

Proposed IDS Commission Committee Structure and Membership

May 1, 2026

Committee	Duties	Members	Staff
Budget	Review analyses of case costs, budgetary trends, and proposed budgets, and makes recommendations to Commission about staff proposals related to agency’s fiscal standing; develop initiatives to enhance IDS’ oversight of spending.	Bryan Jones, Chair Miriam Thompson Cara Bridges Marshall Ellis Scott Ussery Stacey Rubain	Executive Director Deputy Director Chief Financial Officer Budget Officer
Development	Collaborate with IDS staff and external partners (e.g., law schools, bar associations) to attract a diverse and qualified pool of candidates for public defense positions, including state-employed, contract, and private assigned counsel. Develop and recommend programs focused on training, mentorship, and ongoing professional development to enhance attorney satisfaction, competence, and career longevity. Track key indicators (e.g., turnover rates, survey feedback, program participation) to evaluate the efficacy of recruitment and retention strategies and regularly report findings and recommendations to the Commission.	Tonia Cutchin John Neiman Cait Fenhagen James “Jimbo” Perry, <i>ex officio</i> Traynham Dorn, <i>ex officio</i>	Forensic Resource Counsel Regional Defender Recruitment and Training Coordinator
Executive	Recommend legislative priorities and advocacy strategies to the Commission, in coordination with IDS staff. Ensure the Commission is informed of relevant legislative proposals, developments, or stakeholder interests that may impact indigent defense. Monitor and address issues arising during legislative sessions, providing input to IDS staff and making recommendations to the Commission on matters affecting indigent defense. Represent IDS as necessary to members of the North Carolina General Assembly (NCGA) or NCGA staff, cultivating productive relationships that support IDS initiatives.	Bryan Jones, Chair Miriam Thompson Tonia Cutchin Marshall Ellis Jarrod Lowery John Neiman Scott Ussery	Executive Director Deputy Director

Committee	Duties	Members	Staff
	Guide commission membership and appointments by assisting the Commission in identifying and evaluating potential candidates for Commissioner vacancies and recommending qualified individuals for appointment and reviewing appointments by the Commission to other boards, counsels, or advisory bodies as needed to advance the mission of IDS.		
Personnel	Evaluate the performance of Commission appointees, including the Executive Director, Appellate Defender, Capital Defender, Juvenile Defender, Parent Defender, and Chief Special Counsel.	Bryan Jones, Chair Tonya Barber Cara Bridges Tonai Cutchin Marshall Ellis John Neiman	Executive Director Deputy Director
Policy and Planning	Serves as the primary body responsible for looking ahead at emerging needs (e.g., demographic shifts, legislative changes, technological developments) that might affect indigent defense. Serves as clearing house for assignments to standing or <i>ad hoc</i> committees of the IDS Commission for work on matters that may impact public defense in North Carolina.	Bryan Jones, Chair Jarrod Lowery Miriam Thompson Scott Ussery	Executive Director Deputy Director Policy and Planning Attorney
Review	Addresses all requests for review of the IDS Director’s fee and roster decisions.	Stacey Rubain, Chair Tonya Barber George Doyle Cait Fenhagen	Executive Director Deputy Director
Current <i>ad hoc</i> Committees of the Commission			
Digital Discovery and Technology Initiatives	Assist staff in selecting and implementing resources (e.g., technology platforms, training modules) that improve attorney performance, reduce administrative burdens, and promote high-quality representation for indigent clients.	Miriam Thompson Stacey Rubain	Forensic Resource Counsel Business Process Analyst Assistant General Counsel Policy and Planning Attorney
Workload Study	Review existing national and regional standards, case weighting methodologies, and relevant empirical data to inform the development of workload standards for all attorneys representing indigent defendants in North Carolina. Propose standards for	Tonya Barber Marshall Ellis George Doyle John Neiman	Policy and Planning Attorney Research Director

Committee	Duties	Members	Staff
	attorney workloads accounting for case complexity, travel, administrative tasks, and other duties impacting attorney capacity.	James "Jimbo" Perry, <i>ex officio</i>	