

**Nominating Committee**  
**BOD Candidate Bios and Statements of Purpose**

**Anne Cammett – President**

**Bio:**

Anne has been actively involved in figure skating from a very early age; she began skating on the ponds of Minnesota as a toddler and has been involved ever since. For the past two years Anne has served as President of U.S. Figure Skating; prior positions include Eastern Vice President, chair of the Judges, the International Judges & Officials, and the International committees. Over the past 30 years Anne has served on numerous committees in various capacities which has assisted her in developing a depth of knowledge of our association. Anne is a Singles & Pairs National and ISU Judge and Referee. Highlights as an official include serving as Chief Referee of the 2018 San Jose and the 2011 Greensboro U.S. Nationals and as the U.S. Pair Judge at the 2014 Sochi Olympics. She enjoys judging and refereeing many non-qualifying competitions and local test sessions each season. Anne is a gold medalist in Figures and Freestyle and competed in both Singles and Dance. She has co-chaired non-qualifying competitions and served on two club boards. She has attended numerous Governing Councils as a club delegate and is a member of the Genesee Figure Skating Club.

Anne works for ITT Inc., a global manufacturing company and resides in Rush, New York. She and her husband, Greg, have two children, a daughter in college and a son working towards a Ph.D. in Physics. Anne enjoys skating recreationally as time permits.

**Statement of Purpose:**

My vision for U.S. Figure Skating is to attract and retain members with programs which fit their needs, lifestyle, abilities and time commitments and allows all members to determine their personal skating journey. For our clubs my goal is to increase support through communication, providing educational material and the Aspire program to help them grow. For our athletes it is vital we maintain a safe environment, so they are free to learn, grow and develop their skills and sense of community. We must continue to stay at the forefront of educating our membership and ensure that every club understands and implements SafeSport policies and procedures.

On the international level my vision is to continue our position as a leader in the international skating community while accelerating programs we recently launched to make our athletes more competitive internationally.

I am excited and energized to work collectively to grow our sport together.

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**Heather Nemier – Eastern and First Vice President:**

**Bio:**

Heather Nemier is currently serving her second term as Eastern Vice President of U.S. Figure Skating, after serving five terms as Secretary. In addition to serving as Eastern and 1st Vice President, Nemier also chairs the Compensation Committee and is an active member of the Strategic Planning Committee. During her tenure on the board, she has served on numerous working groups including the 100th Anniversary Celebration, Hall of Fame, Nominating Committee Review and the Committee Restructure working groups. Previously, she served as chair of the Rules Committee for four years. Nemier also served as the liaison for the Technical Group of U.S. Figure Skating where she worked with three different technical group coordinators, committee chairs and headquarters staff to manage the Technical Info pages on the website. She also previously served as the at-large member of the Board of Directors from the North Atlantic region, as both regional and sectional vice chair of the Competitions Committee, regional vice chair of the Judges Committee and she was a founding trustee of the U.S. Figure Skating Foundation.

Nemier is a national singles/pairs judge and referee and a bronze dance test judge. She has refereed and judged numerous regional, sectional and national competitions including serving as chief referee of the 2013 U.S. Adult

Championships and the 2010 U.S. Collegiate Championships and assistant referee at the 2020 Eastern Sectional Singles Final and the 2014 Eastern Sectional Championships, the 2019 and 2016 North Atlantic Regional Championships, the 2017, 2015 and 2014 South Atlantic Regional Championships. She judged at the 2018 U.S. Figure Skating Championships, the 2016 U.S. Juvenile and Intermediate Championships, and the 2018 and 2016 Eastern Sectional Championships and numerous regional championships. Nemier chaired the 1996 U.S. Precision (now Synchronized) Skating Championships in Syracuse, N.Y. She also previously served as secretary and vice president of the Skating Club of Central New York.

Since she relocated to suburban Washington, D.C. in 2003, Nemier has been an active member and delegate for the Washington FSC and has been involved in organizing many local qualifying and nonqualifying competitions. Most recently, she served as co-chair and consultant to the 2017 South Atlantic Regional Championships in her hometown of Ashburn, Virginia. She has also assisted the LOCs of the 2014 Eastern Sectional Championships, the 2012 Eastern Adult Championships and the 2010 South Atlantic Regional Championships. Since 2012, Nemier has been the chief referee of the Potomac Open, which is held each August at the Ashburn Ice House. In 2010, Nemier was elected a trustee of the Capitol Skating Fund, a charitable foundation supporting the capital region figure skating community, where she continues an active role.

