

Nominating Committee Committee Chair Bios and Statements of Purpose

Adult Skating – Aviva Cantor

Bio:

As a pigeon-toed four-year-old, Aviva's orthopedic doctor recommended skating lessons for therapeutic reasons. What was meant to be a short-lived hobby became a lifelong passion, as Aviva has now been skating regularly and competitively for nearly 29 years. As a lifetime skater who never took breaks throughout childhood, college or adulthood, it is Aviva's goal to encourage other skaters to also pursue longevity in the sport.

Aviva has competed at the U.S. Adult Figure Skating Championships six times (seven as of 2020), National Showcase two times (three as of 2020), and Midwestern Adult Sectionals twice. She has passed intermediate moves in the field, adult gold free skate, pre-silver partnered dance and novice solo free dance. She is currently working on novice moves in the field and silver partnered dance.

Named "Miss Congeniality" by her adult gold competitors, Aviva's mantra is: "be serious about your skating, but don't take yourself too seriously." Aviva embodies this advice through her entertaining, character-based showcase programs. She also has a strong interest in choreography, music editing and costume design.

Aviva's mother, Janice, is also an adult skater. Janice began skating at the age of 44 with aspirations to learn a crossover. Recently, she passed two silver partnered dances at the age of 71. It is Aviva's goal to be an advocate for adult skaters in the United States by representing "class I" adult skaters like herself, "class V" adult skaters like her mother and absolutely everyone in between.

Aviva is a seasoned skating volunteer who enjoys performing in charity ice shows and assisting with Compete USA competitions as a judge, referee, announcer and ice monitor. She is a certified Special Olympics figure skating coach with Special Olympics of North Carolina.

In addition to her involvement as a competitor and volunteer, Aviva is an avid figure skating fan, a devoted IceTalk podcast subscriber and a first-place winner of U.S. Figure Skating Fantasy Skating. She has been an audience member for seven U.S. Figure Skating Championships, four Skate Americas and one U.S. Collegiate Figure Skating Championships.

Statement of Purpose:

I'm grateful to have been selected to serve a second term as Chair of the Adult Skating Committee. During my three years on this committee, I have enjoyed being part of an amazing, intelligent and resilient group of volunteers who serve as advocates for the adult skating community in the United States.

As I think about the significance of our committee, I'd like to draw your attention to the mission statement on the cover of the 2018-2022 Strategic Plan:

"Together we foster fun and inspire a lifelong passion for skating while developing champions on and off the ice."

Every ounce of this statement relates to adult skating. Let's break it down:

Fostering fun

As a lifelong skater, I have always said that the day I stop having fun will be the day I stop skating. This is our recreational activity and the rink should always be our happy place. For some skaters, this is our therapy. For others, this is our gym. And for every skater, this is the place where we have come to achieve goals and have fun along the way.

Lifelong passion

For every amount of time, money, energy and effort that I put into skating, it gives something back to me that is worth so much more than whatever I put into it. Keeping up with skating throughout college and adulthood is incredibly rewarding. U.S. Figure Skating members are privileged to have so many opportunities to stay involved with the sport throughout their lifetime. I want to help everyone embrace these opportunities.

Developing champions on and off the Ice

One of the primary goals of the Adult Skating Committee is to maintain the unique culture of the U.S. Adult Figure Skating Championships as both the premier competitive event and annual “family reunion.” Our organization and our committee provide the opportunity for adult skaters to work hard throughout the year and attend an annual event where they not only have fun (see above), but also become champions. I look forward to seeing the continued success of the U.S. Adult Figure Skating Championships as our “family” continues to grow.

I’d like to thank ex-officio Lori Fussell for bringing me into this role and for helping me out along the way. I’m also incredibly grateful for the rock stars on the Adult Skating Committee leadership team. Thank you for being there for me!

I look forward to another year of collaborating with U.S. Figure Skating’s staff, volunteer leaders, committees, clubs and members in the upcoming season as we work together to promote a lifetime love of figure skating in the United States.

Coaches – Phillip DiGuglielmo

Bio:

Phillip DiGuglielmo has been in the world of figure skating for over 40 years. He has been a national competitor, show performer and an active coach for over 20 years. He is a double gold medalist in figures and freestyle and as a competitor has had the pleasure to train with some of the greatest coaches in US history. His coaches included Hans Gershwiler, Peter Burrows and Carlo and Christa Fassi. After his competitive career he toured with Dorothy Hamill’s Ice Capades and then returned to school where he graduated from the University of Colorado at Denver with a B.S. in Biology and a minor in Chemistry.

As a coach, Phillip has coached skaters at the National Championships, International competitions, Four Continents and Worlds. He holds a PSA Master Rating in Freestyle and a Certified Rating in Moves in the Field. He began his teaching career at the South Suburban Ice Arena in Littleton, CO teaching for six years before moving to the Bay Area in 2004 where he has been teaching at the Oakland Ice Center in Oakland, CA. Phillip currently teaches all types of skaters including beginners, adults and competitive skaters. He has taught the Oakland Ice Center’s figures class for many years and has been active with the local therapeutic skating program.

Phillip is a National Tech Specialist and a Sectional Data Operator and has had the privilege of being on the Championship Men’s event at the 2017 Nationals. He has served on many U.S. Figure Skating committees including Grievance, International, Singles Development Subcommittee, Technical Committee, Programs and New Program Development Committee, and Coaches Committee (as Vice Chair for Singles and currently as Chair). He currently serves on the board of the St Moritz ISC as a member and has been Vice President. He also developed and chaired a beginner level competition (Rising Stars) with SMISC which has now become an Excel Series event.

Statement of Purpose:

The coaches’ perspective is one of the most important in our sport. I will continue to use my voice and strong personal relationships with other U.S. Figure Skating leadership and in coordination with the PSA in order to help provide our coaches with the tools they need so they can be successful, and their athletes can reach their full potential.

I will work to strengthen the bonds with other U.S. Figure Skating initiatives from Learn to Skate USA through High Performance Development to identify and address problems and concerns; while being mindful to leverage new forms of technology to achieve this goal. I will seek to expand engagement with our grass roots level coaches, working with the PSA and other U.S. Figure Skating committees, as well as Learn to Skate USA, to further develop teaching of solid basic skating techniques. For our Regional through National coaches, I will continue to support our webinars and build greater understanding of the IJS system and rule nuances. The committee will continue to recognize our elite coaches in conjunction with PSA through the EDI awards, including Coach of the Year, in addition to addressing communication opportunities with the High-Performance Development team.

