Via Video Conference
Monday, Nov. 6, 2023, 8 p.m. ET**

Present – Voting Members

Samuel Auxier (President), Jackie Chang, Jennifer Hartley, Victoria Hildebrand (Treasurer), Pooja Kalyan, Jenna Longo, Kristina Lundgren, Colin McManus, Kimberley Moore (Secretary), Heather Paige, Matthew Slatos; Kevin Rosenstein, Amanda Will (Vice President), Felicia Zhang

Present – Non-Voting Members

Todd Bromley, Anne Cammett (Past President), Troy Goldstein (ISU Representative), Pilar Helm, Tracy Marek (Chief Executive Officer), Lauren O'Toole, Elise Preston

Absent

Simon Shnapir (alternate USOPC AAC representative); Kym Worthy

Guests

None

Staff

John Anderson, Eric Fehr, Juliet Newcomer and Kelly Vogtner

I. Opening of the Board of Directors Meeting

- A. Auxier called the meeting to order and welcomed everyone.
- B. Moore confirmed attendance and a quorum using the participant list in Zoom.
- C. The agenda was adopted as amended without objection.
- D. Auxier asked the members to disclose any conflicts based on tonight's agenda.
 1. O'Toole disclosed in advance of the meeting in writing that she is being considered for a national appointment (agenda item 5 (d)).
 2. Bromley and Goldstein are being considered for national technical panel appointments (agenda item 5 (c)).
 3. Paige disclosed that she has a junior team in the ISP, so she will recuse herself from the vote for the selection procedures for the 2024 World Junior Synchronized Skating Championships.
- E. The Oct. 2 minutes were approved as presented.

II. President's Report

- A. Auxier announced that Isabeau Levito's win at the Grand Prix in France was the first gold medal earned by a U.S. woman at a Grand Prix event in seven years.
- B. Auxier reviewed the skaters who have qualified for the Junior Grand Prix Final and the Grand Prix Final so far.
- C. Auxier informed the board about an update on IT projects that he received when he was in Colorado Springs last week.
- D. Auxier notified the board that a survey is going out to constituents to gather feedback on NQS and mentioned some changes that are being considered.
- E. Auxier notified the board that he and Marek will get to meet the ISU's new director general at the Grand Prix Final in December.

III. Chief Executive Officer's Report

- A. Marek provided information on work being done on reviewing proformas and contracts for the Grand Prix and Skate America. Work is being done with Skate Canada to compare financials. Goldstein provided information on additional topics covered at the meeting including marketing, innovation and working groups.
- B. Marek notified the board that the hearing for the doping case with the Court of Arbitration for Sport is scheduled to reconvene this Thursday and Friday.

<O'Toole joined the meeting>

- C. Marek provided information on the work being done to review 2023 Skate America and previous Skate America events. Marek also provided information on the goals for ticket sales for the 2024 U.S. Figure Skating Championships and the work being done to achieve those goals.

- D. Marek reported that teams at headquarters are being challenged to have more significant brainstorming conversations on what the future could hold and what are other ways to generate more revenue.

IV. Financial Report

- A. Fehr provided an update on the FY2023 and FY2024 financials. Fehr also reviewed the Bill Spend and Expense tool that will now be used to track travel expenses. Marek, Fehr and Hildebrand then answered questions.
- B. Fehr notified the board that the budget templates will be updated in the next two weeks or so and work is also being done to refine the process. Hildebrand added that the goal is to have a good view of the FY2025 budget by the end of the calendar year.
- C. Hildebrand notified the board that the audit will be kicking off fairly soon.
- D. Auxier asked the board to consider the core business and how to add funding to support the core business.

V. Requests for Action

- A. Goldstein reviewed the World and World Junior Synchronized Team Selection Procedures. Lundgren then made the following motion:

MOTION: to approve the selection procedures for the 2024 World Junior Synchronized Skating Championships and the 2024 World Synchronized Skating Championships. **SECONDED. APPROVED.**

- B. Preston reviewed a request for action from the Adult Skating Committee. Hildebrand then made the following motion:

<Request for Action> to approve the amendments to rule 6500 as proposed. (See the corresponding report of action for full details.) **SECONDED. APPROVED.**

<Bromley and Goldstein were moved to the waiting room.>

- C. Newcomer reviewed the proposed policy for promoting international and ISU technical specialists to national technical controllers, and international and ISU technical controllers to national technical specialists. Hartley and McManus then made the following motions respectively:

MOTION: to approve the Policy on Grandfathering International Technical Panel Officials to National Appointments as presented. **SECONDED. APPROVED.**

MOTION: to approve the candidates who were recommended for national appointments in connection with the aforementioned policy. **SECONDED. APPROVED.**

The approved policy and the list of candidates who received appointments can be found later in these minutes.

<Bromley and Goldstein returned from the waiting room, and O'Toole was moved to the waiting room.>

- D. Bromley reviewed the list of officials recommended for national accountant and national singles/pairs referee appointments. Hildebrand then made the following motion:

MOTION: to approve the candidates who were recommended by the Domestic Officials Recruitment and Management Committee for national accountant and national singles/pairs referee appointments. **SECONDED. APPROVED.**

- E. Bromley reviewed the list of officials recommended for national showcase judge and referee appointments. Moore then made the following motion:

MOTION: to approve the candidates who were recommended by the Domestic Officials Recruitment and Management Committee for national showcase judge and referee appointments. **SECONDED. APPROVED.**

- F. Bromley reviewed the list of officials recommended for national Theatre On Ice judge and referee appointments. Moore then made the following motion:

MOTION: to approve the candidates who were recommended by the Domestic Officials Recruitment and Management Committee for national Theatre On Ice judge and referee appointments. **SECONDED. APPROVED.**

- G. Bromley notified the board of the national retirements since the May 2023 board meeting and presented the candidates for honorary national appointments. Moore then made the following motion:

MOTION: to approve the candidates who were recommended by the Domestic Officials Recruitment and Management Committee for honorary national appointments. **SECONDED. APPROVED.**

The list of candidates who received appointments along with the national officials who recently retired can be found later in these minutes.

<O'Toole returned from the waiting room.>

VI. Committee Restructure Update

Vogtner and O'Toole reviewed the next steps in the committee restructure project to clearly identify the challenges in the current structure. The board then discussed some of the challenges that have already been identified.

VII. Coaches Integration Update

- A. Vogtner reported that the Coaches Council had its first meeting recently, and the first coaches newsletter went out today. Vogtner also provided information on three upcoming Zoom meetings that will be held to inform coaches about the new certification structure. Paige provided additional information on the Coaches Council.
- B. Vogtner notified the board that Jimmie Santee resigned as the executive director of the PSA, and the PSA has named another staff member as their interim executive director.

VIII. New Business

Anderson gave an update on media rights.

IX. Closing Announcements and Adjournment

Moore moved to adjourn the meeting. There were no objections.

The next regularly scheduled business meeting of the board will be via video conference on Monday, Dec. 4, at 8 p.m. ET.

Meeting concluded at 9:58 p.m. ET

Submitted,



Kimberley Moore, Secretary

Policy on Grandfathering International Technical Panel Officials to National Appointments

Implemented: Nov. 6, 2023

Anyone who holds, as of the date of this policy, or earns an appointment as an international or ISU technical specialist may apply to the Board of Directors for appointment as a national technical controller, assuming the official is not coaching beyond instructing skaters as part of a learn-to-skate group lesson program as allowed in rule DOR 5.03 (B) (ISU Rule 102, paragraph 4 (b)).

In addition, anyone who holds, as of the date of this policy, or earns an appointment as an international or ISU technical controller may apply to the Board of Directors for appointment as a national technical specialist.

Applications must consist of a short bio describing the official's skating background and officiating experience and must include a head shot photo. Applications must be sent to the chair of the Domestic Officials Recruitment & Management Committee for consideration at the annual (fall) meeting of the Board of Directors, or the meeting held in conjunction with Governing Council.

Being approved as a national technical controller or national technical specialist under this policy does not guarantee that one will be recommended to test for the corresponding international or ISU appointment in the future, and those decisions will remain under the authority of the International Officials Committee and the Board of Directors.

Officials Recommended for National Technical Controller Appointments

Judy Blumberg – Ice Dance

Philipp Rey – Ice Dance

Whitney Gaynor – Singles and Pairs

Troy Goldstein – Singles and Pairs

Officials Recommended for National Technical Specialist Appointments

Kathaleen Cutone – Ice Dance

Janis Engel – Ice Dance

John Millier – Ice Dance

Todd Bromley – Singles

Laurie Johnson – Singles

Robert Rosenbluth – Singles

Dann Krueger – Synchronized

The following officials were approved for the applicable national appointments:

- National Accountant
 - Michelle Cohen, Penfield, N.Y.
- National Singles/Pairs Referee
 - Lauren O'Toole, West Palm Beach, Fla.
- National Showcase Judge
 - Nicholas Bond, Burlington, Vt.
 - Marcia Chaffee, Loudon, Tenn.
 - Carolyn Clausius, Sun Prairie, Wis.
 - Scheherezade Cleveland, Oak Park, Mich.
 - Jennifer Goulet, N Providence, R.I.
 - Jed Hopkins, Salt Lake City, Utah
 - Megan Jackson, Sudbury, Mass.
 - Rebecca Nagle, Gloucester, Mass.
- National Showcase Referee
 - Lynn Bell, Taylor, Texas
 - Scheherezade Cleveland, Oak Park, Mich.
 - Allison Duarte, Cumberland, R.I.
 - Jennifer Goulet, N. Providence, R.I.
 - Jed Hopkins, Salt Lake City, Utah
- National Theatre On Ice Judge
 - Ann Buckley, Essex, Mass.
 - Allison Duarte, Cumberland, R.I.
 - Tea Junnila, Johns Creek, Ga.
 - Christina Vandermissen, Johns Creek, Ga.
- National Theatre On Ice Referee
 - Ann Buckley, Essex, Mass.
 - Allison Duarte, Cumberland, R.I.

