



*U.S. FIGURE SKATING*  
**BOARD OF DIRECTORS**  
**INFORMATION**

# ABOUT U.S. FIGURE SKATING

U.S. Figure Skating is a 501(c)3 non-profit organization, and the national governing body for the sport of figure skating in the United States. U.S. Figure Skating is a member of the U.S. Olympic & Paralympic Committee (USOPC) and the International Skating Union (ISU), the international federation for figure skating.

U.S. Figure Skating is comprised of approximately 600 member clubs and serves nearly 200,000 members nationwide. Operating with an annual budget of approximately \$20 million, U.S. Figure Skating provides a wide range of programs for all its members, runs major televised events, partners with Fortune 500 companies, selects the U.S. World and U.S. Olympic Teams and so much more.

**Our Mission:** We create and cultivate opportunities for participation and achievement in figure skating.

**Our Vision:** Together, we foster fun and inspire a lifelong passion for skating, while developing champions on and off the ice.

## OUR MISSION

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## OUR VISION

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

## OUR VALUES



**EXCELLENCE**  
*Highest standards in all endeavors.*



**INTEGRITY**  
*Honesty and openness in all we do.*



**RESPECT**  
*We value each other's voices, contributions, and well-being.*



**RESILIENCE**  
*We get up and adapt to challenges on and off the ice.*



**COMMUNITY**  
*Nurturing connections through the skating community.*



# BUILDING OUR ORGANIZATION

*How you can help serve athletes of all ages and abilities in reaching their goals and potential*

In May 2021, U.S. Figure Skating approved a change of its governance structure that will result in the creation of a 15 voting member Board that, in addition to at-large members, includes five athlete members and two independent directors.

U.S. Figure Skating is seeking two independent directors\* who will bring a unique and fresh set of experiences and perspectives to the organization. We want your business expertise, connections, knowledge and passion for supporting athletes and youth sport organizations to help figure skating grow!



## **INDEPENDENT DIRECTORS**

Must not have participated with U.S. Figure Skating, or have been the immediate family member of someone who has, during the previous five years:

- Been employed by or held any governance position with U.S. Figure Skating, any member club, a Learn to Skate USA program, the ISU, the Professional Skaters Association or any other figure skating entity or organization connected to U.S. Figure Skating.
- Been affiliated with or employed by U.S. Figure Skating's outside auditor or outside counsel.
- Served as a member of the Athletes Advisory Committee.
- Served as a delegate at Governing Council.
- Held an appointment as a figure skating official.
- Participated in a qualifying competition.
- Parent or immediate family member of a coach or athlete who competes in a qualifying competition.
- Been an individual who was a member of any constituent group with representation on the U.S. Figure Skating Board.
- Received any compensation from U.S. Figure Skating, either directly or indirectly.

# ORGANIZATION SUMMARY

**HISTORY:** U.S. Figure Skating was founded in 1921 by seven charter member clubs. In 2021 proudly celebrate our 100th anniversary with the Centennial Celebration.

**MEMBERSHIP:** U.S. Figure Skating has nearly 200,000 members. This includes athletes, coaches, officials and parents in both the regular U.S. Figure Skating membership and the Learn to Skate USA program.

**EVENTS:** U.S. Figure Skating sanctions more than 1,500 events per year, including competitions and shows held by local clubs. U.S. Figure Skating supports a qualifying structure that allows athletes to move through the competitive pipeline and, for some, eventually qualify for Team USA.

**MAJOR TELEVISED EVENTS:** U.S. Figure Skating annually conducts the U.S. Figure Skating Championships and Skate America. Skate America is part of the ISU Grand Prix of Figure Skating Series. In addition, U.S. Figure Skating regularly hosts other ISU championship events, such as the World Figure Skating Championships, World Synchronized Skating Championships and Four Continents Figure Skating Championships.

**TEAM USA:** Athletes are selected to represent the United States at numerous international competitions in the disciplines of men's singles, women's singles, ice dance, pairs and synchronized skating. Team USA athletes receive support in achieving their goals through the High Performance Department.

**FINANCE:** The mission of U.S. Figure Skating is supported by an estimated annual budget of \$20 million. Revenue sources include U.S. Figure Skating memberships, corporate sponsorships, media rights, charitable gifts, the U.S. Figure Skating Foundation and the USOPC.

**STAFF:** U.S. Figure Skating headquarters is in Colorado Springs, Colorado. A staff of approximately 60 individuals execute the day-to-day operations, led by Executive Director Ramsey Baker.