Finally, I will work with other committees to help our coaching ranks (and our entire membership) move into this new uncharted territory of Safe-Sport compliance.

Competitions – Kathleen Krieger

Bio:

A former skater and busy official, Kathleen Krieger has served on multiple committees, most recently as Midwest Sectional Vice Chair of the Competitions Committee for 5 years and before that as Midwest Sectional Vice Chair of the Judges Committee. Kathleen officiates as a judge, referee and technical panel official at numerous non-qualifying and qualifying competitions throughout the country on an annual basis.

Kathleen holds a Bachelor of Science and Pharmacy degree from Purdue University and has been a pharmacist for Walgreens for over 43 years. Kathleen resides in Arlington Heights, Illinois and is married to Bob Krieger with a daughter, Kelly, who is also a former skater.

Statement of Purpose:

To make sure our judges, tech panels and competitions feel supported at all levels of competition, including the sharing of information on an equal platform, while also providing a stage for all to want to join NQS.

Future Goals:

Create a central calendar that is collectively viewed

- Regular updates once a competition is approved
- Allows every competition to know when other competitions are happening in the United States
- Help create a supportive environment where everyone has access to the same information
- Create a landscape for large and small competitions to know when they will need to plan for local officials and out of town officials to support their competition

Continue the success of the National Qualifying Series (NQS):

- Recognize the positive response to NQS and build from it
- Adapt last year's survey for continued feedback allowing us to make minor tweaks to further enhance the appreciation and adoption of NQS
 - Those qualifying for sectionals go straight to final round at Regionals
 - Everyone will get a score!
 - Everyone will be ranked!
 - No final rounds!
- Promote the positive responses from the skaters, parents and coaches for even more embracing of the NQS

I will work to do my very best for U.S. Figure Skating and for every member of the association. Please allow me to have this opportunity to see these goals a realization

Dance Development and Technical – Elyse Matsumoto

Bio:

Elyse Matsumoto is an International dance judge, Regional Singles & Pairs judge and gold test judge. She is the first ice dance judge to receive a National appointment solely being trained under the IJS system. Her involvement with U.S. Figure Skating began as an athlete at the Novice and Junior levels in ice dance. She is a double gold medalist in ice dance and moves in the field and even served as a demonstrator for the new moves in the field project launch in 2010. She also skated on The Skating Club of Boston's Senior Theatre on Ice teams nationally and internationally.

Elyse currently serves as Chair of the Dance Development & Technical Committee in its inaugural season under the restructured format. She previously served as Eastern Vice Chair of the Tests Committee and as an athlete member on the Dance, Judges, and Tests committees.

Elyse currently resides in Boston, Massachusetts where she works as the Senior Marketing Coordinator for NESN (New England Sports Network), the home network of the Boston Red Sox and Boston Bruins. She has a bachelor's degree in sport management from Drexel University and leverages her background in media and professional sports with her role.

Statement of Purpose:

It has been an absolute honor to learn from so many great and wonderful people in this sport. After seeing a full season of NQS for ice dance, we are looking to find new ways to increase the depth and competitive opportunities for our couples on a domestic and international level. We believe that in partnership with High Performance, our goal is to continue to foster growth, development and long-term success of our ice dance athletes.

We will continue to oversee the technical rules relating to ice dance on the ISU level and evaluate their impact and strategically implement changes that will best serve our athletes when being sent internationally. Our goal is to prepare our couples at an earlier stage of development. We will evaluate our qualifying system as it relates to ice dance and see what the best options are for the discipline to move forward as the international landscape continues to change.

Domestic Officials Recruitment and Management – Leslie Gianelli

Bio:

Captivated at a very young age by Janet Lynn, skating literally has taken me places I could only have dreamed of, while imparting lessons that have guided me throughout life. After early years on the ice at the New Haven Skating Club, I took a break from skating during high school and college, returning to ice dancing to stay in shape (and sane) during law school. Then, on a business trip to Salt Lake City, I noticed Nationals was in town. I bought a ticket, entered the arena, and was drawn right back into the fold; for the next few decades I haven't looked back.

As a National Judge and Referee, I have had the honor of officiating at several U.S. Championships. I've judged countless tests and competitions and received my 25-year judging pin. The opportunity to be involved internationally has included Jr. and Sr. Grand Prix team leading assignments. In 2003 I had the incredible experience of co-chairing the World Figure Skating Championships in Washington, DC – a once-in-a-lifetime opportunity that dominated five stressful years of my life while holding down a full-time job as VP of a global communications firm. Even though war with Iraq was declared the week before, putting the town on edge, it was a wonderful Worlds. Profits from the event led to the establishment of the Capitol Skating Fund, supporting the aspirations of skaters in the DC region, for which I served on the board for more than 15 years.

My involvement on the committee side of U.S. Figure Skating has included NVC of Event Management for DORM; RVC, Judges; Chair, Memorial Fund; Chair, Marketing; and Member, Nominating. One of my favorite and most unique activities was spearheading the campaign urging Congress to enact legislation allowing Tanith Belbin to

attain US citizenship and compete in the Olympics. Professionally, I have worked as a lawyer, lobbyist, and communications consultant and am currently VP of a national health system based in Connecticut.

Statement of Purpose:

The Domestic Officials Recruitment and Management Committee (DORM) has a broad mandate, overseeing our domestic judges, technical panels, referees, announcers, music, accountants and technical accountants, and identifying pathways to recruitment, training, recognition and retention of these essential volunteers. I appreciate the opportunity to share my views on the purpose and mandate of the committee.

I view **recruitment** as the most critical issue we need to address – quickly and creatively. We face an aging workforce across most categories of officials, and the pipeline is thin. Engaging a new generation of officials, many of whom are in the midst of building careers and families, is not an easy task. I believe a multi-tiered strategy, using digital platforms and more traditional relationship building, is necessary to reach this audience. DORM's Recruitment Subcommittee is doing a great job on social media, particularly highlighting testimonials of officials coming from diverse personal and professional backgrounds. We need to expand digital outreach, and track analytics to gauge effectiveness and conversions. Additionally, holding on to 20th century notions of apprenticeship is outdated. For recruitment to be effective, we need to be more nimble, inclusive and welcoming.

