

# 2024 Board Member Application

Thank you for your interest in applying for a position with the NAIGC Board of Directors! A full list of Director responsibilities can be found [here](#). Applications must be submitted no later than December 15th, 2023 at 11:59pm PDT.

All candidates are running for the same openings: there are (4) 3-year terms, (4) 2-year terms, and (1) 1-year term available in this election. The (4) candidates that receive the highest votes will be awarded the 3-year terms, the next (4) highest voted candidates will be awarded the 2-year terms, and the next (1) highest voted candidate will be awarded the 1-year term. Any other candidates will not be elected for 2024.

The respondent's email ([ilana.shushansky@naigc.org](mailto:ilana.shushansky@naigc.org)) was recorded on submission of this form.

First Name \*

Ilana

Last Name \*

Shushansky

Pronouns

Phone Number \*

401-301-7443

**Gender Identity**

female

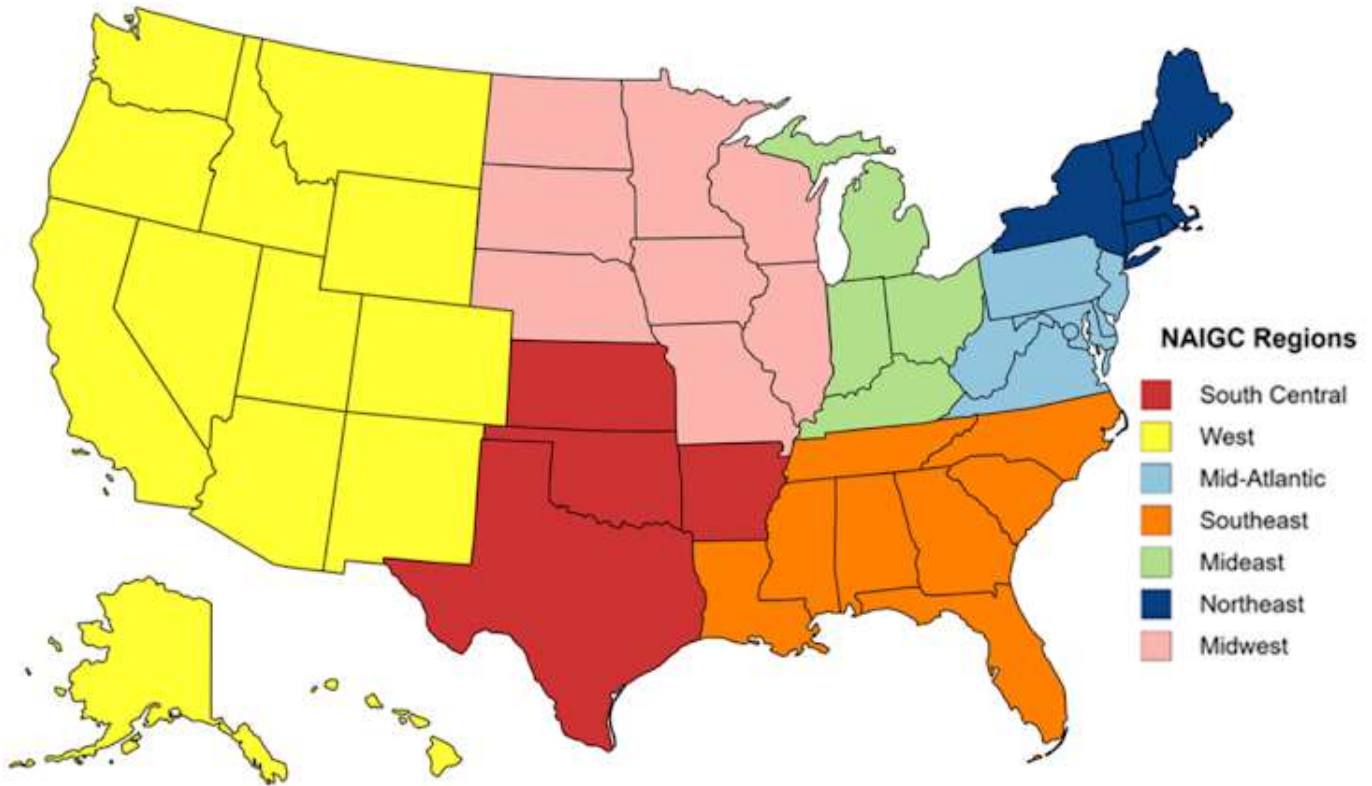
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**Race/Ethnicity**

white

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In which region are you located? \*