Nemier is a graduate of Binghamton University and resides in Ashburn, Virginia with her husband and two sons. She participated for many years in their schools and activities, including volunteer roles with local Little League International tournaments, her son's baseball teams and school programs. She is currently splitting time between Boston and her home in Virginia while her son participates in a specialized program at Boston University. When home in Virginia, she teaches at a local elementary school.

**Statement of Purpose:**

If re-elected to the position of Eastern vice president, I pledge to continue to support the mission of U.S. Figure Skating and the directives of the Board of Directors. I will take an active role in the meetings and participate in strategic planning and other board initiatives. I see the role of vice president as being the eyes and ears of the section I represent. I pledge to continue to make myself available on numerous platforms to the members of the Eastern section and to be their voice on the Board of Directors. I will keep current with the activities of the association and bring forward items of interest to the board of directors, as well as disseminate information to the membership as needed. I will support and communicate with the president and other vice presidents. I will continue to positively promote figure skating and the U.S. Figure Skating Association when attending related events throughout the country and especially the Eastern section.

Among the many ways I work to keep connected to the Eastern section members are to continue the monthly vice president conference calls, attend competitions and events whenever possible, visit each region at least once each year, ensure that the Eastern VP Facebook page is continually updated and to respond promptly to email and phone calls from members.

I believe the strategic planning initiatives are leading us toward positive progress to ensure our future and I will continue to contribute as much as possible to promote its success. The annual review of the strategic planning goals as well as monitoring the progress of those goals is a necessary and productive practice. Maintaining membership is an issue both on the national and local level and would be a priority of mine if re-elected. I also strongly believe in skating as a life sport and would work to continue to provide opportunities for skating to all ages and demographic groups. Financial stability is important to the continued viability of the association, I would work with the stakeholders, clubs and committees to continue our strong fiscal position.

I will continue to assist in ensuring the rules of the association support the goals and programs appropriately. I believe skater safety is of utmost importance and will continue to encourage and support the education and services related to SafeSport. My philosophy includes having free and open communication during board meetings, while supporting the consensus of the group when decisions or conclusions have been made. I will make myself available to the members of the association and headquarters staff as needed. I will continue to strive to promote the sport of figure skating in the most positive light possible and to assist in meeting the goals of the association as expressed in the mission statement and business plan.

### **Kristin Arneson Cutler – Midwestern and Second Vice President:**

#### **Bio:**

Kristin Arneson Cutler has been a member of U. S. Figure Skating for more than 50 years. She began at a young age as a student on the “bus program” that provided Saturday morning lessons, went on to become a competitor and coach/choreographer in the Midwestern Section, and now continues as a member, volunteer, official and Board member. Kris is a National Singles and Pairs Judge and a Sectional Referee. As a volunteer, Kris has served on many committees for U. S. Figure Skating, including the Judges Committee, Competitions Committee, Audit Committee, Tests Committee, Singles & Pairs Committee (Chair), Audit Committee and Ethics Committee. She served as SafeSport Committee Chair for three years and is now Midwestern Vice President. Kris has volunteered for many Regional, Sectional, National and World events hosted by the Twin Cities Figure Skating Association and is currently a member of the Lake Minnetonka Figure Skating Club. Kris received a B.A. In Political Science from St. Olaf College and a Juris Doctor from the University of Minnesota Law School. As a practicing labor and employment attorney, Kris is currently a member of the Legal Department for a large financial institution. Kris is married to Clint Cutler, an attorney at Fredrikson and Byron, P.A. and they have two adult sons. She has also served as a member of the Board of the Penumbra Theatre, located in St. Paul, MN and is a patron of several arts organizations.

#### **Statement of Purpose:**

It is an honor to be asked to continue as the Midwestern Vice President for U.S. Figure Skating, an organization that has been an important presence in my life for more than fifty years. As a member of the Board, and particularly as a Vice President representing the Midwestern section, my commitment to the membership will be threefold – to support and protect the sound foundation on which the organization stands, to be a leader, partner and supporter of the clubs that make up the Midwestern Section and to keep all of our athletes at the core of what we do. Having served on several different Committees within the structure of U.S. Figure Skating, I have a solid foundation of its governance and rules as well as an understanding of the current challenges to the viability and stability of the organization as a whole.