A focus on **professionalizing** the role of our officials is key. Volunteerism, the foundation of our officiating culture, has evolved but we have not kept pace. Especially as we seek to recruit new officials, traditional norms of volunteerism are inefficient and outdated. By professionalism, I generally mean: a standardized on-boarding process; a clear and transparent career pathway; digital training platforms; honest, data-driven, and actionable evaluation and feedback; help with career transitions when the role does not fit, or it is time to retire. We are making good progress on an e-learning platform but need to develop better processes around the career lifecycle of an official. If someone isn't suited to judging, perhaps they'd be a great announcer? We don't tend to encourage and reward this type of thinking – but I see it as a necessary cultural shift that DORM can facilitate and help expedite. Also, the conversation around compensation needs to continue.

Retention and recognition of officials needs to be a key area of focus for DORM. Ideally, professionalizing our systems and processes will help with retention, but there are far too many officials who are discouraged by lack of feedback, not understanding the selection process, and numerous other factors. We also need to address the qualitative aspects of being an official. Being an official of U.S. Figure Skating is a unique and distinct honor, but to many it may not seem such. We do a nice job of recognizing anniversaries in Skating magazine and at Governing Council, but I'd like to identify ways to infuse pride throughout the ranks, as well as acknowledgement for the many hours our officials, especially test judges, devote to the sport. I'm committed to identifying and implementing new ways to acknowledge and celebrate all our officials.

Domestic Selections – Wendy Enzmann

Bio:

Wendy's skating background is extensive, both as skater and as an official for U.S. Figure Skating. She competed at the National level in singles, pairs, and synchronized skating and was an international competitor in singles and synchronized skating. Wendy holds official appointments as an ISU (World) Judge for Singles, Pairs and Synchronized Skating. She is an ISU (World) Singles Technical Controller, an International Pairs Technical Controller, and an ISU (World) Referee. Additionally, she is a National level Technical Specialist in Singles, Pairs and Synchronized Skating, as well as a National level Data & Video Operator. Wendy is also a Team Leader for U.S. Figure Skating in all disciplines. She has served on numerous committees including: Technical Panel, Judges, JETs, Competitions, International Officials and Management (formerly IJOC), ICMS, Selections, Nominating, Pairs, Tests, Strategic Planning, Synchronized Skating, and Membership as well as the Board of Directors for U.S. Figure Skating over the last 27 years. Wendy currently resides in Stow, MA where she lives with her husband and former pair

partner, Alexander. They have three grown children- Robert, Duncan, and Johanna. Wendy currently works as a preschool teacher at the Early Learning Center in Acton, MA.

Statement of Purpose:

It is an honor to be nominated for a second term as the Domestic Selections Committee (DSC) Chair. As chair I will continue to coordinate the various subcommittees on the selections and recommendations for our official's domestic assignments. Additionally, I will continue to work closely with the International Officials Committee (IOC) and the Domestic Officials Recruitment and Management Committee (DORM) to align assignments necessary for the talented pool of officials seeking advancements. With the various changes in the governance structure of U.S. Figure Skating as well as the many changes to our competition structure this past season, it is important that I also work closely with the Competitions Committee on the staffing model to take into consideration the reduction and limitation of assignments for our talented pool of National level officials. With that in mind I hope to explore the possibility for expansion of domestic events that recognize officials at the National Qualifying Series (NQS) competitions and possibly seek additional opportunities for our officials.

Ethics – Steve Wolkin

Bio:

Steve Wolkin has served U.S. Figure Skating in the following capacities: Grievance Chair for four years, Admin/Legal Group Coordinator for three years, Ethics Chair for one year

Steve is currently a Trustee of the Shaker Figure Skating Club and has served as the President and Vice President of the club. He is President of the Greater Cleveland Council of Figure Skating Clubs. He is also the Vice President for Ohio of TriStates Council of Figure Skating Clubs.

Steve has two daughters who have continuously been involved in synchronized skating since they were children and are now adults. Both competed in the 2020 Synchronized Skating Championships this year. One is a coach of figure skating in San Francisco and coached a team to Synchronized Championships. The youngest skated on two teams at Synchronized Championships.

Steve is a test judge, a National Level judge in Synchronized Skating, Showcase and Theatre On Ice. He also is a National Level Referee in Synchronized Skating, Showcase and Theatre On Ice. Steve just completed his assignment as the Chief Referee of the 2020 Synchronized Skating Championships and the 2019 Showcase Nationals. Steve will be the Chief Referee of the 2020 Theater On Ice Nationals. Steve retired from his employment as an attorney one year ago after 43 years. Steve resides in Fairview Park Ohio with his wife Connie to whom he has been married for 43 years.

Statement of Purpose:

As the Chair of Ethics, the Chair and the Committee interpret, administer and apply the Code of Ethics and The Code of Conduct to issues raised by the membership. The Chair also procedurally administers the telephonic hearings as to matters that do not rise to the level of the need to file a Grievance Statement but are serious enough to warrant a response by U.S. Figure Skating. For the past eight years the Admin/Legal Group Coordinator, the Chair of Grievance, the Chair of SafeSport and the Chair of Ethics have worked together closely in reviewing complex issues that have come before each committee in order to determine whether the issues raised impact one or more of the Committees and to determine what procedure to use to address these issues. It continues to be the intent of this nominee to continue that practice and spirit of cooperation.

Grievance – Pilar Helm

Bio:

Pilar is a former ice dancer and Team USA member. She served as Chair of the Athletes Advisory Committee from 2014-2018 and has held various positions within U.S. Figure Skating over the past 14 years. Following her competitive career, she attended St. Joseph's University in Philadelphia, PA and subsequently obtained her law degree from University of Baltimore in 2014. Pilar worked as a trial attorney at a small firm in Baltimore for four years where her practice was focused in all aspects of family law. She is currently working for the State of Maryland as the State Legislative Officer for the Maryland Department of Transportation. Pilar resides in Bel Air, Maryland with her husband.

Statement of Purpose:

It is an honor to be nominated as the Grievance Committee Chair. The Grievance Committee is charged with administering the grievance and hearing procedures as prescribed under U.S. Figure Skating bylaws and rules. In order to accomplish this, principles of fairness and respect must always be applied. I look forward to working closely with the Admin/Legal Group Coordinator, Ethics Committee, and SafeSport Committee, to ensure that complex issues involving each of our committees are addressed in an organized and coordinated manner. It is important that all members of the Grievance Committee and U.S. Figure Skating understand the significance of preserving the due process rights of all parties to a grievance, which are afforded by the bylaws and rules – transparent and honest communications are key components to accomplishing this. As Grievance Committee Chair, I will approach each matter with composure and an objective attitude. I believe my experiences and professional training, both on and off the ice, will serve me well in this new role.