- South Central
- West
- Mid-Atlantic
- Southeast
- Mideast
- Northeast
- Midwest
- International

I have read through the [role description here](#) and am aware of the role's expectation and time commitment. \*

Yes

### Experience

How many years have you been involved with the NAIGC in any capacity? (Competitor, volunteer, coach, etc) \*

If you were a coach and volunteer in the same year, please count that as 1 year.

16 .....

Have you been involved with NAIGC Governance? For how long and in what capacities? \*

11 on NAIGC Board as general member, Nationals Coordinator, various committee chairs, and President .....

Have you been involved with NAIGC Operations? For how long and in what capacities? \*

N/A .....

Do you have experience serving on other nonprofit Boards? How many years? \*

Yes, 1 year on the Board of Bnai Emunah Synagogue .....

Do you have experience serving on corporate Boards? How many years? \*

N/A .....

Please describe any management experience you have. \*

Worked at a management consulting firm for 6 years

Describe your connection with the NAIGC mission and the greater gymnastics community. \*

Connection to the mission: The gymnastics community is not known for encouraging participation in a safe, fun, and inclusive environment. But the NAIGC is rewriting what it looks and feels like to be a part of a gymnastics community that so many people, including myself, benefit from and I think has the potential to change what the greater gymnastics community looks/feels like.

Connection to the greater gymnastics community: USAG competitive gymnast for 14 years, member and President of Emory Club Gymnastics, coach for 10+ years

What motivates you to serve on the NAIGC Board? \*

To continue to provide strategic direction and support for the NAIGC to grow its services and membership for collegiate and adult gymnasts to continue in the sport of gymnastics

## Committees

The NAIGC Board is comprised of 3 committees: development, finance, and policy. Please answer **ALL** of the following questions thoroughly.

## Development \*

Please highlight your Development related experiences and skills, especially as they relate to the points below.

- Previous experience and knowledge of non-profit development and growth or recent experience with NAIGC Governance
- Strategic long-term planning experience
- Recruitment experience (the Dev committee works to recruit potential new Board & Nomination Committee members), especially with an interest in diversifying backgrounds and experiences
- Experience promoting equity, or training in DEI or experience implementing equitable practices
- HR experience (creating and implementing evaluations, on-boarding, etc)
- Experience implementing new processes
- Experience in stakeholder communication

Have worked at nonprofits for the past 13 years on the leadership team of non-profits for the past 5 years at Voice4Girls, American Jewish World Service, Women in Recovery, Third Sector Capital Partners, and now at the George Kaiser Family Foundation where I work as their Director of Continuous Improvement. Throughout those jobs, especially as a non-profit management consultant while at Third Sector, I participated in strategic planning processes, recruited and onboarded new staff, was a member of the DEI working group and spearheaded the organization's transition to being an explicitly anti-racist consulting firm, wrote and implemented new policies around time off, promotion/advancement, and performance evaluations, and worked on 20+ consulting projects that involved stakeholder engagement and communication.

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## Finance

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Please highlight your Finance related experiences and skills, especially as they relate to the points below.

- Experience in a finance role e.g. Treasurer, finance manager, CFO
  - Experience creating or managing a budget (Please include the budget total ie. 5k, 100k etc)
  - Experience fundraising for an organization. Networking ability, connections a bonus
  - Knowledge of financial software, Quickbooks preferred
  - Experience filing non-profit tax returns e.g. Form 990 and accompanying schedules
  - Grant and contract writing experience
  - Logic / analytical skills
  - created budgets for multi-million dollar government social service programs in my role as a management consultant
  - knowledge of QuickBooks
  - have reviewed and approved the NAIGC tax returns for many years
  - created social impact bond cash flow models as part of my job at Third Sector
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## Policy

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Please highlight your Policy related experiences and skills, especially as they relate to the points below.