The following officials resigned their national after the May 3, 2023, board meeting:

- Lisa-Marie Allen, Sun Valley, Idaho – National Singles Technical Specialist – Resigned 7/10/23
- Jeanette Davey, La Mesa, Calif. – National Synchronized Judge, National Synchronized Referee, National TOI Judge, National TOI Referee, and National Showcase Judge – Resigned 6/15/23

The following officials were approved for honorary national appointments:

- Lisa-Marie Allen, Sun Valley, Idaho – Honorary National Technical Specialist
- Jeanette Davey, La Mesa, Calif. – Honorary National Judge and Honorary National Referee

Committee reports submitted for this meeting can be found on the remaining pages.

Report of the U.S. Ice Rink Association – Jeff Theiler, Chief Operating Officer

Membership

2023 has been another strong year for membership. As of Sept. 30, total membership registrations were up 11%, and revenue was up 10.4% year over year. 2022 was a record year for membership, and we are currently on pace for another record year.

Education

Our in-person instructor lead rink management and operations courses are offered April through October around the country through our North American Rink Conference & Expo event and Regional Training Programs.

2023 Course Summary (9/30/23):

- Completed: 23 Courses / 519 Students Attended
- Scheduled: 4 Courses / 43 Students Registered
- Total: 27 Courses / 562 Students

Total Course Attendance (2001 – Present): 11,521 Students

Certifications

The U.S. Ice Rink Association offers our members the opportunity to achieve three industry-specific certifications. These certifications are earned by successfully completing our core operations and management courses and maintaining a membership with the organization. These certifications are recognized and highly regarded by the ice rink industry.

- (2011 - Present): 177 - Certified Ice Rink Manager (CIRM)
- (2011 - Present): 288 - Certified Rink Administrator (CRA)
- (2003 - Present): 856 - Certified Ice Technician (CIT)

North American Rink Conference & Expo (NARCE)

The 2023 event was held June 13-16 in Buffalo, New York, at the Hyatt Regency, Buffalo Niagara Convention Center, and Northtown Center. Ten educational courses including the skating director program delivered by U.S. Figure Skating staff were held during the event. The two-day trade show was sold out with 95 exhibitor booths. Overall, 598 people attended the event, exceeding 2022 attendance.

2024 NARCE will be the 20th anniversary of the event. NARCE will be held May 21-24 in Milwaukee, Wisconsin, at the Hilton, Baird Center, and Pettit National Ice Center. Event registration will open the first week of January.

RINK Magazine

RINK Magazine is the official publication of the U.S. Ice Rink Association. Distribution of the bi-monthly publication is more than 3,000 and remains our main tool for marketing membership benefits, education programs and events to the entire U.S. ice rink industry. Several articles promoting U.S. Figure Skating programs and initiatives have been included in RINK this year.

Events

U.S. Ice Rink Association continues to provide direct event support for U.S. Figure Skating. John Monteleone, director of education, served as the lead ice technician and assisted with the ice installations to ensure the highest quality ice conditions for the following events:

- 2023 U.S. Figure Skating Championships – San Jose, CA
- 2023 U.S. Synchronized Skating Championships – Peoria, IL
- 2023 Skate America – Allen, TX

John was also responsible for scheduling Certified Ice Technicians for:

- 2023 Eastern Synchronized Skating Sectional Championships – Boston, MA
- 2023 Midwestern & Pacific Coast Synchronized Skating Sectional Championships – Rockford, IL
- 2023 ISU Four Continents – Colorado Springs, CO
- 2023 ISU World Synchronized Skating Championships – Lake Placid, NY

Governance

The following five individuals have been appointed by U.S. Figure Skating to serve as representatives on the U.S. Ice Rink Association Board of Directors to provide leadership and guidance for the organization:

- Jon Jepson – Vice President
- Elise Preston – Secretary
- Rockne Brubaker
- Isabella Cannuscio
- Alex Chang

U.S. Figure Skating Support

Our staff and Board of Directors continue to work diligently toward supporting U.S. Figure Skating in the following areas:

- Safe and professionally operated ice rinks for U.S. Figure Skating members
 - Industry leading operations and management educational courses for ice rink owners and operators
 - Professional Designations: Certified Ice Technician; Certified Rink Administrator; Certified Ice Rink Manager
 - North American Rink Conference and Expo – Annual educational conference and trade show
 - Regional Training Programs – One and four-day seminars
- Direct support for U.S. Figure Skating events and activities
 - U.S. Ice Rinks staff on-site to support host facility during events as lead ice technicians.
 - Certified Ice Technician (CIT) training for U.S. Figure Skating volunteer ice technicians
 - Presentations for Club Connections & Club Education webinars
- Promote U.S. Figure Skating & Learn to Skate USA programs to ice rink owners/operators.
 - NARCE – Trade Show booth and skating director education program
 - RINK Magazine – Sent to all indoor ice rinks in the United States
 - RINK Network – Weekly e-newsletter sent to all U.S. Ice Rinks members.
 - SKATING Magazine – Distributed to all U.S. Ice Rinks members.
 - USICERINKS.COM – Web links to usfigureskating.org on every page
 - U.S. Figure Skating & Learn to Skate USA program brochures included in all U.S. Ice Rinks membership packets.

For the rest of 2023 and beyond, our staff and Board of Directors will continue to work diligently toward meeting our mission: **“To advance the ice rink industry through membership, world class education, training, resources and events”**

Report of the Audit Committee – Sharon Hatcherson, Chair

This is my fourth year as chair of the Audit Committee. The Audit Committee is comprised of the following people: Jordan Alexander (athlete member), Jackie Chang, Tessa Hedges (athlete member), Sharon Hatcherson, Victoria Hildebrand, and Kimberly Moore. The Audit Committee plays a key role in assisting the Board of Directors in relation to financial reporting, internal controls, audit, tax return, financial risk management and related legal compliance functions of U.S. Figure Skating and The U.S. Figure Skating Foundation. It is not the duty of the Audit Committee to plan or conduct audits or to determine that the organization’s financial statements are complete and accurate and are in accordance with generally accepted accounting principles. That is the responsibility of management and the independent auditor.

Our first meeting of the fiscal year occurred on Aug. 7, 2023, via Teams. The purpose of this meeting was to discuss the closing of our fiscal year-end books, introduce new members, review the duties of the Audit Committee and goals for the upcoming year, discuss the results of the RFP process for our audit firm selection and to elect a chair of the committee for the current fiscal year. The attendees of this call were Eric Fehr (U.S. Figure Skating chief financial officer), Tracy Marek (U.S. Figure Skating chief executive officer) and members of the Audit Committee. Sharon Hatcherson was elected by the Audit Committee as chair.

Stockman, Kast, Ryan & Co have been our auditors for more than 10 years, and U.S. Figure Skating has not done an RFP (request for proposal) from audit firms in over those 10+ years. Our audit partner never changed in those years. One of the duties of an Audit Committee is to evaluate our audit firm each year and periodically do an RFP process to ensure we are getting the best service, a reasonable price, that the audit firm adequately tests our controls, uses the latest technology and effectively addressed risk to the organization. We were due for an RFP process and, with the departure of our prior CFO, we felt the timing was right.

Below is a summary of the RFP process:

- Five firms were chosen to send an RFP based on the following criteria:
 - Previous NGB experience or USOC experience
 - Previous non-profit experience
 - Reputation
 - Firm size, sufficient number of CPAs, low turnover
 - Technology
 - No conflict of interest with U.S. Figure Skating (i.e. do consulting work for us)
- RFPs were sent to the five firms:
 - Stockman, Kast, Ryan and Co (current audit firm)
 - Price Waterhouse
 - Grant Thornton
 - Plante Moran
 - BiggsKofford (previous auditors of USFS before Stockman Katz)

Note-Waugh Goodwin does the books for the Foundation and therefore has a conflict of interest and was not sent an RFP.

Eric Fehr, Sharon Hatcherson, Sam Auxier (U.S. Figure Skating president), Coco Shean (U.S. Figure Skating Foundation) and Vicki Hildebrand (U.S. Figure Skating treasurer) reviewed the RFP proposals and unanimously chose Plante Moran. The Audit Committee had no concerns with this choice and agreed with the selection of Plante Moran.

The Audit Committee will have a meeting in late October and will also have another meeting with Plante Moran. It is typical for an Audit Committee to meet directly with the auditors prior to the start of the audit.

If there are any questions or concerns, please do not hesitate to contact me.