International – Laurie Johnson

Bio:

Laurie Johnson is a double gold medalist in figures and free skating and a former singles sectional competitor. She has been a U.S. Figure Skating judge for more than 25 years. Laurie holds official appointments as an ISU judge for Singles and Pairs. She is a National Singles Technical Controller and a National Data & Video Operator. Additionally, she has been a U.S. Figure Skating Team Leader for 15 years.

Laurie has served on numerous committees including Competitions, Judges, Technical Panel, Nominating, and Program Development, and is currently the Vice-Chair of the International Committee - Singles Discipline. She has served as faculty at the National Technical Panel Seminars, Judges Committee Seminars, Junior World Camp selections, National High-Performance Development Camp, and JETs.

She graduated from the University of Utah with a master's degree in public health and health services administration. She is currently the Associate Director of the Division of Nephrology & Hypertension in the University of Utah School of Medicine. She lives in Salt Lake City, Utah with her husband and two young children – Kai and Mia.

Statement of Purpose:

It is an honor to be nominated to serve as Chair of the International Committee for U.S. Figure Skating. My objective will be to align with our organizations 2018-2022 strategic plan and develop/support our athletes in reaching their individual goals and maximizing their full potential on the international platform. This will ultimately lead to achieving podium placements at international competitions, World Championships and the Olympic Winter Games.

The International Committee has the responsibility of managing, monitoring and mentoring our current international athletes. A unified team approach with the athlete, coaches, and the Athlete High Performance Department is instrumental in building our success on the international stage. This committee should be comprised of several individuals when working together in harmony, will produce the athlete support structure needed for their success.

As Chair, I will lead the discipline groups to work synergistically within their disciplines to ensure they build upon the overall international strategy.

International Officials – Peggy Graham

Bio:

Peggy Graham comes from a family of figure skaters and started skating at a very young age. She is a double gold medalist in both Figures and Free Skating (and passed her ISU Gold test) and was a competitive skater for many years at regionals and sectionals. Peggy began judging over 35 years ago and is currently an ISU judge for singles and pairs, an International and National Referee and a regional technical controller. She served as the Chief Referee for the U.S. Championships in St. Paul in 2016.

Peggy has served on numerous committees for U.S. Figure Skating over the years and is currently the Chair of the International Officials Committee, Vice Chair of the International Officials Management Subcommittee and a member of the Singles Discipline Group of the International Committee.

Peggy graduated from Smith College with a bachelor's degree in Psychology and received her law degree from The Boston University School of Law. She practiced civil litigation with Gibson, Dunn and Crutcher for many years and then became a Senior Attorney for AT&T. She happily "retired" from law upon the birth of her first child. She has served on many non-profit boards primarily related to education. Peggy and her husband, John, have three daughters and lives in Denver, Colorado.

Statement of Purpose:

The overarching purpose of the International Officials Committee ("IOC") is to establish and implement a long-term strategy with regard to appointing, educating, supporting and maintaining a group of highly respected international officials. The Chair of the IOC oversees two subcommittees: The International Officials Management Subcommittee and the International Officials Selections Subcommittee. These subcommittees closely monitor officials' activity to ensure they have the assignments necessary to maintain and pursue International and ISU appointments when appropriate. Communication with International/ISU officials regarding rule updates, feedback and evaluations is essential as well as facilitating training and seminar attendance required by the ISU for ISU/International judges, referees and technical officials. The subcommittees also work to make strategic assignments for officials and counsel our officials when issues arise.

Membership – Terri Levine

Bio:

Terri Levine believes that developing and retaining membership is vital to the health of U.S. Figure Skating. She served for 15 years as President of The Skating Club of NY (SCNY), the second largest club in the country. During her tenure the membership base of SCNY has more than doubled. Currently, she is the Executive Director of the Club and has co-chaired all the club's competitions since 1998: Middle Atlantic; the Wollman Open (Learn to Skate), NY Showcase, SCNY Synchro and SCNY Excel. Terri's professional experience as a National award-winning Advertising Executive assisted in developing the club's website.

In addition to her Club activities, Terri has served as Chair of Program Development and Strategic Planning. She is a long-standing member of the membership committee and has also served on the Nominating, Ethics and Memorial Fund committees. During her tenure as Program Development Chair, her Committee helped to create the first National Theatre on Ice Championships (2008), the promotion of National Showcase as well as the implementation of the first International Theatre on Ice School for officials, coaches and choreographers.

Under Terri's leadership, the Strategic Planning Committee developed a 4-year plan for the Association which included strategies and programs to diversify and generate revenue, expand and retain membership and leverage social media marketing. This initiative led to the re-marketing of U.S. Figure Skating. Additionally, in 2013, the Committee introduced an Olympic Toolkit for Clubs, designed to involve and inform the grassroots about our Olympic athletes and their journey.

Statement of Purpose:

A recurring U.S. Figure Skating theme and goal is "membership growth and retention". While Learn to Skate USA has driven numbers to reflect growth, the reality is regular membership is stagnant (over the last 10 years U.S. Figure Skating has been averaging 58,200 regular members).

As Membership Chair, I propose a vision with achievable short term and long term provisions for growth. This is not an easy task as the sport is faced with outside competition from other activities/sports and as well as adverse publicity, which has marred the image of the sport.

SHORT TERM:

- The Membership Committee needs to work collaboratively with the other Committees to establish a consistent message and direction. That includes developing a marketing program for consumer-facing materials with an emphasis on the sport as one that is FUN and combines ATHELTICISM and ARTISTRY with long term life skills.
- Communicate the many different programs both individual pathways and team options, competitive and recreational. This can be started at the Learn to Skate USA level as Clubs and coaches look to direct the talent of each skater.
- Capitalize on the upcoming 100th Anniversary of U.S. Figure Skating to develop programs for Clubs of all sizes that will raise awareness of skating opportunities and the Clubs.
- Revamp the Club toolkit by expanding the online information available and catering to Clubs of varying sizes. Providing information on:
 - the various programs that benefit all levels of skating and how to implement them
 - how to run competitions, test sessions, clinics and seminars
 - the different options/benefits for Club membership that can make membership more attractive
 - the importance of SafeSport training
 - the grievance process and conflict resolution at the Club level
- Develop efforts focusing on Clubs with under 100 members and their issues. Increase outreach efforts from the committee to help them address their needs – establish a specific mentoring program to assist these Clubs.
- Develop an annual online survey for Club Presidents and their Membership Chairs to assess their specific needs and adapt programs and materials to affect the needs.
- Research the possibility of a CLOSED online message board for Club Presidents and Membership Chairs embedded in the U.S. Figure Skating website which can be monitored by the Membership Committee, VPs and Membership Staff. Schedule quarterly Sectional membership chair conference calls with Club presidents and/or membership chairs.