**GOVERNANCE:** U.S. Figure Skating is governed by a Board of Directors. A legislative body, the Governing Council is comprised of delegates from the approximately 600 full member clubs that elect the Board of Directors and ratify actions of the Board. The organization is also comprised of 27 permanent committees that oversee specific areas of the sport.

**MORE DETAILS:** [WWW.USFIGURESKATING.ORG](http://WWW.USFIGURESKATING.ORG)

## BUDGET ANNUAL OPERATION

\$21,500,000 Total anticipated revenue in FY22 is \$21,500,00 with a balanced budget.



# BOARD RESPONSIBILITIES

The Board will support the work of U.S. Figure Skating and provide strategic governance and leadership to move the organization forward. This is a working board with a significant time commitment to the organization.

The Board possesses all the powers and duties necessary or desirable to govern, establish strategic direction and set policy for U.S. Figure Skating and to oversee management of the business and affairs of U.S. Figure Skating. The responsibilities and functions include:

1. Selection, compensation, evaluation and termination of the executive director.
2. Review and approval of the U.S. Figure Skating strategic plan and budget.
3. Focus on long-term objectives and impacts (rather than day-to-day management).
4. Oversight of the financial activities of U.S. Figure Skating throughout the fiscal year.
5. Review and approval of the financial statements, annual reports and financial control policies and selection of the U.S. Figure Skating independent auditors.
6. Ensure that athlete safety rules, policies and procedures comply with the requirements of the USOPC and the U.S. Center for SafeSport.

## BOARD TERMS AND PARTICIPATION

**ACTIVE PARTICIPATION:** Board meetings are held 10 times per year, with three or four in-person meetings (typically June, November, February and May). The remaining meetings are held via video conference, generally on Monday evenings.

**WORKING GROUPS AND COMMITTEES:** In addition to general board meetings, Board members may be asked to serve on other committees reporting to the Board (Audit, Compensation, Finance, Nominating and/or Strategic Planning), or as a member of a special working group/task force.

**TERMS:** Board members are elected to serve for a two-year term\*, with a maximum of four terms. The position of president is one four-year term.

*\*For the 2022-23 season, one independent director will be elected for a one-year term, and one for a two-year term, to establish a staggered rotation. At-large members will be on a similar rotation.*

## RESPONSIBILITIES OF MEMBERS OF THE BOARD:

### SUPPORT ORGANIZATIONAL MISSION, VISION AND STRATEGY

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

### SET POLICY AND PROVIDE STRATEGIC GUIDANCE

- Set policy and provide guidance and strategic direction to management on significant issues facing U.S. Figure Skating.
- Review and approve significant corporate actions, the strategic plan, business plans, etc.
- Ensure the Board and management are properly structured and prepared to act in case of unforeseen crisis.
- Maintain ethical integrity and accountability.

### PROVIDE EFFECTIVE FIDUCIARY OVERSIGHT AND ENSURE FINANCIAL HEALTH

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

# CURRENT BOARD OF DIRECTORS



**ANNE CAMMETT, PRESIDENT** / Residing in Rochester, N.Y., Anne is the 32nd president of U.S. Figure Skating. She is currently serving her fourth and final year as president, after having served on the board of directors since 2015. A graduate of Drexel University, Anne works in the Information Technology field at MindStream Analytics. Anne serves U.S. Figure Skating as an ISU judge and referee and officiated at the 2014 Olympic Winter Games in Sochi, Russia. She has also served on numerous committees for nearly three decades.



**KRISTIN ARNESON CUTLER, 1ST VICE PRESIDENT** / Residing in Minnesota, Kris has been a member of U.S. Figure Skating for more than 50 years, participating as an athlete, coach and official. She has served on numerous U.S. Figure Skating Committees and most recently co-chaired the Diversity, Equity and Inclusion (DEI) task force. Professionally, Kris holds a Juris Doctor from the University of Minnesota Law School. She recently retired from her position as a labor and employment attorney at a large financial institution.



**JANIS ENGEL, 2ND VICE PRESIDENT** / A graduate of the University of Colorado, Janis resides in the Los Angeles area, where she is a Marketing Associate serving on contract for Abbott, in the Global Marketing and Strategy Team. Janis has been a life-long member of U.S. Figure Skating, serving in leadership roles with her local club and U.S. Figure Skating for over 30 years. Janis has served on numerous U.S. Figure Skating Committees, including from Audit, Sanctions and Eligibility, and Strategic Planning, to athlete-focused committees such as Ice Dance and International. In addition to serving as a National Judge, Referee and Technical Controller, she is an ISU championship judge and most recently served at the 2018 Olympic Winter Games in Pyeongchang, Korea.