Report of the Athlete Services Group – Lauren O’Toole, Coordinator

Overview

- Singles Development and Technical Committee considering re-naming the well-balanced track to the championship track.
- Singles Development and Technical Committee exploring removing no test and pre-preliminary beginning with 2024-25 season.
- Singles season starting in March 2024. With the well-balanced program requirements out of the rulebook, the Singles Development and Technical Committee has flexibility to start earlier and avoid confusion during spring competitions on which rules each competition is using. Lauren has been partnering with Megan Romeo, the Technology Team, and the Competitions Committee to finalize a timeline.

Discussions and Study Groups for Singles Development and Technical Committee (research only, no RFAs)

- Age Banding: Looking at options for the future based on past-season data.
- Open Juvenile / Juvenile Singles Discussion: Examine if open juvenile still has a place in the pipeline, or is this level a duplication of what is available elsewhere.

Report of the Giving Programs Committee – Ouida Robins, Chair

It is an honor and a privilege to serve as the chair of the Giving Programs Committee in its inaugural year as a permanent U.S. Figure Skating committee. We have expanded the scope of our committee work to include general fundraising, establishing criteria and eligibility for U.S. Figure Skating scholarships, and providing input towards the budget and amounts of all U.S. Figure Skating giving programs.

This fall, our committee will oversee numerous grants, awarded to skaters from every skating discipline, representing many different aspects of our sport, allowing for diverse and meaningful participation for all. Through the end of the year, our committee will oversee:

- Competitive Skaters Assistance Program
- Academic Scholarship Program
- Mabel Fairbanks Skatingly Yours Fund
- Collegiate Championships Award
- Carol's Fund Awards
- Cecilia College Memorial Fund Award
- Hershberger Award

Also, throughout the season, our committee will host regular meetings to build our fundraising capacity and assist crowd-sourced funding projects like Friends of Figure Skating, as well as general funds for U.S. Figure Skating programming.

For their invaluable collaboration, I would especially like to thank: Nora Reilly (U.S. Figure Skating development officer), Kelsey Gislason (U.S. Figure Skating staff liaison), Pilar Bosley (group coordinator), Lynn Auxier (Giving Programs Committee vice chair), Justin Dillon (U.S. Figure Skating senior director of athlete high performance), and The U.S. Figure Skating Foundation.

Report of the Pairs Development & Technical Committee – Marc Weitzman, Chair

The Pairs Development and Technical Committee continues to work in partnership with the U.S. Figure Skating Athlete High Performance Department to support the objectives and programs to foster growth, development, and long-term success of pair athletes in the United States.

The Pairs Development and Technical Committee worked together this summer to ensure all the technical information, program charts and handbooks were updated in accordance with new ISU rules and published on the website prior to the National Qualifying Series (NQS). The committee established a minimum score for senior pairs to advance to the 2024 Prevagen U.S. Figure Skating Championships, which was approved by the Board of Directors. In addition, the committee worked with the Tests Committee to establish new minimum scores and requirements for pairs tests taken with an IJS protocol.

To open the season, the 2023 Pairs Camp took place in June in Colorado. Athletes attending the camp ranged from juvenile through senior teams as well as targeted singles skaters who were given the opportunity to experience pairs. On-ice and off-ice sessions from national and international coaches were offered along with feedback sessions led by national and international officials over the course of five days.

The 2023-24 National Qualifying Series is underway for pair skaters culminating with the U.S. Pairs Final held in conjunction with the Pacific Coast Sectional Singles Final in November. The top four novice, top eight junior and top 12 senior teams will then compete at the 2024 Prevagen U.S. Figure Skating Championships in January. Immediately after the U.S. Championships, the 2024 National High Performance Development Camp will be held for nine juvenile, intermediate and novice teams.

The Pairs Committee has identified the following areas to address over the current year:

- Continuing to review the current pipeline for pairs and determining if changes should be made.
- Continuing to evaluate current rules and features and determining if changes should be made (evaluation discussion to be held following the National Qualifying Series events).
- Encouraging entry into pairs as a supplement to singles skating by increasing exposure to the discipline as well as creating content to help coaches form pair teams.

- Establishing a mentorship program between experienced pair coaches and those newer to the discipline and encouraging more collaboration between all pair coaches.

The Pairs Development and Technical Committee will work to support the efforts of advancing pairs skating in the United States and will continue to seek ways to better utilize resources that will create opportunities for growth and development of our pair teams.

I would like to thank the vice chair of technical, Wendy Enzmann, and the vice chair of development, Jeffrey DiGregorio, for their time and invaluable insight. In addition, thank you to all my committee members and ISU rep, Troy Goldstein, for their passion for pairs skating, and to all U.S. Figure Skating headquarters staff, especially Justin Dillion and Kyoko Ina, for their support.

Report of the Singles Development & Technical Committee – Stefanie Mathewson, Chair

1. Task Updates:
 - a. Minimum Score – Board Approved; TN#298
2. Feedback & Reflections:
 - a. Protocol Feedback Initiative
 - i. Well received. Can this go down to all levels that do IJS for spins?
 - ii. Stef will contact Ed Mann for feasibility in software – this is possible, determine launch date in conjunction with Excel.
 - iii. Potential future option for key points to include cluster detail – balance with role of data input challenges.
 - b. Athlete Score Profiles
 - i. Location shared – Page 28 of NQS handbook
3. Discussions:
 - a. Juvenile / Open Juvenile – Does open juvenile have a place in Excel, and can we eliminate the category, and will the athletes have a space in another pipeline? Collect data for elements executed this year to compare to Excel juvenile. (would be balloted in 2024 for 2024-25 season.)
 - i. Collect data about number of entries in open juvenile AND scores in open juvenile vs. juvenile.
 - ii. Does this discussion need to happen in conjunction with age banding, as juvenile is the only level with the age restriction that impacts athlete journeys. The intermediate age seems less restrictive.
 - iii. Consider space for male journey, later starters.
 - iv. Is this a coaching decision?
 - v. How do we streamline the choices for beginning coaches and athletes and parents?
 - b. Compression of no test and pre-preliminary with a starting point of pre-preliminary / Excel pre-preliminary (would be balloted in 2024 for 2024-25 season)
 - i. Juliet and Stef will get Aspire details.
 - ii. These levels should empower, encourage and reinforce, not confuse.
 - iii. How do we streamline choices so they make sense developmentally and are inviting and manageable to coaches and athletes and parents?
 - c. TABLED – Choreo Program Concept
 - d. Step Sequence Level Progression – Juvenile, Intermediate, Novice
 - i. Support for ChSq in Novice.
 - ii. Possible hybrid – make sure that evaluation and definitions clear when considering changes to element.
 - iii. Might the pChSq be required to include an edge element and or a turn sequence?
 - iv. How might the Choreo Program Concept help develop some of these skills?
 - e. TABLED – Dovetailing Excel and Championship (WB) pipelines.
 - f. TABLED – Master doc of Championship, Excel and Tests (Dana & Stef).
 - g. TABLED – Future RFAs – to make all deductions novice and below commensurate with fall deductions (Who is responsible? - boxes 1, 2, 3, 4 & Rules 1071 & 1403) (Stef, Brenda, Gale).
4. Study Groups:
 - a. Singles Test Requirements – Assess content of charts, location, unintended consequences of having three program requirements charts for Singles (WB/Championship and Testing and Excel) (Anthony, Marc, Stef)
 - b. Age Banding – Options for the future, study of trends with 2022-23 and 2023-24 data (Alex, Stef)

- c. Fundamental Skating Skills Program (Instagram) - Funded! Needs to be operationalized (\$1,000 funding for staff at headquarters to screen and post) (Misha, Jed, Stef)
 - d. TABLED – Fundamental Skills Progression – In collaboration with sports sciences, high performance development, based on long-term athlete development models
5. Future meeting dates (based on when report was submitted):
- a. Meeting #2 – Sept. 18, 2023
 - b. Meeting #3 – Oct. 16, 2023
 - c. Meeting #4 – Nov. 13, 2023
 - d. Meeting #5 – Dec. 18, 2023
 - e. Meeting #6 – Jan. 15, 2024 (Dr. Martin Luther King, Jr. Holiday)
 - f. Meeting #7 – Feb. 12, 2024
 - g. Meeting #8 – March 11, 2024
 - h. Meeting #9 – April 8, 2024 (Final 2023-2024 SDTC Meeting)
 - i. Meeting #10 - Late April 2024 Sectional Book Calls
 - j. Meeting #11 – May 2024 Governing Council

Report of the Sports Sciences & Medicine Committee – Dr. Fred Workman, Chair

We have been successful in supporting the competitions assigned to us and are now on the homestretch of winter and spring 2024. The daily handling of event staffing and emergent athlete medical issues continue here and abroad. This is our principal focus.

We have been able to add and deploy several new providers. Hopefully, these new pool providers will remain in the pool and continue to serve our athletes.

Athlete High Performance staff, in collaboration with committee members, have handled many emerging questions regarding the ever-changing medical landscape with regards to geographical prevalence of transmittable illnesses. Staff and volunteers have contributed to publication, revision and distribution of educational materials to athletes and clubs via websites and postings. These topics include training, nutrition/REDS, mental health, anti-doping, concussion, transmittable illnesses and Medical Action Plan guidelines. We have actively contributed guidelines for U.S. events and coaches in terms of safety and medical coverage.