LONG TERM:

- Develop a "Skate for Life" concept idea focusing on the "health and recreation benefits" of skating, an area that is receiving much interest in the media.
- Produce Club Ed webinars in addition to the in-person Club Education seminars to provide greater accessibility to Clubs and potentially reduce costs of hosting or attending a seminar.
- Develop local Club efforts in support of the 2022 Olympic Team.

OVERALL:

- Develop a strong working relationship with U.S. Figure Skating Membership Staff to ensure that goals are met and that the tools necessary for implementation of these ideas are disseminated in a timely manner.

Memorial Fund – Lynn Auxier

Bio:

I have been on the Memorial Fund Committee for the past several years. I have worked within the committee to improve the points system in place to award the skaters the funding for both the athletic and academic scholarships along with streamlining the process to award these. I have been around figure skating for over two decades, including attending many international competitions and three Olympic games. I have a bachelor's degree in both Accounting and Business Administration and have management experience having overseen 250 employees and 17 offices at one point. I have also volunteered with multiple organizations in many different roles, including fundraising and event planning.

Statement of Purpose:

My vision for the Memorial Fund Committee is to grow the fund and increase the size and number of awards the fund makes to U.S. Figure Skating skaters. To achieve this, I would look to increase fundraising activities, update the scoring process to focus on need and potential and increase award size for our skaters with the largest financial needs.

Items that I think should be addressed in the near future by the Memorial Fund:

1. Work on making the point system for awarding the funds less complicated (work in process)
2. Improve the transparency of the process of awarding the funds to the skaters
3. Look for additional ways to increase donations to the Fund

Officials Training – Whitney Luke

Bio:

Whitney Luke has been a member of U.S. Figure Skating for more than thirty years after she began skating at the age of two. She is a triple gold medalist (Figures, Moves in the Field, and Free skating) and competed twice at the Sectional level and once at the National level. Whitney is a National Singles/Pairs Judge as well as a Regional Technical Controller for Singles.

Within U.S. Figure Skating, she is currently the Chair of the Officials Training Committee. She has served on many committees including the Grievance Committee, the Singles Committee, the Judges Committee (Eastern Great Lakes Regional Vice-Chair for Singles/Pairs and Midwestern Sectional Vice-Chair for Singles/Pairs), and the JETS Committee (National Vice-Chair). She also served as the team physician for U.S. Figure Skating for the Nations Cup (Theatre on Ice) in Paris, France in 2015 and was team leader for the Novice and Junior Ladies at the 2019 U.S. Challenge Skate.

Outside of figure skating, she is a board-certified physician in physical medicine and rehabilitation and subspecialty board-certified in pain medicine as well as addiction medicine. She currently works as a clinical associate professor at The Ohio State University Wexner Medical Center and holds various leadership roles within the university including Clinical Vice-Chair of the Department of Physical Medicine and Rehabilitation, Medical Director of Oncology Rehabilitation, Admissions Committee member for the OSU School of Medicine, and a member of the Medical Education Committee.

In her free time, Whitney loves to travel, try out new restaurants, and spend time with her family, friends, and badly-behaved, but adorable dog Sawyer.

Statement of Purpose:

The main critical issues for the Officials Training Committee are the same as last year: ensuring the quality of officiating that is occurring at all levels and disciplines, augmenting the availability of educational resources for our officials for both promotion and continuing education, and ultimately increasing the volume of officials across all disciplines.

Specifically, to ensure quality of judging across the continuum, we implemented a required Judges Exam for all judges prior to qualifying competition this year. We will continue to expand on this assessment each year. We have a duty to make sure our judges have access to multiple educational opportunities, are staying up to date on all guidelines, and are able to apply judging criteria on a consistent basis, and this is the first initiative to begin assessment on annual competency for judging officials.

In regard to officials' education, we have begun to make progress this year for increasing available educational activities. Over the upcoming year, there will have been a total of seven local judges' schools, with three focusing on dance education and one for Theater on Ice. The OTC has begun to work on formalizing the education that is disseminated at these schools as well as formalizing a list of appropriate officials to serve as educators. The upcoming yearly Judges School for Education and Advancement will be the first year that Synchro is included.

Secondly, we have begun to work on the initial online modules for the online learning platform. U.S. Figure Skating is still working to determine the best online learning platform to purchase. Our goals are to have individual learning modules that officials will be able to access and complete at their own pace. We have finalized the first ones for ethics/rules, identification of turns, and identifications of jumps and spins which will be utilized at all officials' advancement seminars.

Expansion of schools for both referees and accountants has also made headway this year. We are also planning an in-person referee school at a larger NQS competition this summer and an online referee school for those with initial interest in becoming a referee. For accountants, there will be an in-person accounting school in May 2020. In addition, there are significant changes coming to their technical software so they are planning educational opportunities for when that will roll out in 2021. Music and accounting officials have had two in-person training sessions and plan to expand on that each year.

The Technical Panel subcommittee will continue with three education and advancement seminars this year (the National Technical Panel Seminar, U.S. Championships Seminar, and the seminar at the U.S. International Figure Skating Challenge). Beginning in 2020-2021, the TPER will continue to be required prior to officiating at a qualifying competition, but all officials who complete this will receive credit for completion in the form of segment activities. In addition, working with the DORM Technical Panel subcommittee, we have made recommendations to streamline the process for advancement in all areas to encourage more officials in all disciplines.

Other goals for the upcoming year for target areas of education will be additional judges' schools specific to GOE and component marking, re-initiation of a pairs school at U.S. Championships, and expansion of the continuing education schools for technical panel officials to include testing up through the National level.