**HEATHER NEMIER, 3RD VICE PRESIDENT** / Heather is a graduate of Binghamton University and currently resides in Ashburn, Virginia. Growing up in northern New York, Heather has been involved in figure skating for more than 40 years, first participating in singles and synchronized skating, coaching and eventually serving as a judge and leader in local clubs. Heather has served on the board for nine seasons, starting as Secretary. She has been an active member of numerous committees including Strategic Planning, Rules, Nominating and Competitions and was a founding trustee of the U.S. Figure Skating Foundation.



**KIMBERLEY MOORE, SECRETARY** / A native of central Pennsylvania, Kimberley graduated from Penn State University with a degree in Microbiology and later began a career in Information Technology. She resides in Charlotte, N.C., where she is a Microsoft SQL Server Database Supervisor for Berry Global. Kimberley's passion for skating began in the 1970s, but it wasn't until many years later that she took up the sport in college. She now serves as an official with appointments in accounting and judging, but still enjoys being on the ice as time permits.



**TROY GOLDSTEIN, TREASURER** / A graduate of California State University and Kensington School of Law, Troy has over 20 years of experience in the financial industry across major financial centers in New York, Switzerland and London and is the Executive Director of National Accounts at ProFunds/ProShares, a top financial asset management firm. Prior experience includes multiple roles with UBS AG/Financial Services. In figure skating, Troy competed at the national and international level in pairs skating and currently holds an appointment as an ISU Technical Specialist, serving at the 2014 Olympic Winter Games in Sochi, Russia.



**RACHAEL FLATT, ATHLETE** / Rachael chairs U.S. Figure Skating's Athletes Advisory Committee. She is a Junior World Champion, the 2010 U.S. ladies champion and represented the U.S. at the 2010 Olympic Winter Games in Vancouver, Canada. Rachael earned her bachelor's degree in biology at Stanford University and a master's degree in clinical psychology at the University of North Carolina-Chapel Hill, where she is a clinical psychology doctoral candidate. Rachael is an athlete representative for the USOPC's Mental Health Task Force.

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**COLIN MCMANUS, ATHLETE** / Colin represented Team USA in ice dance, with partner Anastasia Cannuscio, for six seasons. They competed at the Junior World Championships and on the Grand Prix circuit, including Skate America. Colin is now a coach at the University of Delaware. He serves as a technical specialist, a Team Leader for Team USA athletes and is on numerous U.S. Figure Skating Committees.



**JENNA LONGO, ATHLETE** / Jenna competed on the Haydenettes synchronized skating team, where she won seven U.S. synchronized skating championship titles and competed in eight World Synchronized Skating Championships, earning four medals. Jenna holds a master's degree in accounting from the Elkin B. McCallum Graduate School of Business at Bentley College. She is a CPA and a Vice President, Tax Accountant at York Capital Management in New York City.



**FELICIA ZHANG, ATHLETE** / Felicia is a two-time U.S. medalist in pairs with partner Nathan Bartholomay. She represented the U.S. at the 2014 Olympic Winter Games in Sochi, Russia. Felicia earned her bachelor's degree in biology from Rutgers University and is working toward her master's degree in biomedical science at Rutgers University. She is currently coaching and serves as a leader on the Athletes Advisory Committee.



**HEATHER PAIGE, COACH** / Heather is a graduate of Miami University in Oxford, Ohio. As a student-athlete, she competed in three World Synchronized Skating Championships. Heather has been coaching for 17 years and is the director of synchronized skating and head coach for the Starlights at the Skokie Valley FSC in Illinois. She has served on numerous U.S. Figure Skating Committees, including the Athletes Advisory Committee, Sports Science & Medicine and Synchronized Skating.



**TODD SAND, COACH** / Todd holds a bachelor's degree in Kinesiology from California State University. He is a four-time U.S. pairs champion, three-time Olympian and four-time world medalist. He has been a national and international coach for 15 years, coaching athletes to 26 U.S. championship medals. Todd is the head of the high-performance pairs program at Great Park Ice in Irvine, Calif.