The committee is continually updating COVID-19 trends to specific traveling teams and releasing communications regarding event-specific nutritional information and mental health action plans. Committee members have regularly participated in USOPC Quarterly Medical online meetings and in-person medical conferences each spring and fall in Colorado Springs, the next being in February 2024 at the U.S. Olympic and Paralympic Training Center in Colorado Springs.

The committee will be focused in the off-season on engineering the best way to provide coverage for established and new events with the best combination of providers. Additionally, the medical bag and what it contains will be addressed, as its size and cost limitations are directed by the population that it is engineered to support. We will form other ad-hoc groups to formulate a plan to support all who inquire and solicit our assistance.

We will be forming more defined subgroups within the committee looking at specific tasks and utilizing members' desire and talents.

Thanks to the tireless support from Dr. Gretchen Mohny (director, high performance medical and performance services) and Jennifer Bobino (manager, high performance). Both are providers who also serve the most directly coordinating the medical needs of Team USA athletes and communicate with the pool providers/committee. Also, greatly appreciated is Justin Dillon and the entire Athlete High Performance staff under his direction.

On behalf of myself and my associate chair, Dr. Kristin Abbott, we thank you for your support!

Report of the Synchronized Development & Technical Committee – Felicia Haining-Miller, Chair

For the 2023-24 season, the agreed-upon four key focus areas are:

- Athlete support and development and coaches' growth
- Provide timely, transparent, and consistent communication
- DREAM Program
- Continue the evaluation of the synchronized skating pipeline and use the data to guide future IJS transitions and programming across the discipline to support development of our athletes and strengthen our teams

In each area of the committee, we have made significant progress on the initiatives outlined above.

We hosted a ***Virtual Coaches College*** in August with 159 coaches registered. Live sessions included *Mental Training* with Dr. Lauren McHenry; a *2023-24 domestic and international rules update*; a *Bystander Intervention Training* with Kadari Taylor-Watson; a session focused on *Strategies to Maximize Points*, and Heidi Thibert and Heather Paige joined us to give an overview of *Coaches Integration*. In addition to the live classroom sessions, we also hosted roundtable discussions by level to open the lines of conversation and provide a comfortable setting for questions. These sessions proved to be inspiring for both our coaches and faculty. The connection and knowledge-sharing were mutually beneficial.

Coach Connect has kicked off its fourth season, and partnerships are underway for the 2023-24 season.

The Synchronized Development and Technical Committee resumed ***coach office hours*** on Sept. 26 hosting roundtable discussions by level to answer questions from our coaches. Our next ***coach office hours*** will be Oct. 17 with a *Referee Review* ahead of the start of the nonqualifying season. We will host office hours throughout the season.

The committee is looking forward to hosting the ***Coaches Education Program, Domestic*** during the 2023-24 season. Applications for this program will open in November. Here's what one of our 2022-23 season participants shared about the program. *"The Coaches Education Program was a privilege to be a part of. It was a great combination of one-on-one Q & A, learning to call from the stands in real time, and guest speakers who took the time to explain from the front lines of coaching, their challenges and triumphs. The Houston Elite program is quite isolated in the southwest region, and it was wonderful being recognized as a candidate from USFS. As a coach, I benefitted the most by the detailed discussions with our leaders, not only about the rules, but also getting other perspectives on the organizational logistics that make up a successful program. It touched on a wide range of topics, which truly made it a well-rounded program."* (Lisa Dahl, Houston Elite). Due to budgetary reasons, we are unable to offer the international segment of this program.

Our ***DREAM Program*** athletes continue to promote and present synchronized skating in a positive light. They create fantastic social content: training series featuring them, as well as synchronized skaters across the country and all levels; custom curated Spotify playlists; motivational quotes and educational graphics. They are also working on a newsletter, webinar series and in-person activations at competitions.

Working groups were established within the committee to continue to move the discipline forward. Working groups include ***Adaptive Skating; Adult Synchro; Coaches Development Program; Collegiate Synchro; Data Analytics; Diversity, Equity and Inclusion; DREAM Camps & Athlete Programming; Progression Documents for Synchronized Skating; and Synchronized Skating Media Planning***. Projects were categorized into short-term and long-term durations, and every committee member has an opportunity to participate.

As we embark on the season, I would like to express my gratitude to all members on the committee, including Vice Chairs Rachael Naphtal (technical) and Rebecca Finder (development) for their collaboration and dedication to synchronized skating. I'd like to express a special thanks to our group coordinator, Lauren O'Toole, and to Kyleigh Gaff and Taylor Kay for tirelessly supporting the advancement of synchronized skating.

Report of the Adult Skating Committee – Stephanie Roth, Chair

It has been exciting and educating stepping into the role of the chair for this committee, I would like to share what we have done.

After a very successful year of solo free dance, we have expanded to five levels, adding pre-silver and pre-gold to the existing bronze, silver, and gold levels.

Championship solo dance made its debut in the qualifying season.

This season we are excited for bronze to be judged under the international judging system at adult championships. We are looking forward to bringing some fun, educational things to our social media platforms.

Leadership Team

- After reevaluation we have aligned our solo free dance test names with the standard track.
- Vice chair of showcase worked with the Showcase Subcommittee to adjust floors and ceilings on showcase level requirements.
- Rulebook housekeeping updates to rules 2055, 8710, 8720, 8730, 8740.

Agenda Items for the Season

- Review the Special Achievement Awards, making sure they are serving their purpose and, if not, aligning them to do so.
- Consider IJS for solo dance events in the future.
- Present an educational webinar on spin positions and features.
- Present video series with tips and tricks for navigation adult life and skating.

Athlete Services and Technical

- The 2023-24 Adult Calling Clarifications have been published.
- We would like to host a webinar for IJS for bronze skaters.
- Competition schedule guidelines were updated by the national vice chair with help from the Competitions Committee.
- Communication has gone out to educate skaters on the new levels for solo free dance.

Learn to Skate USA and Nonqualifying

- We participated in a Q&A for adults interested in getting into competition.
- We have launched another season of the Adult Competition Series.
- Nonqualifying and Compete USA templates have been updated.

Communications

- We actively maintain the Adult Skating Program website.
- We are actively updating our Facebook page and keeping up-to-date information available.
- We keep a running list of adult competitions, camps, events on our Facebook page.
- Follow us on social media:
Instagram: @usadultskating
Facebook: U.S Figure Skating – Adult Skating Committee
YouTube: U.S Figure Skating Adult Committee

Thank you for the support to the many headquarters staff and committees we work with – Casey Mallory, Juliet Newcomer, Anthony Iarriccio, Brenda Kickert, Megan Romeo, Kathy Dreves, Daren Paterson, Elise Preston, Sam Auxier, and the Competition Committee for seeing the value in our community and helping to guide us.

Report of the Membership Committee – Cathryn Schwab, Chair

The 2022-23 season was filled with membership success, from breaking membership records once again, to refreshing membership rule language to remove confusion, and adding the Aspire and coaches membership categories. None of this would have been possible without the tremendous efforts from volunteers, clubs, programs, athletes, coaches, and headquarter staff and leadership.

Learn to Skate USA continues to be our best vehicle to introduce new participants to ice sports, and Aspire continues to grow in brand recognition, standing out as a great tool to capture and transition new enthusiasts into full U.S. Figure Skating members. With the addition of the Aspire program and individual memberships, we're excited to see the number of programs and members that we will add in 2023-24. As of the Sept. 4 Membership Committee Meeting, Aspire had received 128 new programs and more than 600 Aspire members.

The Parents Subcommittee met on Aug. 8 and discussed updates for the Parent Guidebooks, parent education videos and webinars, an Aspire Parent Welcome Letter, and areas to provide educational opportunities for parents/guardians.

The Adaptive Skating Subcommittee is continuing its work on an Adaptive Skating Toolkit, along with multi-season projects that began in the 2022-23 season.

During the 2022-23 season, Mary Klugherz and Lainie DeMore created a Strategic Planning Toolkit for clubs, introduced the toolkit at Governing Council, and are currently working with a sample of clubs in a pilot program to assist these clubs. They will finetune the materials through the pilot program to be most helpful for all clubs that would like to benefit from this great toolkit in the 2023-24 season and beyond.

The participation growth that we have seen in high school, intercollegiate, National Showcase, and the Excel Series, along with synchronized skating teams' and Theatre On Ice Teams' success at early stages of involvement indicate the trend and desire for both community/team and easy to navigate programs for our skaters. As we explore pathways to creating this sense of community and understandable, packaged training programs for each of our disciplines, we'll increase participation and development up our pipeline, resulting in better member retention and athlete success.