Pairs Development and Technical – Danielle Hartsell Minnis**Bio:**

Danielle Hartsell Minnis is a former pairs skater. Along with her partner, Steve Hartsell she was the 1999 U.S. National Pairs Champion and 2007 World Junior Pairs Champion. Danielle and Steve represented the U.S. internationally for nine seasons. After retiring from competitive skating Danielle coached singles and pairs for six years and went on to become a National Singles and Pairs Judge. She continues to serve as a National Judge and is also a Regional Referee and USA Team Leader. Danielle has served on various committees within U.S. Figure Skating for the past 21 years. From 2004-2007 she served as chair of the Athletes Advisory Committee representing

the athletes on the Board of Directors. She also served as the figure skating representative to the USOC Athlete Council for 4 years. Danielle served as chair of Athlete Development Pairs Subcommittee from 2016-19 and most recently served as Chair of Pairs Development and Technical Committee. Professionally Danielle is a certified health and wellness coach and personal trainer. She resides in Charlotte, North Carolina with her husband and two children.

Statement of Purpose:

I am honored to be recommended by the Nominating Committee to serve as the chair of U.S. Figure Skating's Pairs Development and Technical Committee for the 2020-21 skating season. This committee's main goal is to work alongside U.S. Figure Skating to foster growth, development and long-term success for our pair athletes. This year we will continue to evaluate the current competition pipeline and support changes that promote individual development of athletes in order to create stronger teams. The committee will look for ways to better utilize resources to create real chance for growth and development of pairs in our country. We remain focused on promoting programs and opportunities that will help us reach this goal.

Programs and New Program Development – John Cole

Bio:

I have served as a Committee Chair 5 times and as a Committee Vice Chair 7 times on the Competitions, Dance, Judges, Nominating and Theatrical Skating Committees. I have served on 16 different Committees as a member.

I have been a board member of my local club, Baltimore FSC, for more than twenty years, including two years as its President, ending in 2019. I am a founding member of my club's local competition, Chesapeake Open, which will be celebrating its 25th year this June.

I am a founding member of what is now known as the Ice Dance Camp hosted by U.S. Figure Skating. I was a volunteer at the 1981 World Figure Skating Championships held in Hartford, CT. I was a member of the executive LOC for the 2003 World Figure Skating Championships held in Washington, D.C.

I hold the following competition appointments:

ISU Championship Dance Judge, International Dance Referee, National Singles and Pairs Judge and Referee, National Dance Technical Controller, National Dance Technical Specialist, National Data Operator, International Theatre On Ice Judge, National Theatre On Ice Referee and National Showcase Judge and Referee.

Statement of Purpose:

This committee falls in direct line with one of the strategic goals of U.S. Figure Skating for the 2018-2022 quadrennial - membership growth and retention. For years it has been a known fact that there are a finite number of seats at the table designated as Olympic hopefuls and potential National Champions at any age or level. What has changed significantly over time is the patience that parents have for investing time and money into a child's sports activities. We live in a world of the need for instant reward. Without it, parents move on to a myriad of other possibilities available for their child's time and their checkbook. We have done a great job over the recent years of identifying and encouraging participation in such endeavors as are included within this committee's list of sub-committees in an effort to keep the interest of the child and the satisfaction of the parents.

My vision statement for the coming year is:

1. Assist in the further development of Solo Dance as its rules become more aligned with the programs and their elements dance couples perform. Other countries have shown preliminary interest in our program and are asking how to design one for use in their own countries;
2. Monitor the implementation of an IJS like judging system for National Showcase along with a review of all types and levels of events offered;

3. Continue to assist in the further expansion of Theatre On Ice throughout the country. Begin early preparations for the International event, Nations Cup, to be hosted by The Skating Club of Boston in their new 3 rink facility in April 2021;
4. Monitor the success of the expansion of the Collegiate Program, particularly in the East as the number of colleges has grown significantly in number and geographic area that a splitting of the East into 2 separate areas has become a necessity;
5. Continue to work with the HS program to see how we can become more effective throughout the country;
6. Continue to support State Games and provide the tools necessary for more states to choose U.S. Figure Skating as their choice for providing the skating events offered at the State Games level;
7. Continue to assist in an active way the growth of such new concepts as Ice Men and Excel. Particularly the Excel program shows great promise in significant growth. With several changes made to benefit the athletes along the technical side and the increased level of awareness, the committee is looking for meaningful increases in all the competitive levels.

Rules – Lisa Erle

Bio:

Lisa Erle began skating as a child – competing, participating in shows, and taking tests over an eleven year period. She was always interested in volunteering and participating in the organization of events, which she continues to do regularly for her club and interclub association. Lisa was also a volunteer at the 1996 & 2018 U.S. Championships and a Committee Chair with the 2012 U.S. Championships, all held in San Jose, CA. Lisa is currently a National judge and referee for singles/pairs and showcase. She is a member of the St. Moritz ISC and has served on their Board for more than 15 years, including terms as President, Vice President, and Treasurer during that time. Lisa is presently the chair of the Rules Committee as well as past chair of the Sanctions & Eligibility Committee and a member of the Competitions committee for U.S. Figure Skating.

Statement of Purpose:

As Rules Committee Chair, I understand and take seriously the role of oversight for the rules of our organization. I will assist our committees and member clubs with any proposals for rule changes and ballots that they submit in accordance with the rules. We will review and post Technical Notifications as necessary in a timely manner. Along with my committee members and headquarters staff, I will review and update the U.S. Figure Skating rulebook with any and all changes approved by the governing body and work to ensure that our rules are as clear and orderly as possible.

SafeSport – Alan Wolf

Bio:

Alan Wolf is honored to have been selected to serve as the SafeSport Committee Chair. Wolf was a long-time club Board Member, having served as a club President from 1999-2014. Wolf became involved in figure skating as a skating parent of his daughter, Chloe Wolf, who along with her partner Rhys Ainsworth were the 2008 Novice Ice Dance Champions. He was co-chair of the 2005 New England Regional Figure Skating Championships in Falmouth, Maine and the 2009 U.S. Synchronized Skating Championships in Portland, Maine. Wolf served three terms as the Membership Development Group Coordinator on the Board of Directors. He also served four terms as the chair of the Membership Committee and two terms as the Eastern Sectional Vice Chair of Membership. He also has served as a member of the SafeSport Committee and served on the Strategic Planning Committee.

As the past chair of the Membership Committee, he worked with the Business Development Specialists to roll out Learn To Skate USA. Wolf has presented at more than forty U.S. Figure Skating Club Education Seminars and Webinars in topics ranging from Club Governance to Financial Oversight to Parent Education. He has also been

involved with many non-profit organizations and is currently a Board Member of the Family Ice Center and President/Director of the Linda Tallen and David Paul Kane Educational and Research (cancer) Foundation in Beverly Hills, CA. Wolf is an attorney in private practice in Maine.