Continuing in the position of Vice President will afford me the opportunity to work closely with the Membership Committee and leadership to address the critical concerns facing member clubs and to promote the strength, harmony and development of and between member clubs and their members. As a cornerstone of the organization, the health of our member clubs, and their support for and participation in a wide variety of U.S. Figure Skating programs is critical to our success. I will work to understand what programs, tools and resources our members and club leaders rely on to grow and develop. In coordination with the Membership Committee, the Domestic Officials Recruitment and Management Committee and club leadership throughout the Section, I will continue to focus on the development of new volunteers committed to club needs and the events and programming provided by U.S. Figure Skating. The skating community is rich with diversity and opportunity – for those who participate within the club structure, for those who compete - whether individually or as a member of a team and for those whose volunteer commitments support our membership and the broad array of events locally, nationally and on the international stage. I look forward to the opportunity to serve alongside my fellow members of the Board, the Committee Chairs, U.S. Figure Skating members and the hardworking and talented Headquarters staff.

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### **Janis Engel – Pacific Coast and Third Vice President:**

#### **Bio:**

Janis was introduced to skating at the age of 3 and the sport has been a part of her life ever since. She is a gold medalist in ice dance.

Her passion for skating led her to serve in various positions with U.S. Figure Skating for well over 30 years. Janis began at the local level and has served her club, the All Year Figure Skating Club as President, Treasurer, Secretary,

Board of Directors and as a Governing Council delegate. She also has been in leadership roles on LOCs for both non-qualifying and qualifying competitions.

On a National level, Janis now serves as the Pacific Coast Vice President since May 2019. Her experience with U.S. Figure Skating also includes: Athlete Development Committee (National Vice Chair/Dance Development), Dance Committee (Chair), Sanctions & Eligibility (Chair), Judges Committee, Tests Committee, Memorial Fund, International Committee, Competitions Committee and Marketing Committee. Janis was on the U.S. Figure Skating Board of Directors from 1999-2002 and again from 2004-2005. Janis was the officials' liaison for the 2002 U.S. Figure Skating Championships and volunteered at the 2009 ISU World Championships.

As an official, Janis has the following appointments: National Judge and Referee for Ice Dance, Singles and Pairs, National Technical Controller Singles and Ice Dance and National Video Replay Operator. Janis also represents U.S. Figure Skating within the International Skating Union (ISU) where she holds appointments in Ice Dance as an ISU Championship Judge and as both an International Referee and Technical Controller. She holds the trust of the ISU and as such serves on the ISU Officials Assessment Commission (OAC) where she works to uphold the highest standards in judging for our athletes. Most recently, she served in that capacity at the 2018 Olympic Winter Games in Pyeongchang, Korea.

**Statement of Purpose:**

It is an honor to again be nominated as the Pacific Coast Vice President. Service, dedication and a willingness to bring forth vision are a part of my commitment to this role. As I conclude my first year, I thank you for allowing me to be the voice of the Pacific Coast Section and help ensure the execution of our strategic goals. My years of service at the local, national and international levels, have given me insights and experiences that have been leveraged in this role.

Club growth and membership retention have been our most important success metrics. Grass roots membership remains our strength and our priority. As we continue to implement the Strategic Plan with the successful launch of Learn to Skate USA and now Aspire, our bridge program, strengthening club involvement in their communities and athlete engagement of our sport our membership continues to grow. As Vice President, I look to continue promulgating the strengths of our programs to help assist clubs in creating their identity within the skating community.

Another top priority of U.S. Figure Skating will continue to be the safety and well-being of our members. This commitment includes ensuring processes are in place to facilitate a safe environment for our sport and to actively participate in efforts regarding rulemaking, staffing, policies and laws.

With the many strategic initiatives passed by our Governing Council and Board in the past few years, I will ensure these initiatives are implemented and will strive to identify process improvements as our experience with them unfolds. As we progress into implementation, I will work with the Board to provide oversight and to ensure there is transparent feedback both to and from our members.