The Membership Committee is focused on supporting each facet of U.S. Figure Skating's membership and discussed areas of focus to support our strategic plan during our August meeting. The 2023-24 calendar is filled with webinars, in-person workshops, and virtual opportunities for members to learn, grow and network. General events include, but are not limited to:

Learn to Skate USA

- Instructor Workshops
- Instructor and Director Webinars
- NARCE, Governing Council, Skate Festivals, and National Skating Month

Aspire

- Director & Club Webinars
- Outreach and follow-ups

Club Education and Networking

- Club Connections & Board Updates
- Club Coffee Chats & Follow Ups

Membership

- PSER Rule refresh, updating and making rules current and in line with bylaws and existing and updated rules.
- Updating and refreshing online membership video library as needed.
- Updating FAQs and one-pagers of helpful topics to include Navigating Club/Facility Partnerships for Success Best Practices

In addition to the above, the membership committee will work collaboratively to support opportunities for membership throughout the season with our many great programs including DEI, Icemen, Alumni Connect, Excel, Showcase, TOI, Synchronized Skating, Adaptive Skating, and Adult Skating.

Thank you to Elise Preston, Membership Development Group coordinator, for your guidance and leadership, to each of our vice chairs: Michele Blatt, sanctions & eligibility; Calvin Carson, councils & associations; Alan Wolf, rules & policies; our national vice chairs: Louis DiToppa, Parents Subcommittee; Courtney Fecske, Adaptive Skating Subcommittee; Chad Goodwin, Learn to Skate USA Subcommittee; Jill Stewart, Aspire Subcommittee; to each of our committee and subcommittees members, headquarters staff, and Susi Wehrli McLaughlin, without whose leadership, we would all be lost. We are so fortunate for your willingness to serve!

Report of the Aspire Subcommittee – Jill Stewart, National Vice Chair

Since my 2022 Fall Report, my subcommittee has grown substantially! Last year it was me and Daniel Palmeri, and now there are 10 on the subcommittee! I've had 62 Aspire engagements between Governing Council and today (almost double from last year); most have been email exchanges, and about a quarter have been phone or Zoom calls.

In May, I was on a panel presentation for Aspire at the Professional Skaters Association Summit. In June, the Aspire program membership for U.S. Figure Skating was launched; and in July, the Aspire skater membership was rolled out. The Aspire competition levels were announced this past summer. And we held an Aspire Zoom call for U.S. Figure Skating on Sept. 14.

I am still getting requests about 'what is the Aspire Program' and helping rinks, clubs and skating directors set up their programs. Most of the communications I have had have been to do with the Aspire program and Aspire skater registrations/memberships. Each constituent whom I have talked with has unique circumstances within their clubs and/or rinks when it comes to Aspire. Most recently, I have had conversations about the Aspire Competitive levels.

It has been a busy year! Aim Higher With Aspire!

Report of the Programs and New Program Development Committee – Gerald Miele, Chair

Below you will find reports from the subcommittees and their vice chairs that make up the Programs and New Program Development Committee — High School Programs, Collegiate Skating, State Games, Solo Dance, Showcase, Theatre on Ice, Excel, Icemen and Program Innovation. We have experienced a growth in participation in our programs over this year, National Showcase had more than 1,200 starts for example. We are also excited to note there will be a new open level in the Gold Cup portion of Nations Cup (this year held in Bordeaux, France). We will be bringing 20 teams plus adaptive as well! I want to welcome Lexi Rohner to the committee as our new national vice chair for Icemen, as Matthew O'Toole has had to step down.

I would like to thank each of my committee vice chairs for their hard work and commitment to their areas of expertise. As you will see, the activity within each one of them varies. These subcommittees are vital to providing skaters with added value to our membership by giving them more opportunities to compete and be involved in skating.

I am looking forward to a new season for these programs. To all the staff members who work with us at U.S. Figure Skating, I and my vice chairs could not do any of our work without your support and guidance. Thank you for your assistance and your advice. You make our jobs so much easier.

Collegiate Skating Subcommittee – Scott Brody, National Vice Chair

I am honored to be starting my fourth year as national vice chair of the Collegiate Skating Subcommittee. All pertinent updates to the collegiate skating programs can be found below in this report.

Intercollegiate Team Skating

The 2023-24 season marks 25 years of intercollegiate skating. We are beyond excited to make the entire season a celebration of the past 25 years of this amazing collegiate skating program. The intercollegiate season will run from

November 2023 to April 2024. Intercollegiate Conference Competitions this season will be hosted by New York University, The Skating Club of Boston, Skating Club of Utica, University of South Florida, University of Delaware, North Carolina State University, Western Michigan University, University of Wisconsin – Madison, The Ohio State University, Colorado State University, University of Denver, and University of California Los Angeles. The 2024 National Intercollegiate Final will be hosted by the NYS Olympic Regional Development & Skating Club of Lake Placid. Results from intercollegiate competitions can be found on [U.S. Figure Skating Fanzone](#).

Registration management has been a major pain point the last few seasons, taking up a large portion of time of headquarters staff and volunteer committee members. This season, an interim solution has been developed to bring the intercollegiate program onto EMS. By having intercollegiate registration managed through EMS, we can have everything tied to the database, manage compliance with greater accuracy, and track skaters in this program to see the full pipeline of competition history as U.S. Figure Skating members. Additionally, it will provide more consistency for the teams and efficiency for headquarters staff and subcommittee members. The current solution is an interim fix, and the hope is that a more customized update will be made in the future that can better support the nuances of the intercollegiate program.

Synchronized Skating

There were 13 collegiate teams entered to compete during the 2022-23 qualifying season. The national medalists in the Collegiate Division were as follows: Miami University (1st), University of Michigan (2nd), Western Michigan University (3rd), and Trine University (4th). In the open collegiate division, nine teams competed at the Midwestern Synchronized Skating Sectional Championships, and six teams competed at the Eastern Synchronized Skating Sectional Championships. Both Miami University and Adrian College had senior teams named to Team USA this season, and Miami University competed at the ISU World Synchronized Skating Championships. Results from synchronized skating competitions can be found on [U.S. Figure Skating Fanzone](#).

Collegiate Championships

The 2023 U.S. Collegiate Championships and second ever U.S. Collegiate Invitational were held in San Jose, California, and hosted by the Peninsula Skating Club. Events were held Aug. 3-4, 2023. There were 149 starts registered: 49 were part of the qualifying combined events, and 100 were part of the nonqualifying invitational portion. The medalists from the qualifying combined events are as follows:

	Senior Women	Senior Men	Junior Women	Junior Men
1st	Wren Warne-Jacobsen	Michael Xie	Lindsey Byer	Andriy Kratyuk
2nd	Lindsay Wang	Eric Sjoberg	Talia Lerner	Kelvin Li
3rd	Brynn Roberts	Goku Endo	Jayna Hosman	Samir Mallya
4th	Erica Machida	Lucas Altieri	Grace Clifford	Zachary Fogt

Scholarship monies totaling \$17,000 were awarded. Senior Women and Men's Champions will receive \$4,000; Senior Women and Men's 2nd Place will receive \$2,000; Senior Women and Men's 3rd place will receive \$1,000; Junior Women and Men's Champions will receive \$1,000; Junior Women and Men's 2nd Place will receive \$500. The awards will be distributed following the winners' successful completion of their full-time fall term/semester.

Our team was very pleased with the numbers and growth of the invitational portion. We hope that in 2024 the U.S. Collegiate Championships & Invitational can be held as a standalone event to bring back more collegiate camaraderie. We have surveyed attendees from the 2023 event and plan to review the data to see how to best improve the competition.

Collegiate Ambassador Program

The 2023-24 season marks the fourth year of the Collegiate Ambassador Program. A total of 54 new and returning applications were submitted. The following ambassadors were selected to return to the program: Angela Boshier (The Ohio State University), Holly Ebner (Michigan State University), Maria Gruszczynski (University of South Florida), Cassidy Idenoshita (University of Southern California), Kelvin Li (University of California Berkeley), Sydney Moreno (University of Delaware), Hannah Oo (Stanford University), Erin Regan (Sacred Heart University), and Madalyn Taylor (Western Michigan University). The newly selected ambassadors are as follows: Audrey Lu (University of California Los Angeles), Ian Kang (University of Denver), and Megan Westphal (Adrian College). We are very excited to welcome our new ambassadors and welcome back our returning ones. The applications we received were extremely impressive.

Outreach and Engagement

Our subcommittee and the Collegiate Ambassador Program launched an Instagram account ([@uscollegiateskating](https://www.instagram.com/@uscollegiateskating)) on Nov. 9, 2020. Since the launch, we were very excited to see the rapid growth and interest from the skating community. The account just passed the milestone threshold of 6,000 followers. Our target audience is prospective collegiate skaters in high school, current and past collegiate skaters, as well as their friends and family. The account aims to educate our followers on the opportunities available to continue or start skating in college, provide a glimpse into the life of collegiate skaters via account takeovers, highlight the hard work of intercollegiate and collegiate synchronized skating teams from across the country, and highlight [blog posts written by the Collegiate Ambassadors](#).

Many thanks to Vice Chairs Ai Ohno (intercollegiate) and Ashley Korn (synchronized), the entire Collegiate Skating Subcommittee, as well as Chloe Roberts, Megan Romeo, Susi Wehrli McLaughlin, Kelly Vogtner, and Kyleigh Gaff at U.S. Figure Skating headquarters.

Excel Subcommittee – Marc Weitzman, National Vice Chair

The Excel Subcommittee completed the 2023 Excel Series in early June. This year, more than 1,890 skaters competed in series competitions throughout the country, a 42% increase from 2022.