Statement of Purpose:

As the chair of the SafeSport Committee, I have the responsibility of working with my committee and the whole organization to provide a safe environment for our members' physical, emotional and social well-being. One of the strategic goals of U.S. Figure Skating is to take "Proactive measures to protect U.S. Figure Skating members against misconduct, abuse and harassment" and the SafeSport Committee must take the lead in always attaining that goal.

We need to set the expectation that anyone who participates in one of our activities or events will be safe and that U.S. Figure Skating will not condone any form of harassment or misconduct. We want all of our members to feel safe and we want all of our members to know that they can contact our organization if they do not feel safe. Furthermore, if a member does report an incident to us, our membership needs to feel confident that we will take appropriate action in a timely manner.

In order to continue to reach our goals, U.S. Figure Skating must continue to educate and train our membership. The SafeSport Committee in partnership with headquarters is responsible for creating policies in accordance with policies and rules set forth by the U.S. Olympic Committee and U.S. Center for SafeSport. Once the policies are created by those organizations, it is our responsibility to communicate the rules and policies to our members. We will continue to attend and monitor events, conduct seminars and webinars and do everything possible to ensure that we are delivering the message that our members are to experience an environment free from any and all types of abuse and misconduct.

Singles Development and Technical – Stefanie Mathewson

Bio:

Stefanie Mathewson has been involved in figure skating since 1978. After retiring from amateur and professional skating in 1993, she has served the sport in a number of capacities. Most recently, she served as Chair of the Singles Development and Technical Committee and prior to that, as Chair of the Athlete Development Committee. She worked closely with her committee and discipline chairs to enhance domestic programming to assist and support young athletes. Stefanie has served on Referee's Training Committee, Judge's Training Committee, Judges Committee, Competitions Committee, Singles Committee and Athlete Development Committee.

Stefanie is a past president of the All Year FSC and served as the SafeSport Compliance Chair of the Club. She is an International Singles and Pairs Judge, National Singles and Pairs Referee, National Singles Technical Controller, National Singles Technical Specialist, National Data Operator and National Video Replay Operator. Additionally, she is a Sectional Technical Controller in Pairs. Stefanie has served U.S. Figure Skating as a Team Leader for Junior and Senior Grand Prix events as well as for the Novice and Junior Challenge Skate. She has served as faculty for numerous athlete, parent, coaches and judges seminars. As a competitor, she was Swiss National Champion in 1987 and 1988.

She competed at the International, European, and World levels from 1984 through 1991. Stefanie competed in the Ladies Figure Skating Event at the 15th Winter Olympic Games in 1988 in Calgary, Alberta. She is a public-school teacher in Santa Monica a staff developer for the UCLA Math Project and a professor at California State University, Northridge. She lives in Northridge, California with her husband and two children. Stefanie looks forward to enthusiastically continuing to serve the sport of figure skating and is honored that she is being considered as Chair of the Singles Development and Technical Committee for a second term. She is grateful for your support!

Statement of Purpose:

I am honored to be considered for the position of Chair of Singles Development and Technical Committee. It would be my distinct honor to serve in this position for a second season. In my capacity as Chair, I am accustomed to working in close collaboration with a number of other committees as well as with U.S. Figure Skating Staff. We are fortunate to have positive working relationships that result in programs that have meaningful and lasting impact on developing athletes in the United States, as well as their coaches and parents.

In the 2020-2021 season, my vision for the Singles Development & Technical Committee is to:

1. Collaborate with U.S. Figure Skating Staff to create program requirements for SP and FS, bonus structure, on and off ice programming, etc. to best support developing athletes to respond to the ever-changing rigor and requirements in our sport. To remain competitive on the world stage, we must systematically revise training regimens on and off the ice that developmentally consider:
 - a. athletic rigor
 - b. an athlete's physical literacies, limitations and growth areas
 - c. scientific data with respect to jump height and rotational speed
 - d. maximize the positive impact of off-ice training to better prepare our athletes physically and mentally for the highest levels of athletic competition in consideration of a realistic growth progression
2. Maintain communication with other discipline and development committees to continue collaboration and make sure that we are all working in a symbiotic fashion in our committees. Close communication with Pairs Development and Technical will be particularly important as many skaters cross disciplines, as do coaches and officials. Our committee will also strive to work with the Dance and Synchronized Development and Technical Committees to help articulate fundamental skills and physical literacy faculties (both on and off the ice) that position young skaters to enter ANY figure skating discipline. *
3. We will continue regular conference calls to discuss rules, initiatives and concepts for future implementation. These calls will include coaches from the developmental to elite levels as well as staff from U.S. Figure Skating to ensure programming is seamless across the country from beginning levels to elite.
4. Evaluate the data results of the Bonus and Program Component weighting on Junior athletes and below. We remain flexible and responsive to the data and the changes in our sport. *
5. Examine foundational skating skills and related exercises on and off the ice that our top tier coaches find critical to long term success.
6. We continue to discuss maximizing the use of technology and social media to best inform developing athletes of key components in their journeys. *

*This is a continuing objective from last season.

Should I be selected as Chair, trust that I will work tirelessly on behalf of athletes and their education in the sport of figure skating. Thank you for taking the time to consider the above.

Sports Sciences and Medicine – Kristin Abbott**Bio:**

Kristin's love of figure skating started early in childhood when I learned to skate on public sessions with my family. She is a U.S. Figure Skating gold medalist in Dance, Solo Dance, and Moves in the Field. She competed with the Ann Arbor Hockettes junior synchronized skating team in high school and then attended Miami University, where she was a member of the varsity senior synchronized skating team. Kristin had the honor of competing with Team USA with both the Hockettes and Miami, including 3 World Synchronized Skating Championships. Kristin's experience as a student-athlete at Miami University and at international competition inspired her to pursue medical training in family medicine and sports medicine to join the U.S. Figure Skating network of physicians to continue to

support athletes at domestic and international events. She continues to be involved with synchronized skating as a National Technical Specialist.

Kristin completed residency training in Family Medicine at Lutheran General Hospital in Park Ridge, IL followed by Sports Medicine fellowship training at the University of Minnesota. She currently practices sports medicine at Northwestern University and serves as a team physician for varsity athletic teams on campus. Kristin holds an appointment of Assistant Professor of Family and Community Medicine at Northwestern's Feinberg School of Medicine and enjoy teaching family medicine residents and sports medicine fellows.