It is important to maintain effective communication with members and I will make certain we continue dialogue with club leaders to share ideas and concerns. I have an open-door policy, where our members can stay connected with me through local competitions and other platforms. In addition, I will continue to report to clubs all ongoing national initiatives and educational opportunities.

By leading with consistent accountability and transparency to our members, I hope to be a catalyst for realization of our strategic goals and to help bring continued growth and success to our section and our great sport.

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## **Gretchen Bonnie – Secretary:**

### **Bio:**

Gretchen is currently finishing her second year as the Secretary of U.S. Figure Skating. She previously served on the Board of Directors as the Admin/Legal Group Coordinator. While serving on the Board of Directors, Gretchen has participated as a member of several working groups as well as serving on several committees. She is also a past chair of both the Grievance and Nominating Committees as well as a past member of the Appellate Panel.

Gretchen is a National Singles/Pairs Judge and a Regional Referee. She enjoys judging and refereeing many nonqualifying competitions and test sessions throughout the year.

Gretchen resides in Columbus, Ohio and is a member of Columbus Figure Skating Club. She is a graduate of The Ohio State University.

### **Statement of Purpose:**

If re-elected to this position, I will continue to support the mission of U.S. Figure Skating and the Board of Director's initiatives. I will continue to positively promote figure skating and the association when attending events.

It is the secretary's duty to keep the records of U.S. Figure Skating and of all meetings of Governing Council and the Board of Directors. The secretary needs to be able to take and prepare accurate minutes of all meetings and Governing Council. The secretary also shall, with the president, sign all agreements and contracts made by U.S. Figure Skating, if so directed.

The above paragraph is the "published" duties of the secretary. In addition, the secretary should have a thorough working knowledge of U.S. Figure Skating rules and by-laws and have them readily available for reference at all meetings. The secretary should also be available to serve on any ad hoc committees the president deems appropriate. Because of my past experience in a number of positions, I have been able to contribute as a member on several of these committees.

The secretary also needs to have a working knowledge of Robert's Rules of Order and be prepared to assist the president, the Rules Chair and the Parliamentarian during Governing Council.

I will continue to work closely with Headquarters staff to produce all materials in an accurate and timely manner.

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## **Lisa Hernand – Treasurer:**

### **Bio:**

Lisa Hernand is a National Singles and Pairs Judge, Gold level test judge, and a National Showcase judge. She has been involved in skating for more than 40 years as a member of the Santa Rosa FSC and enjoys officiating at many competitions in CA as well as across the country each year.

Lisa graduated from Haas School of Business at UC Berkeley and has worked for E&J Gallo Winery for the past 18 years, holding various finance positions of increasing responsibility including:

- Director of Corporate Finance leading the strategic and annual operating plans and monthly reporting of total company results to the board
- Rotation based in Europe as Finance Director for the European/Middle East/Africa region overseeing financial reporting, planning, accounting, and IT functions
- Her current role, functioning as the effective COO / CFO for one of the company's strategic business units, and responsible for working with her team as well as cross-functionally, overseeing operations, sourcing, and finance

**Statement of Purpose:**

It is an honor to be the choice of the nominating committee for the position of Treasurer on the board of U.S. Figure Skating.

I will embrace this new challenge and bring my vast professional experience as a Sr. Finance Director of the largest winery in the world to the role. I plan to work closely with the finance team at headquarters as well as all members of the finance committee, group coordinators and committee chairs, as I onboard to this new responsibility. I will bring an inclusive approach and global outlook to the board.

As Treasurer, I will strive towards working with and on behalf of the Board of Directors and the entire membership of U.S. Figure Skating to oversee the financial functions (budgeting, reporting, investing funds, etc.) with integrity, strategic ownership, and thoughtfulness while seeking to improve existing processes as and if needed.

I am committed to supporting the goals and objectives of the Strategic Plan as well as supporting the mission, vision, and values of this organization.

I look forward to working in this new capacity.