In July, we were thrilled to hold the 2023 Excel National Final in Cedar Park, Texas. The event brought together 585 athletes from across the country with more than 850 starts. This four-day festival consisted of an invitation-only series final for skaters qualifying during the series and an open-invitation series final for skaters in open events. In addition, qualifying athletes participated in a camp consisting of off-ice dance and performance classes, IJS seminars, on-ice skating skills and performance class, stretching, and Team USA meet-and-greet sessions. The festival also included parents education, Icemen sessions, and off-ice camp sessions for the open-level skaters. The competition culminated in a special on-ice group number flash-mob style performed by all the Excel qualifying athletes. We were thrilled to have outstanding faculty for the camp including Kaitlyn Weaver, Jason Brown, Starr Andrews, Jean-Luc Baker, Paula Wagener, Polina Edmunds, Liz Schmidt and Sean Rabbitt.

The theme for the 2023 Excel Series was “Excellent Execution”. To promote this theme, pins were awarded to athletes receiving at least one +3 from a judge on their protocol, and presentation trophies were awarded at each level to the skater receiving the highest components score at the National Final. In addition, two Founders’ Trophies were awarded to the one man and one woman with the best overall presentation as voted on by the officials.

The feedback from the event has been overwhelmingly positive. I would like to thank The Austin Figure Skating Club, LOC Chair Lynn Goldman, Chief Referee Lauren O’Toole, Chief Accountant Lainie DeMore, headquarters staff, and all our officials who contributed to a successful and positive experience for these athletes.

Currently, the committee is reviewing submissions for 2024 Excel Series competitions, finalizing a location for the 2024 Excel National Festival and preparing a rules and requirements review for the 2024 season. In addition, the subcommittee is continuing to discuss how to manage the explosive growth in the Excel program while keeping our mission.

Special thank you to Elise Preston for her tireless effort and countless hours in promoting the Excel program, to the entire Excel Subcommittee for their continued passion and enthusiasm, and to Susi Wehrli McLaughlin and Casey Mallory at headquarters for their support.

Icemen Subcommittee – Lexi Rohner, National Vice Chair

Overview

The many iterations the Icemen Program has maintained over the past years have resulted in a meager attraction for male skaters. Retaining, encouraging and developing male figure skaters into a larger cohort can be challenging. In 2023, there appears to be a growing interest in activity. Developing new documentation and cultivating new opportunities to guide male skaters, clubs and activities, are the foci of this year’s efforts. An assessment of available tools and resources indicates the need for specific action items to move Icemen into a more robust development pipeline, with better and more solid opportunities for involvement nationwide, and alignment with the U.S. Figure Skating strategic plan/goals. The activities and goals below align with the strategic plan items above. There are additional goals that will be added throughout the year.

Current Activity

- Some LOCs have actively created activity(ies) for male skaters entered in competitions. Skate San Francisco continued their tradition of a bowling afternoon/pizza at their 2023 event. Photos and a brief write up were shared for SKATING magazine publication.
- The Cottonwood Heights FSC is hosting a brief Icemen meet up at their annual Oktoberfest in September 2023.
- In approximately 2018, a Facebook group was created for mothers of male skaters. The group has grown to 122+ members and serves as a place for moms to discuss competition clothing sourcing, learn about possible Icemen events and connect with each other at competitions nationwide.
- Infrequent inquiries have been received on how to host an Icemen event. As more occur, there should be more inquiries.
- Articles written by current Icemen Ambassadors are being published in SKATING magazine and on U.S. Figure Skating Fanzone. Thus far, Jason Brown and Camden Pulkinen have completed theirs.

Goals and Projects

- Increase website resources/exposure: currently, the U.S. Figure Skating website produces three hits when searching the term 'Icemen'. Two of those are the Icemen pages in and out of Members Only.
- This is an Icemen article from 2021:
<https://www.usfigureskating.org/news/article/all-boys-synchronized-skating-team-learning-ropes-florida>
- A recent 2023 Excel Nationals Icemen meet up was not linked to the Icemen page, and should be:
<https://www.usfigureskating.org/news/article/breaking-ice-male-skaters-excel-austin>
- Additional articles have been published and not correctly linked to Icemen. Efforts are being made to correct this.

Solo Dance Subcommittee – Carol Wooley, National Vice Chair

Entries for the 2023 National Solo Dance Final in Glenview, Illinois, were 18 per level for pattern dance only and combined events, and nine for shadow dance events.

Series registrations (774 skaters/929 events) were up 40% over 2022. We began the series March 9 with two competitions (Atlanta's Magnolia Open and the Denver Invitational) and ended Aug. 12 at Copper Cup in Salt Lake City. There were 27 competitions (down from 33 in 2022) ranging in entries from a high of 178 (largest in several years) to a low of 26.

Our headquarters liaison Casey Mallory is now "an old pro" at managing the Solo Dance Series, along with all her other series, and EMS threw us far fewer curves than in 2022.

A Solo Dance Technical Panel Seminar was held in February in conjunction with the annual International Solo Dance Camp hosted by Dallas FSC in Allen, Texas. Out of that seminar four new solo dance technical specialists were approved along with one new solo dance technical controller.

We are working with the ISU international solo dance group to finalize rules/requirements for 2024 and will have a draft thereof available at the final in mid-September. There should be several international solo dance events in 2024.

Bid packages for 2024 series competitions should be available mid-October for LOC's, with approvals announced in very early December. The 2024 National Solo Dance Final will be held in Wesley Chapel, Florida, Sept. 12-15.

State Games Subcommittee – Bonnie Boaz, National Vice Chair

State Games of America is held every other year, and the next Games are July 17-21, 2024, in San Diego, California.

Theatre On Ice Subcommittee – John Cole, National Vice Chair

The program is gearing up for Gold Cup and Nations Cup to be held in April 2024 in Bordeaux, France. We will be sending 20 teams in five divisions as well as working on the rules and axis for the next two years.

Report of the Technical and Officials Report (Group Coordinator – Todd Bromley, Coordinator)

With the end of the National Qualifying Series (NQS), we are starting the sectional finals in November. Work has begun on fine tuning NQS for the 204-25 season. Surveys are being sent to all competitors, coaches and officials to help identify pain points and things that went well. The information captured will be of tremendous help in establishing the next steps for NQS.

There is still a heavy emphasis on officials' recruitment of all types of officials. We are faced with financial challenges holding in-person schools and seminars. We will have to return to having more virtual schools.

Listed below are individual committee updates.

Report of the Competitions Committee – Brenda Kickertz, Chair

National Qualifying Series: All National Qualifying Series (NQS) events were completed on Oct. 8. There were a total of 1,370 paid registrations, which is 100 fewer than last season (down about 6%). Athletes who advanced to their discipline finals were identified, and the sectional finals are underway. Byes to the U.S. Figure Skating Championships have been considered, and advancement from the sectional finals will be determined at the conclusion of all three sectionals.

A survey has been sent to competitors, coaches, and parents with about 300 responses. The survey will be re-sent to include officials and to get more responses. Discussion concerning changes for next season will continue with this data. Preliminary plans include adding pairs events to better serve those athletes in both location of the events and timing of them. The entry process will be improved, with the limit on the number of events to be reconsidered. Additionally, the conflicts with NQS events and high-performance events need to be eliminated.

Synchronized skating: The registration for the qualifying season for synchronized skating has concluded. The Pacific Coast Sectional has 51 teams, which is up from 40 the previous year. Entries in the Midwest are down, and this is attributed to the location.

Adult skating: The national vice chair of the Adult Competitions Subcommittee, in consultation with chair of the Competitions Committee and the chair of the Adult Skating Committee, updated the referee guide and LOC guide for adult competitions. The addition of the bronze level being judged with IJS has added ice time and expenses for the LOC, which has been offset by an increase in entry fees.

Season timeline: The Athlete Services Group has taken the lead in establishing dates for the competitive season for specific disciplines/programs. As a result, we will have an earlier date in the year where the program requirements for well-balanced singles take effect. This will provide uniformity between competitions and reduce confusion for athletes and coaches.

Excel/Compete USA changes: The new season for Excel/Excel Series will start in January as well as a new Compete USA event structure. The Competitions Committee has worked closely with these two programs to ensure that the changes will be implemented smoothly at the competition level. RVCs have been educated about the upcoming changes and will be able to assist LOCs in their event selection.

There were no CC-01 or CC-02 requests in the last month.

Report of the Domestic Selections Committee – Kim Heim, Chair

Domestic Selections Committee leadership has been managing the selections for the synchronized sectional championships and assigning alternates to positions where officials have declined their invitations. The 2024 Midwestern Synchronized Sectional Championships are being held the same week as the 2024 Prevagen U.S. Figure Skating Championships in Columbus, Ohio, and we do not have any alternate referees available if a referee has to pull out of synchronized sectionals. Additionally, the 2024 Pacific Coasts and Eastern Synchronized Sectional Championships are both scheduled at the same time, the week before the Midwestern Synchronized Sectional Championships and U.S. Figure Skating Championships. This makes staffing the three sectionals very challenging with the already limited number of synchronized referees and technical panel officials as well as many of our ISU

officials who have international synchronized conflicts. We are at a critical point of needing additional synchronized referees and technical panel officials. Many of our referees are of an advanced age, and we must take extreme measures to expose current officials to the role of referee and recruit for the position to properly staff future synchronized sectional competitions as they are currently structured.