**LYNN GOLDMAN, ATHLETE SERVICES GROUP COORDINATOR** / Lynn is a graduate of the University of Texas and holds a bachelor's degree in clinical nutrition and a master's degree in health care education and administration. She is Director of Client Services/Business Development and a scientific board member for an Independent Ethical Review Board (IRB) charged with approving and reviewing clinical research studies. A former athlete, Lynn is a national judge, referee and technical controller. She has served on the Board of Directors of U.S. Figure Skating in several roles, as well as chaired the Competitions Committee, Nominating Committee and numerous working groups.



**ELISE PRESTON, MEMBERSHIP DEVELOPMENT GROUP COORDINATOR** / A graduate of the University of Arizona, Elise served as Senior Program Director for Wollman Rink in Central Park, New York City, for 26 years where she designed and nurtured innovative grassroots skating programs for the community. She served as chair of the Program Development Committee and has been active in mentoring skating directors around the country through presentations at the North American Rink Conference and Expo (NARCE) and the Professional Skaters Association (PSA).



**TODD BROMLEY, TECHNICAL AND OFFICIALS GROUP COORDINATOR** / Todd is a graduate of the University of Denver in marketing and finance. A former athlete in singles and pairs, he is an ISU judge, international referee and holds national appointments as a technical controller. Todd has served on numerous committees, including Domestic Officials Recruitment and Management, and Domestic Selections. He has served U.S. Figure Skating as a Team USA Team Leader and chief referee for two U.S. Figure Skating Championships.

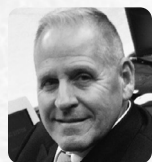
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**JACLYN WARD HELMS, ADMINISTRATIVE / LEGAL GROUP COORDINATOR** / Jaclyn earned her undergraduate degree at Harvard and went on to earn her J.D. at Fordham Law. She has served as an Assistant District Attorney at the Manhattan District Attorney's office. Jaclyn is currently the Chief Diversity Officer at Guttman Community College in New York City. As an athlete, she competed at the 1992 U.S. Figure Skating Championships and currently serves as a national judge in singles and pairs, and on numerous committees including the Diversity, Equity and Inclusion task force.



**SAM AUXIER, IMMEDIATE PAST PRESIDENT** / Sam served as the 31st President of U.S. Figure Skating after completing terms as Midwestern Vice President and as Secretary of the Board of Directors. Sam is also an ISU judge and referee, having served at many international competitions including the 2014 Olympic Winter Games. He currently resides in Costa Mesa, Calif., and recently retired from Deloitte, where he was a principal in the Advisory practice, leading technology and strategy engagements for global financial services companies. Sam graduated from the University of Illinois-Chicago and holds graduate degrees from DePaul University and Illinois Institute of Technology.



**BOB HOREN, ISU REPRESENTATIVE AND INTERNATIONAL GROUP COORDINATOR** / A former ice dance athlete, Bob serves U.S. Figure Skating as the ISU representative and served on the ISU Ice Dance Technical Committee for 10 years. He is an ISU judge and referee, having served as a judge and team leader at numerous international competitions, including the World Championships and Olympic Winter Games. Now retired, Bob had a career as training manager and consultant, working at Apple Computer and Johnson & Johnson. He holds a master's degree from Ohio State University and a bachelor's degree from the Pennsylvania State University. He is most proud of his service as Captain in the U.S. Air Force.

## EXECUTIVE DIRECTOR



**RAMSEY BAKER** / Ramsey started his tenure as Executive Director in July 2021, after serving U.S. Figure Skating for more than 16 years, primarily as Senior Director of Marketing and Communications and Chief Marketing Officer. Ramsey has been involved in many key initiatives, including television and media contracts, sponsor development, rebranding U.S. Figure Skating's Basic Skills Program to Learn to Skate USA and the 2011 documentary *R/ISE*, which commemorated the 50th anniversary of the tragic 1961 World Team plane crash. Ramsey earned his undergraduate degree in economics from Union College (NY) and holds an MBA in marketing from the J. Mack Robinson College of Business at Georgia State University.

## APPLY TO SERVE

Candidates interested in serving as an independent director on the U.S. Figure Skating Board of Directors are encouraged to apply by December 1, 2021. Applications will also be considered through the U.S. Olympic & Paralympic Committee registry. Applicants who apply through that registry should send an email with their name to Heather Nemier.

**Click [HERE](#) to apply by December 10, 2021.**

**QUESTIONS:** Contact Heather Nemier, Vice President and Board liaison to the Nominating Committee at: [hmnemier@comcast.net](mailto:hmnemier@comcast.net)