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**Lynn Goldman – Athlete Services Group Coordinator:****Bio:**

Lynn Goldman is a national judge and referee for singles and pairs and a national technical controller for singles. She is also a sectional pair technical controller, novice sectional dance judge, a sectional dance referee and a national data/video operator. Currently, she is the Athletes Services Group Coordinator and member of the Board of Directors. Past positions include Technical Group Coordinator (Board of Directors), VC for domestic selections on the selections committee, chair of the Competitions Committee, both a regional and sectional vice chair of the Competitions Committee, a regional vice chair of the Judges Committee, as well as a member and chair of the Nominating Committee. She was chair of the working group primarily working on the inaugural season of the National Qualifying Series and the new qualifying competition structure as well as being an integral part of test refresh project. She has been involved in several other committees for U.S. Figure Skating as well as being past president, treasurer, test chair, competitions chair and delegate for the Austin Figure Skating Club.

Lynn has passed the 7<sup>th</sup> figure test, the equivalent of the junior free skate test and the bronze dance tests. She was a performer with Holiday on Ice before attending the University of Texas. She has a bachelor's degree in clinical nutrition and a master's degree in health care education and administration. She worked for more than 20 years at the Children's Hospital of Austin as a registered dietitian, certified diabetes educator and the clinical/research coordinator of the Cystic Fibrosis Program. She is currently working as the manager of operations and a scientific board member for an Independent Ethical Review Board (IRB) which reviews and approves clinical research studies.

**Statement of Purpose:**

It is an honor to be considered as the Athlete Services Group Coordinator, Board of Directors. Below is my vision statement for the position.

One of U.S. Figure Skating's mission statements is to define and maintain uniform standards of skating proficiency. My vision is to have all rules made fairly and in consideration of all athletes, regardless of their level and/or ability. Developing athletes is important to the success of our organization both domestically and internationally. We need to push the envelope of skating skills so our athletes can compete on the world stage but also make it safe for developing bodies. Therefore, it is my mission to guide the athlete services committees to work together to achieve the strategic plan and goals of the association.

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## **Elise Preston – Membership Development Group Coordinator:**

### **Bio:**

Elise Preston is honored to have been nominated to serve on the Board of Directors as the Membership Group Coordinator. Having fallen in love with figure skating as a child, Elise is now passionate about grassroots program development and introducing the sport to anyone willing to try. Elise served four terms as the chair of the Program Development Committee; she is a former member of the Basic Skills sub-committee and currently serves on the Program Innovation sub-committee. As the past chair of the Program Development Committee, she led the design, launch and implementation of the Excel Program and Series.

A long-standing member of the Skating Club of New York, Elise has over the last 25 years directed the skating program at the Wollman Rink in Central Park. Designing and nurturing innovative grassroots skating programs for the community, she has grown the program in Central Park to one of the largest in the country. Elise has presented at industry conferences, including the North American Rink Conference and Expo, and the Professional Skaters Association and has mentored skating directors new to their positions. In collaboration with Learn to Skate USA and Adaptive Skating USA, Elise launched a skating program for Veterans of the armed services this year; it has been one of the most rewarding experiences of her career.

### **Statement of Purpose:**

I start with the idea that U.S. Figure Skating is as strong as its membership. Against that backdrop, I see the primary goal of the Membership Group Coordinator as increasing membership. And I view my mandate as offering leadership and guidance to the chairs and committee members of the Membership group to achieve this important goal.

It will take a multi-pronged approach to help U.S. Figure Skating increase membership, including increasing member retention, supporting the transition from Learn to Skate USA to full U.S. Figure Skating membership and identifying and attracting new potential member profiles. Among my first priorities will be to analyze current and past membership data and identify datasets that we may not be capturing currently. This information will inform how best to further each committee's initiatives, mindful of the critical issues and goals set forth in U.S. Figure Skating's current strategic plan.

As the Group Coordinator, I will focus on the following areas:

*Education for clubs, coaches and parents.* U.S. Figure Skating has many innovative programs that serve skaters of all ages and with diverse interests. Many among our current membership are either simply not aware of the availability of these programs or are confused about how to get involved. We need to work across our committees to develop materials and methods of delivery to better inform our clubs and current membership. This will be key to increasing retention of our current members.

*Aspire Bridge Program and transitioning skaters from Learn to Skate USA to full U.S. Figure Skating membership.* Promoting and rolling out the Membership Committee's new Aspire bridge program will be a key focus over the coming year. Mentoring clubs and skating directors on the diverse ways they can tailor this new program to their specific needs will help address this important avenue for membership growth. Furthermore, we will need to identify and develop ways to address other key drop-off points through the skating pipeline where we see significant loss of membership retention.