- Experience creating/writing policies or formal documents for an organization, particularly in protocols for early-stage non-profit development and governance best practices
  - Experience with nonprofit laws and regulations
  - Experience working on tasks that require close attention to detail
  - Experience working with NAIGC policies
  - Ability to engage in detailed discussions
  - Served on the NAIGC Policy Committee for 7+ years
  - Wrote and/or revised many of the current NAIGC policies
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Each board member must serve on at least two committees. Which committees are you most interested in joining? \*

- Development
- Finance
- Policy

Leadership



## Leadership Skills

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Please highlight your leadership related experiences and skills, especially as they relate to the points below.

- Experience partaking in or leading formal leadership training
  - Experience managing large groups of people and coordinating multiple teams together
  - Experience setting goals, deadlines, and targets for a group or project
  - Past NAIGC President, Nationals Committee Chair, and Nationals Coordinator
  - Director and member of leadership team at previous consulting firm and current job
  - Previously managed team of 6-8 associate and manager level staff
  - Managed multiple client-facing projects at a time with a team of three on each project, which requires detailed work planning, task execution, and attention to detail and staying on scope/time/budget
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## Officers and Committee Chairs \*

There are currently six officer/chair positions available within the board of directors. A brief description of each is provided below, and fulfillment of one of these roles generally requires an additional time commitment of 2-5 hours per week. These positions will be filled later in a separate election that is internal to the Board; this question is merely gauging interest.

**President:** Leads the board, facilitates the NAIGC's growth, development, and long-term strategy

**Vice President:** Manages board meeting agendas and pre-reads, plans annual Governance Strategy Meeting, and manages committee status reports and Board goal-tracking mechanisms

**Treasurer:** Manages the NAIGC's financial records, chairs the Finance Committee, handles all monetary issues for the NAIGC (payments, manages bank accounts, taxes)

**Secretary:** Manages meeting minutes, board activity, board records, and elections

**Development Chair:** Manages the Development Committee which works on recruitment, orientation/onboarding, internal performance reviews, NAIGC mission/vision, and continuous improvement of the Board

**Policy Chair:** Manages the Policy Committee which reviews and improves all NAIGC policies

Which (if any) of the following board leadership position(s) are you interested in holding?

- President (3 years experience on NAIGC board preferred)
- Vice President (2 years experience on NAIGC board preferred)
- Treasurer/Finance Chair (1 year experience on NAIGC board preferred)
- Secretary (1 year experience on NAIGC board preferred)
- Development Chair (1 year experience on NAIGC board preferred)
- Policy Chair (1 year experience on NAIGC board preferred)
- I am not interested in running for a leadership position on the Board

## Miscellaneous

Please provide anything else you think we should know regarding your suitability for a role on the NAIGC board. \*

N/A

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Please submit a statement to the membership regarding why you think they should vote for you. \*  
This will be posted to the membership as part of the election process. (One to two paragraphs)

Ilana is the current NAIGC President and also served as NAIGC President from 2013 - 2016, a board member from 2010 - 2020 and filled the role of Nationals Coordinator for many years. She also brings an wealth of outside nonprofit and leadership experience to the board. She co-founded a non-profit, Voice4Girls, writing their governance documents and structure from scratch, serves on multiple other nonprofit boards, served on the leadership team of a management consulting firm, and is currently a director at one of the largest family philanthropies in the country. In addition to her non-profit, management, and leadership experience, she also has close ties to the gymnastics community as a USAG competitive member for 10+ years, the former President of Emory University's NAIGC team, and a USAG competitive girls coach for 10+ years.

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Please send any supplementary materials you think would be helpful (eg. a cover letter, resume, etc.) to [nomcom@naigc.org](mailto:nomcom@naigc.org).

This form was created inside of NAIGC.

Google Forms