U.S. Adult Championships availability was sent out Sept. 4. Barry Doren has agreed to be the chief referee of the 2024 U.S. Adult Championships in Lakewood, Ohio. We have been working with Barry on the staffing needs for U.S. Adult Championships. With the addition of IJS being added to the adult bronze levels, this created a need for one additional technical controller, two additional technical specialists, and one extra data operator. Technical accounting was already appropriately staffed and did not require an additional headcount, even with the added component judging system for showcase events. Domestic Selections Committee leadership worked on U.S. Adult Championships assignments during the month of October. The approval ballot for selections went out to committee members on Oct. 23 with a no objection deadline of Oct. 30. Official invites will be sent out on Nov. 1.

Report of the Domestic Officials Recruit and Management Committee – Lynn Bell, Chair

Judges Management Subcommittee – Linda Chihara

Trial judge applications for the 2024 synchronized sectional championships were processed. Applicants were notified by the sectional vice chairs of their acceptance to trial judge.

There were 12 trial judge applications for the 2024 U.S. Synchronized Skating Championships in Las Vegas, Nevada. Six judges were approved to trial judge. On Oct. 26, 2023, letters were sent to each applicant notifying them if they were approved or not approved to trial judge.

The following appointments were granted in September 2023:

Level/Discipline	#	Name
Silver Singles Test	1	Kayla Pereira
Silver Dance Test	1	Ellyn Kestnbaum
Nonqualifying S/P Competition	3	Cate Fleming Rebecca Finder Sebastien Payannet
Nonqualifying Dance Competition	1	Alyssa Liverette
Nonqualifying Theatre On Ice	3	Lynn Eisenhour Ellyn Kestnbaum Hayley Pangle
Qualifying Theatre on Ice	1	Aristeo Brito

The final competition approved for trial judging in singles, pairs and ice dance concluded a few weeks ago. In November, the first of four synchronized competitions approved for trial judging will be held.

Resignations: Jane Reno on Oct. 16, 2023 (Emeritus)

Event Management Subcommittee – Wendy Sheridan

Accounting – Kathy Cook

The November accounting drop-in meeting date has been moved to Tuesday, Nov. 14. Carol Wooley, vice chair of referees for ice dance, will be discussing this year's updates for the National Solo Dance Series. The meeting will be held at 8 p.m. ET.

On the Forms, Charts, and Procedures page in Accounting Central, there is a new document titled, "Procedures for Withdrawing a Skater". The vice chair of accountants has encouraged all accountants and technical accountants to review this procedure.

Kathy Cook has assumed the vice chair of accountants position, effective Oct. 21, 2023. Mike Meyer, who has served as vice chair of accountants for more than six years, will step down from this leadership role.

Announcing – Jeff Rendel

An Announcing Review Panel met earlier this month to discuss three candidates for promotion. Candidates submitted applications, audio files and resumes. Peer evaluations were sent to the vice chair of announcing, Jeff Rendel. The panel voted to approve all candidates (there will be notes from the review panel shared with each candidate on next areas of growth).

Music – Allen Krawiec

Juan Rios has been promoted to sectional music coordinator.

The vice chair of music held a national music officials call in September. Sectional Vice Chairs James Chen, Angie Peppers, Rich Larsen, Vice Chair of Music on the Technology Subcommittee Chip Rauth, and National Vice Chair of Announcers and Music Officials on the Officials Training Subcommittee William Goen discussed recruitment of new music coordinators, compliance, requests for action which have been proposed, new training documents available for view. All coordinators have been asked to complete a profile update for leadership.

An ad hoc committee tasked with updating playlists for the 2023-24 season has completed its work.

Technical Accountants – Valerie Berger

The three technical accountant schools are set up. As of Oct. 3, leadership was waiting on a location for the Florida school (it will be held at the rink or hotel where officials are staying for the Eastern Sectional Final). The curriculum is finalized and has been sent to instructors and attendees.

The vice chair of technical accountants, Val Berger, met with the sectional vice chairs early in the month to discuss recruitment of collegiate members who expressed interest in becoming accountants / technical accountants. The ideas that came forward included inviting members to a competition in their area and having a sectional vice chair reach out personally to them.

Referees – Kathleen Krieger

As of the writing of this report, the subcommittee has received one application for national singles/pairs referee, one for national Theatre On Ice referee, and four for national showcase referee for the November board meeting. An application has also been received for certified 6.0 referee.

The virtual referee school is being planned with the national vice chair of the Referee Training Subcommittee, Lynn Goldman, for a TBD date in February 2024.

Technical Panel Management Subcommittee – Stephanie Lab

There have been no new technical panel appointments or resignations during the last month. The grandfathering of international and ISU technical specialists and technical controllers to domestic national officials in the opposite capacity is set to move forward.

Ongoing Projects: The annual rules review for technical panel officials was completed on Oct. 31. Vice chairs sent reminders (Oct. 17, 24, 27, 30 and 31) to officials that had yet to complete the exam to ensure that this deadline was not overlooked. The goal was to reach 100% completion and compliance by the stated deadline. The completion was significantly better than in previous years. Only one official did not complete the rules review with the required 100%. That official holds a nonqualifying singles technical specialist appointment. The official has neither started the exam nor communicated with anyone on the subcommittee regarding the exam. We feel that it is appropriate to move his appointment to an inactive status and inform the official of this change along with the requirement to attend a technical panel training and testing event if they choose to reinstate.

The Technical Panel Management Subcommittee is working with the LOC and lead officials for the Ladybug Competition to determine if the event will be able to host the data operator advancement in the field event in conjunction with the competition. Discussions are ongoing as logistics are being considered.

With the conclusion of the NQS competitions, feedback was reviewed on officials that was submitted by the technical panel captains for each event. The reviews note areas of concern as it pertains to the performance of individual officials and work is done to coordinate committees and individuals on the Domestic Officials Recruitment and Management Committee to determine the appropriate follow-up steps where needed.

The Technical Panel Management Subcommittee held a Zoom meeting on Oct. 15. One topic that was discussed was bringing rule 2134 into alignment for all technical panel officials as was tasked by Matthew O'Toole. The revision of this rule is under discussion as to how to best promote staffing of events to avoid a conflict of interest with recently retired officials, yet still promote their development and the staffing of events in disciplines where there are relatively few officials (ice dance and synchronized).

Future Projects: The following future projects are still under consideration and will be addressed as the NQS season comes to an end: activity tracking for technical panel officials, continuing education for long-term nonqualifying officials, training updates for technical panel officials who show inadequate performance in the field, and revision of the element read backs following the printing of IJS results.

Officials Recruitment Subcommittee – Alyssa Liverette

The Officials Recruitment Subcommittee received a total of 13 interest forms with various selections of types of officials (please see chart below). Recruitment has contacted each interested candidate from the appropriate vice chair(s).

Recruitment met with the Collegiate Skating Subcommittee and the Officials Training Committee to discuss a collegiate recruitment program. We discussed piloting a program with practice judging, standard recruitment education, and open discussions with collegiate panels. We will launch this program and standardized protocol for the 2023-24 intercollegiate season.

Recruitment teamed up with the Judges Management Subcommittee to host a “know before you go” Zoom call for the synchronized nonqualifying and sectional trial judges. The discussions included expectations and how to prepare effectively to trial judge. Officials Recruitment and Judges Management are working closely to hold regular Zoom calls for new prospective officials to cover mentor roles, how to trial, how to prepare, and reviewing ethics and compliance.

Moving forward, Officials Recruitment will be working to understand and prepare for the upcoming innovation changes. We continue to work on the fast fact sheets to deploy with the new guidelines. Officials Recruitment is planning to start a coffee chat series at the start of 2024 to cover different roles as an official. We are working hard to recruit from the club level. We are targeting test chairs for roles as accountants, and we plan to reach out to coaches for test judging. We are using letters to reach target populations in large numbers. Subcommittee members have helped write a letter to collegiate athletes, test chairs, and coaches. We hope to distribute them via email soon.

Interest Form Data through 10/30/2023

	September
Announcing	2
Music	0
Accounting/TA	7
Singles Test	8
Dance Test	3
S/P Comp	6
Dance Comp	3
Synchro Comp	3
Showcase	4
TOI	3
Data	7
S/P Tech	6
Dance Tech	4
Synchro Tech	3
Total Forms Received	13
Average Age	37 Years old

Officials Review Subcommittee – Matt O’Toole

One letter of concern was sent to a judge for missing the required -5 deductions for the + COMBO in the short program in three different instances at the 2023 Broadmoor Fall Classic (NQS).

Upcoming projects include scheduling the first subcommittee meeting.

Additionally, will need to partner with Juliet to map out a process for tracking letters of concern to ensure that officials continually receiving assessments are performance managed appropriately.

Official Review Captains have been assigned for all qualifying competitions, including U.S. Championships, in all disciplines. Kim Heim, chair of Domestic Selections, was able to provide the lists of officials’ assignments to aid in the selection process.

Officials Training Committee (OTC) – Lori Osborne

OTC has been very busy in planning for the trial judging at NQS events, sectional events and U.S. Championships. With a limited budget, it is making the committee look for alternative training methods. Work is in progress on scheduling virtual and in-person schools. Listed below are individual training updates for OTC.