*Identifying and attracting potential new member groups.* This year I will establish a working group and challenge them to take an outside-the-box approach to explore and identify yet untapped groups that could potentially lead to development of new membership categories for U.S. Figure Skating.

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### **Todd Bromley – Technical Group Coordinator:**

#### **Bio:**

Todd Bromley is a former competitor in both singles and pairs. He has been a U.S. Figure Skating judge for more than 30 years. Todd currently holds the following appointments: ISU Championship Judge in singles/pairs, international referee in singles/pairs, national singles technical controller and a video operator, novice sectional dance judge and a sectional dance referee. Todd has served on numerous committees throughout his years of service with U.S. Figure Skating. Most recently, Todd served this past year as chair of the Domestic Officials Recruitment and Management Committee (DORM). Todd has also previously served as chair of both the Judges and Selections Committees. In addition, Todd has served as the regional and sectional vice chair of judges for the midwest section. Todd previously served in the capacity as a team leader for Team USA. Todd is one of a select few that have had the honor of serving as the Chief Referee for two different U.S. Figure Skating Championships (2009 – Cleveland, OH and 2014 – Boston, MA). Todd graduated with a BSBA in marketing and finance from the University of Denver. Todd currently resides in Carrollton, Texas.

#### **Statement of Purpose:**

It is an honor to be considered for the position of Technical and Officials Group Coordinator.

Currently most of the initiatives in progress with DORM have direct impacts to the other committees (Officials Training Committee, Domestic Selections Committee, Competitions Committee and Tests Committee) that report to the Technical and Officials Group Coordinator.

As the Technical and Officials Group Coordinator, I would focus both on the technical aspects of our sport and one of our main assets, the officials. There is a need to develop a more robust and formal recognition program for all officials. This is crucial for both those officials just starting out with the organization and for those officials that have devoted a lifetime to the sport and organization.

My plan is to create a more collaborative working environment between the committees under the Technical and Officials umbrella. With the new committee structure, it has been a period of adjustment and slight frustration. Further development and fine tuning of the exact roles and responsibilities of each committee is needed.

It will be my responsibility to mentor the current or new committee chairs and help them achieve individual committee goals and objectives while working on the overall strategic goals of U.S. Figure Skating. I will listen to their needs, relay each committees' activities and requests to the Board of Directors and provide the committee chairs with appropriate feedback from the Board of Directors.

I will review the processes and procedures of each committee and streamline or remove barriers where possible in order to make the day-to-day committee work more efficient with a focus on automating more processes.

I believe my past committee experiences and professional job responsibilities as an Operations Manager, successfully managing large remote teams with great success, make me a solid fit for the Technical and Officials Group Coordinator.

Thank you for your consideration. I look forward to making a positive contribution as the Technical and Officials Group Coordinator.

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### **Karen Terry Perreault – Administrative/Legal Group Coordinator:**

#### **Bio:**

Karen Terry Perreault has been a member of U.S. Figure Skating for over 40 years, during which time she has been a skater, coach, judge, technical controller, specialist, team leader, and volunteer within the organization. She is a triple gold medalist (Moves in the Field, Figures and Free skating, with a Pre-Gold in Dance) and was a three-time

National Competitor. She currently holds an International Singles and Pairs judging appointment and has served as an International Team Leader since 2002. She has held approximately a dozen different committee positions in U.S. Figure Skating and has served on the Board of Directors (2018-present) as Administrative and Legal Group Coordinator (2018-present); Chair of Ethics (2009-2013), SafeSport (2013-2016), and Grievance Committees (2016-2018); and Vice Chair of JETS (2012-2016). Karen is a member of the Skating Club of New York and has served on its Board since 2013. Professionally, Karen holds a PhD in Criminology from Cambridge University and is a Professor at John Jay College of Criminal Justice in New York City.

**Statement of Purpose:**

The role of the Administrative and Legal Group Coordinator has two primary responsibilities: to advise and assist the committee chairs for which the coordinator has oversight, and to be a contributing member of the Board of Directors. The Administrative and Legal Group Coordinator oversees eight committees; I have served as Chair of three of these committees (Ethics, Grievance, and SafeSport) as well as Group Coordinator for the last two years. In these various roles I have worked closely with the other Group Coordinators and Committee Chairs and have gained valuable insight into the position. Many of the matters that arise within these committees are sensitive in nature and must be addressed with confidentiality, compassion and discretion. My previous experience, as well as my professional background, have prepared me to deal with a variety of sensitive issues and to understand the nature, scope and urgency of the matters that fall within this role.