Statement of Purpose:

I am honored to be nominated to continue to serve as Chair of the Sport Sciences and Medicine Committee. U.S. Figure Skating is fortunate to have a network of experienced and dedicated health and exercise science professionals who provide countless hours supporting our athletes, caring for their injuries and illness and helping them to meet their competitive goals. I look forward to continuing and expanding collaboration with this vast network to keep our athletes healthy and support their training of increasing technical skills and athletic demands of competitive programs

I will work closely with High Performance and Sport Science staff to promote research and development and share best practices as it relates to training and injury prevention with our coaches and network of healthcare professionals. This upcoming season, we will work to connect and collaborate with the AAC and current athletes to better understand their health and wellness needs to continue support their athletic goals and success.

I have a special interest in expanding the sport science and high performance model to our synchronized skating programs with a goal of identifying unique training needs to move the sport forward and achieve success on the World and Olympic stage. I look forward to this opportunity to continue to serve our athletes and families, coaches, staff, and network of sport science and medicine providers.

Synchronized Development and Technical – Lauren O'Toole

Bio:

Lauren O'Toole has been involved in figure skating since 1995. She is a former competitive skater in singles and synchronized skating. Following her amateur career, Lauren skated professionally with Disney On Ice. Lauren has served as a U.S. Figure Skating Official since 2012, earning appointments as a National Judge and Regional Referee for Singles/Pairs. Additionally, she is a National Judge, National Technical Controller and National Technical Specialist for Synchronized Skating. Lauren is also a National Theater on Ice Judge and Synchronized Skating International Team Leader.

In addition to officiating, Lauren has served on numerous U.S. Figure Skating Committees including: Chair of Synchronized Skating Development and Technical Committee, Eastern Vice Chair of Synchronized Skating, Judges, Grievance, Sanctions & Eligibility, Tests, and Athlete Development. She has facilitated Test Refresh Seminars in partnership with the Professional Skaters Association (PSA) as well as serving as faculty at Synchronized Skating DREAM Camps.

Lauren holds a B.A. in Communications from Northeastern University in Boston, MA. She is currently employed by Apple, Inc. as a Program Manager in Human Resources. She resides in New York City with her husband, Matthew, who is also a U.S. Figure Skating Official.

Statement of Purpose:

It is an honor to be selected to serve for a second term as the Chair of the Synchronized Skating Development and Technical Committee. As Chair, my goal is to support the Synchronized Skating community through fair and logical rule additions and adjustments. I look forward to continuing the work that the committee began in the 2019-2020

season. Additionally, I will work with my partners in International Selections to continue the quest of Olympic inclusion for the 2026 Games.

Projects to be led by this committee will include the following:

- Finalize the transition of three levels from 6.0 to IJS. Currently only 33% of our developmental levels are judged under IJS.
- Intensive study and revision of the current age requirements for Synchronized Skating.
- Continue the efforts for our summer camp program (Coaches College and DREAM Camps) which focus on the education of our coaches and athletes. Develop relevant curriculum that will develop our athletes.
- Continue social media programming with DREAM Skater athletes. Programs executed this year *Dream Live* and *Train Like Team USA* were well received and will continue next season.
- Support Coaches Development Program both domestically and internationally.
- Implement necessary changes from ISU Congress to the Synchronized Skating U.S. Domestic Levels.

Tests – Lori Osborne

Bio:

As an active member in the figure skating community, I am both a mother of two skaters, Mackenzie and Miranda, and an official. I hold appointments as a Sectional Singles & Pairs Competition judge, Gold Test judge, Sectional Referee, and Sectional S/P/D Data and Video Operator.

I am also involved with several U.S. Figure Skating committees and am currently the Regional Vice Chair of Competitions for the Southwestern Region (3 years). Prior to serving as Chair of the Tests Committee I was a member (3 years) and served on the Adult Skating committee (6 years).

Over the past 15 years, I have held Kansas City Figure Skating Club board positions of President (3 years), Vice-President (2 years), and Secretary (1 year). Currently, I serving as the Past President, Webmaster (6 years), and Test Chair (10 years), and have been on the board since 2008.

In addition, I have extensive experience in chairing large scale competitions and have held various leadership positions in both qualifying and non-qualifying competitions and ice shows over the past 20 years. I was the co-chair for 2016 Southwestern Regional Championships, 2005 Adult Nationals, 2005 North American Challenge Skate, 2003 Southwestern Regional Championships, and 2002 Adult Midwestern Sectionals. I've also served as the Chief Referee for the 2017 Upper Great Lakes Regional Championships and 2018 Collegiate Championships.

Most recently, I led the 2017 U.S. Figure Skating Championship Steering Committee. This committee was comprised of key leaders from each of the figure skating clubs in Kansas City, members of the KC Sports Commission and U.S. Figure Skating. This team was responsible for Opening Ceremonies, Presenters, Sweepers, and local volunteer chairs for Hospitality, Ice Monitors, Accreditation, and Practice Ice Music & Announcers.

As a child, I competed in singles and synchronized skating, passing my 2nd Figure, Pre-Silver Dance, and Intermediate Free Skate tests. Shortly after my daughters were born, I returned to the ice and began testing and competing in the Adult ranks, passing the standard Novice Free Skate and Senior Moves in the Field tests. As an adult skater, I competed in a number of regional, sectional and national championships at the Adult Gold and Adult Masters levels; winning two regional silver medals, two sectional titles, and national gold and pewter medals.

By day, I'm a Program Manager for AMC Theatres, managing a team of Project Managers and Business Analysts. Our team is responsible for large scale web and mobile application software development projects. Both my masters and undergraduate degrees are in Business. I've been in the workforce for 25+ years, working for major clients such as Koch Industries, Harley-Davidson, ESPN, Burger King, Microsoft, KPMG, Quest Diagnostics/ExamOne, and Hallmark Cards.

Statement of Purpose:

As the Chair of the Tests Committee I would like to see progress made in the following areas:

- Continue evaluating options for testing outside of a standard test session,
- Work with DORM and the Judges Training subcommittee to implement new ways to provide training for test level judges,

Brainstorm ideas with the Tests Committee on new ways for Clubs to quickly and easily recognize skaters who pass tests (for example: year-end review of test accomplishments by skater, printing test certificates vs. mailing them, etc.).