Accounting and Technical Accounting – Valarie Berger

The annual rules exam and a new technical accountant exam have been written and are being entered into ClassMarker. The tests will be collaborative and require a 100% pass rate. Accountants will have unlimited attempts to complete the test. An incorrectly answered question will provide the source to find the correct answer.

IJSLive and IJSCompanion tutorial videos are being created and will be posted on Accounting Central when completed. Technical Accountant school details are being finalized and will be held in conjunction with the U.S. sectional singles finals, U.S. Pairs Final and U.S. Ice Dance Final.

Announcing and Music – William Goen

Updated music coordinator appointment guidelines and applications have been posted to Members Only. Quick Review Guides for Announcers and Music Coordinators have also been posted to Members Only. Additional guides are in progress.

eLearning – Heather Feinstein

The following courses have been published:

- Professionalism for Officials
- 6.0 Accounting Course
- GOEs for Singles

Work continues with the skating skills courses. Several other courses are close to production. U.S. Figure Skating hired a full-time employee to assist with the coaching integration learning and eLearning for officials, Cassandra Lock. Cassandra is currently onboarding with U.S. Figure Skating. Once up-to-speed, she will be a tremendous asset for all aspects of eLearning.

Judges – Kerry Jennings-Cooper

Test judge rules reviews are due by December 31.

A rules review has been created for test judges who will automatically be given a nonqualifying competition judge appointment based on their current test judge appointment beginning Jan. 1, 2024. The intent of the review is to make sure our test judges are aware of competition rules. Recently, we have seen issues where test judges are on IJS panels and making critical mistakes (such as missing mandatory -5 deductions in short programs). The review will be strongly recommended for all test judges to complete by Dec. 31.

JETS have been assigned to two NQS events that had 16 trial judges at each event. We learned from the first event that two JETS were required for groups over 10. The team is working to assign JETS for sectional singles finals (Pacific Coasts and Midwesterns) and U.S. Championships. We have a request for additional budget funding for JETS at several of these events, as the current budget does not cover the necessary staffing.

The budget for judge's schools was significantly cut, leaving only enough funds for one virtual school for test judges. An in-person competition school is scheduled for May 2024. We are currently reviewing options to hold the

in-person competition judges' school alongside the technical panel training and Coaches College in May 2024. We are also reviewing opportunities to host a virtual test judges' school in February and/or October 2024, depending on how quickly we can update the training materials, videos and exams.

Technical Panel – Lisa May

Technical panel rules reviews were sent to all current technical panel officials on Sept. 12. These reviews are a requirement for all officials holding technical panel appointments. Exams will require 100% pass completion, encouraging collaboration and learning. Officials will have six weeks to complete these for all disciplines.

Tentative planning has started for the technical panel training and testing. The current concept is that it be planned with the Coaches College and will likely be held alongside Jump On It! camp. The subcommittee is currently evaluating other ways to do evaluation/promotion in the field (outside of the technical panel training and testing in May) but we may need to postpone until the 2024-25 season due to budget constraints.

Referees – Lynn Goldman

The Referee Training Subcommittee completed and posted referee reminders for NQS and updated them to include Rule 1071 8Ciii: Special Factor (bonus after the halfway mark). We are working to get an email blast to all judges (as many are event/unappointed nonqualifying referees) regarding the reminders and the time deduction issue below.

Referee reminders have also been completed for synchronized skating. The subcommittee is working with the Sports Sciences and Medicine Committee and Gretchen Mahoney to see if the medical guidelines posted in EMS are current and up to date.

It has come to our attention that not all referees consistently apply the time deduction. This was discussed with the Referee Training Subcommittee, and the consensus was only to take the deduction(s) after the first full second goes over maximum versus timing to the 100th of a second, as it can be a costly deduction which could be costly to the athlete due to the possibility of human error. This will also be posted on the referee page in Members Only. The latest IJS accounting update, which shows a timer on the referee screen (in full seconds only), will be included in the email blast. Valarie Berger, national vice chair of accounting, informed the technical accounts of the timing deduction clarification.

The committee has started working on a virtual referee school with Kathleen Krieger, national vice chair of referees (DORM), with tentative plans to hold this in February or March. For the virtual referee training, the accounting leadership team has been invited to participate in providing recommendations that a chief referee could implement to help with efficient scheduling and putting a competition together more efficiently, while keeping the needs of all officials in mind.

Report of the Ethics Committee – Matthew O'Toole, Chair

The Ethics Committee has had a busy four months with various projects and complaints assigned to the committee for evaluation.

Additionally, the Ethics Committee welcomed some new athlete members. The roster is compliant with the United States Olympic and Paralympic Committee (USOPC) mandate for both athlete type and number, as the Ethics Committee is now classified as a "designated" committee.

As Chair of the Ethics Committee, I provide consultation to numerous parties regarding upholding the ethical standards of U.S. Figure Skating. I frequently partner with the Domestic Officials Recruitment and Management Committee (DORM) to align best practices for ethical policies and procedures. I will also begin to partner with the newly formed Coaches Council to address and advise on professional standards in the coaching community.

Upcoming projects include a review of the Ethical Conduct and Conflict of Interest Policy for the 2024-25 season. The Ethics Committee will be partnering with both the Judges and Technical Panel Management Subcommittees of the DORM Committee on any needed adjustments.

I will not be seeking a fifth term as chair of the Ethics Committee. Once my successor is identified by the Nominating Committee, I will begin preparing the individual to ensure a seamless transition after the 2024 Governing Council.

I would like to extend my appreciation to the Board of Directors and Pilar Bosley Helm for their continuing commitment and support to prevent abuse in our sport.

Report of the Grievance Committee – Melissa Christensen, Chair

The Grievance Committee currently has no active cases. However, we are working to set all of our emergency panels for the upcoming qualifying competitions. The rule change allowing officials to serve on these panels (with some restrictions) has made this process much easier than in previous years.

As chair, I am working with the Administrative/Legal Group, as well as with the SkateSafe and legal team from headquarters to review the current complaint processes and rules. We will work to draft modifications, as needed, to ensure our processes best serve our members.

Report of the Rules Committee – Veronica Nebb, Chair

The Rules Committee worked with the committee chairs and Juliet Newcomer on the rulebook edits reflecting the rule changes approved at the 2023 Governing Council, including edits for clarity and accuracy. The rulebook reflecting those edits was completed and posted. There have been some edits and corrections since the update, and we have had a few of the committees reach out to us for assistance with early ballots. Technical notifications that have been submitted have been reviewed and posted.

As usual, a big thank you needs to go out to Juliet for all of her hard work and technical expertise. Juliet is always available for questions and discussion with our Rules Committee members and all of the other committees proposing or commenting on changes. I would also like to thank all my committee members who assisted with the update process. The committee members were a great help in completing the work we have completed so far this season. The Rules Committee will continue to work with headquarters and all other committees on technical notifications or ballots for rule changes or clarifications as needed.

As I begin my first year as the Rules Committee chair, I would like to thank all of the committee members who agreed to continue to serve. I appreciate all of the input and assistance that they have provided so far and look forward to working with them all as we continue the valuable work of this committee. I must extend a very special thank you to Lisa Erle, my predecessor, who has been a fantastic leader and mentor for the five years she served as chair. Her guidance as I have taken on this role has been invaluable, and I truly appreciate her willingness to stay involved and answer any and all questions. I would also like to thank our Administrative/Legal Group Coordinator Pilar Helm, who has stayed in touch and provided her support and assistance as well.

Report of the SkateSafe Committee – William Tran, Chair

Safety of our membership and education for our membership continue to be top priorities for our organization. Our committee is more streamlined this year, and we hope that this will enhance our ability to tackle these issues. We have added new members with relevant experience in their professional fields and, as before, we have many returning members with institutional knowledge to build upon.

With regard to background check appeals, we have formalized our process via a new standing subcommittee. Panels are no longer staffed on an ad hoc basis. The goal is to have less last-minute staffing and to have a singular panel that can apply consistent standards to the appeals.

We are also very focused on incorporating Committee members into the educational initiatives that have previously been led by our SkateSafe staff. This includes auditing competitions via Look and Learns, presenting on various webinars, and writing SkateSafe-related articles for *SKATING* magazine.

The SkateSafe staff is also working with all of the Administrative/Legal Group committee chairs on examining how our current rules structure the relationship between the various Administrative/Legal Group committees. In addition to making sure that the rules align with best practices, we also want to ensure that the right issues get to the right people. The SkateSafe Committee chair is frequently working with SkateSafe staff to differentiate genuine SkateSafe issues from issues that relate more generally to conflict resolution, membership disputes, etc. By

collaborating with the other committees, we will hopefully preserve our SkateSafe resources for the appropriate situations.

Finally, as always, I want to conclude with some offering of thanks. First, I thank the SkateSafe Committee members for their unwavering commitment to member safety. I also thank our Administrative/Legal Group coordinator, Pilar Helm, for her steady leadership. And the biggest thanks go to the members of the headquarters staff — John Anderson, Shelbi Meyer, Tim Hazen, and Hannah Ingalls. We have built a SkateSafe program that we can all be proud of, and they are the foundation of that program.