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**Bobby Martin – Coaching Member:**

**Bio:**

As an athlete, coach, director and parent Bobby has been exposed to all sides of the youth sport experience. He has witnessed, participated in and led healthy and inspiring programs that have taught him the importance of a purposeful culture. Bobby brings a varied and extensive background into the U.S. Figure Skating Board of Directors as a coaching member. Bobby is also currently participating as a coaching member on the Strategic Planning and SafeSport Committees.

Bobby has been coaching for over 20 years and is the Director of Skate Pairs LLC, as well as Director of Skating | Coaching and Education Manager at the Elite Edge Skating Club in Wellesley, Massachusetts. Bobby's work has brought him to many locations and events, from domestic and international camps and competitions to World Championships and the Sochi Olympics. Most recently, he has participated in the *National Team Coach Leadership Education Program* run by the United States Olympic Committee Coaches Education. This ongoing program engages a small number of coaches from a variety of Olympic Sports. It is designed to broaden their professional perspective, create collaboration on similar challenges and best-practices across all sports, and provide valuable exposure to experts in the field of leadership, communication, coaching and education. Bobby was a National competitor in both Pairs and Singles, and spent over three years touring Europe and South Africa with *Holiday on Ice*. He has collaborated with many coaches and Program Directors throughout the United States, Montreal and Italy and has cultivated a strong working relationship with both *U.S. Figure Skating* and *Professional Skaters Association* staff and leadership. He is PSA Master Rated in both Freestyle and Pairs and holds a Level VII ranking.

In addition to skating, Bobby played baseball throughout his youth and at Boston College, where he graduated with a degree in Human Development from the School of Education. He also holds a Masters Degree from Emerson College in Digital and Media Arts. Bobby has worked as a representative with *Jackson Ultima*, as well as served as Development Director for *Growing Champions for Life*, a non-profit Sport Parent Education organization.

Bobby and his wife of 23 years, Barbara have been residents of Belmont, Massachusetts for 15 years. He has two daughters, Bella, 18 and Bridgette, 15.

**Statement of Purpose:**

I am thankful and honored to be nominated to continue with the Board of Directors as a coach member. My main focus throughout my coaching career has been centered on my athletes and giving them every chance possible to succeed. That has taken on many shapes and forms, as each athlete and team require a different approach and sensibility. My experience is in the down and dirty, day-to-day time and effort put in by the athletes, coaches, families, judges, officials and supporters. What I have learned from my experience is the importance of creating clear vision and goals, holding everyone accountable to their work, and taking the time to thoroughly assess the effort and results. I have had success directing my own program; creating a culture based on respect, efficient work, intelligent planning and clear, timely communication.

What I hope to continue to contribute to the Board of Directors is my understanding and experience with the broader perspective, through the lens of a coach. Participating in both the Strategic Planning and SafeSport Committees has provided me with valuable exposure to the challenges that face our organization. It has been an honor and privilege to work alongside so many dedicated and intelligent advocates and supporters of our sport. Paramount to the continued success of U.S. Figure Skating will be improving upon the development and safety of our athletes: in ease of entry through Learn to Skate programs, development of programs and initiatives to aid in retention and inspiration and developing deeper support systems. An excellent example of moving in the right direction is the new competitive structure, which is focused on better supporting our developmental athletes, while providing a cleaner and more professional experience for our National athletes.

I believe very strongly in the safety and welfare of our athletes and members, and I would demonstrate support in further development of the SafeSport program and expanding educational initiatives. There has been much progress following the lead of the Strategic Plan, and I would look forward to continuing the momentum. I also continue to feel that coach and parent education should remain a high priority, and as an organization we should continue to work with the PSA and formal committees to seek more efficient and effective ways to connect and engage with both populations.

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**Heather Paige – Coaching Member:****Bio:**

Heather started coaching in 2004 after competing in 3 World Synchronized Championships for Miami University. Since then she has had the unique privilege of coaching synchro teams at every level from regional to world. She has also been given the opportunity to serve on multiple committees within U.S. Figure Skating including the Athletes Advisory, Synchronized Skating, Sports Sciences & Medicine, and Athlete Development Committees. Being a coach as well as empowering athletes and teaching them about team dynamics and collaboration provides her with enormous gratification.

**Statement of Purpose:**

My goal is to better foster collaboration between coaches/skaters/officials/committee members in order to create a culture shift among the entire organization that trickles down to even the youngest skaters. This way of thinking is supported by the new strategic plan. I've been very fortunate to participate in a team environment within U.S. Figure Skating for most of my life. Synchronized Skating has taught me about the benefits of teamwork and the sharing of knowledge which is sometimes naturally perceived by individuals as weakening their personal power/competitive edge. It is words like "together" (vision statement), "we" (mission statement), "Integrity, Respect & Community" (values) that all point to the idea of collaboration and inspire me to be a part of this new chapter in U.S. Figure Skating. I am thrilled to share my experience leading a sub-committee and coaching teamwork with the U.S. Figure Skating Board of Directors. It is an honor to be selected as a coaching member to represent coaches of all disciplines and levels.

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**Other Candidates**  
**(pursuant to NCR 4.06 G)**

**Troy Goldstein – Treasurer:**

**Bio:**

During my two years as Treasurer, I leveraged my vast professional and skating experience. Professionally, I bring over 20 years of experience in the financial industry across three major financial centers in NYC, Switzerland and London. In addition, I hold a Bachelor of Business Administration Finance Management, a Juris Doctorate of Law and am a graduate of the Securities Industry Institute at Wharton University. I am currently the Executive Director of National Accounts at ProFunds/ProShares (a top financial asset management firm). Prior to ProShares, I have held multiple roles domestically and internationally with UBS AG/Financial Services (a top global financial firm) including Head of European Distribution, Head of US Sales for multiple product units, International Locations Business Development, and Financial Advisor.

My involvement in U.S. Figure Skating began as an athlete. I was a proud member of the AAC and an athlete board member while having a pretty successful competitive career. My skating accomplishments include gold Medals in figures, free skating, pairs, dance and free dance; being a U.S. national competitor for eight consecutive years at the junior and senior levels; winning the silver singles medal at Skate Canada and two bronze medals in pairs at the World University Games. In addition, I have the distinction of being the only skater to compete at the U.S. Nationals in all four championship level events two years in a row winning a silver and bronze medal.

Post-skating, I have continued to be deeply involved giving back to the sport within the governance of the Association, my local club, and internationally. Prior to becoming treasurer, myself, I served two treasurers with a six-year tenure on the Finance Committee and served as vice president and interim president of the U.S. Figure Skating Foundation. In addition, I have served as a BOD member, pairs committee chair, along with countless other committees. Locally, I have served as VP of the Skating Club of NY for nearly 15 years. Internationally, I have served as technical specialist for the 2014 Olympic Games, multiple World Championships, Four Continents, Europeans, Grand Prix and Junior Grand Prix events in singles and pairs.

**Statement of Purpose:**

In continuing, my focus will remain on transparency, financial responsibility and accountability. With the use of sound controls and oversight management, I plan to continue to not only focus on the day-to day functions of supervising the finances of U.S. Figure Skating, but also support athlete programs to enhance membership growth, branding initiatives, budget stability, the strategic direction of the Association and, of course, medals.

It is imperative that the Treasurer work to reign in the requests and strive to deliver a “goal-oriented” balanced budget. Implementation of “zero-based” budgeting was the identification of true priorities instead of business as usual through partnership with headquarters senior directors, group coordinators and our committee chairs. As we move forward, it is essential to explore new, innovative sources of revenue while focusing on cost controls and financial stability in order to safeguard a healthy growing Association that can support the needs of our members and our future goals.

In addition, as we move forward, I believe that there is a need for regular transparent reporting regarding the general financial health of the Association to enhance the trust of the entire board. This has been the backbone of my tenure. My multi-discipline domestic and international skating experience, ability to work closely with, as well as challenging the U.S. Figure Skating CFO, board members and headquarters staff, my understanding of financial health/planning is key as we balance the needs of the association and our athletes today, investing in our future, and being prepared should our financial needs change.