Board Composition and Recruitment	Matrix																								
NOT FOR DISTRIBUTION																									
						Current N							Prospe	ctive Me	embers										
	1 2	3 4	5 6	7 8	9 10	11 12	2 13 14	15 1	6 17 18	19	20 21	22 23	1 2	3 4	5 6	7 8	9 10 1	1 13 1	4 15	16 17	18 19 20	0 21	22 23	24 25	5 26 27
	Suzi Kim Scott																								
	<u>E</u>																								
	Z Z																								
	Si l																								$\bot\bot$
Skills/Competencies																									
Accounting/Audt														X		-	+	+							++
Analytics (data, metrics)														х			+	+							++
Arts/Dance	X																	+ +						х х	++
Corporate/Nonprofit Governance	X						+				-+	+	x x		x x	 	+++	++	\rightarrow	x		+			+++
Diversity/Inclusion	Х						+	+			-+		x x		x x	Х	X	++	+	x	X X	+	X	X	++
Education Entrepreneurship	 	+ + -				+	+	+		+	-	+ + -			+	++	+ + +	++	+	+	x x	+ +	_		x x
Event Planning	×										_					+ +						1 1	×		X X
Facilities/Construction															+ +		+								++
Finance/Investment														×			x								++
Fundraising	×													^			 								++
Government Relations	×																						v		++
Healthcare/Medical	- 1 "												l x												+
Human Resources													^					1 1							++
Legal																		T _x							
Marketing/Communications	x													х		x				×	x x				×
Operations													x x		x										1
Public Relations	x												1 1												+
Research/Intellectual Property	- 1 "																								+
Risk Management														x			x								++
Strategic Planning													l x	x	l x		1 x								++
Mergers & Acquisitions															1 1		 								+
Strategy/Business Development	x												x x	×	x	x	x								x
Technology														^	 		 							×	+^+
																					1				
Employer																1 1						1 1			$\overline{}$
Educational Institution							+	+		+ +	-+	+			1		+++	++	+	++	X X	+			++
Government/Judiciary							+				+				+		+++	+	+	+	+	+			++
Medical/Health Institution	\longrightarrow						+				-			х	+	++	+ + +	++	+	+		++	+		++
Nonprofit							+	+		+ +	-	+	х		+		+	++	+	+	+	+	Х	х х	++
Not Employed							+				-	+ + -			+	+	+	++	+	×	+	+	+		++
Private Company/Business							+	\perp		+			X	х	x x	х	+	×	\perp	+	-	+	X		++
Public Company							+	\perp			-						X	++	+			+			++
Retired							+				-	+		х	\perp		+++	+	+	-	+	+	\perp		++
Community/Volunteer																									$\bot\bot$

Board Composition and Recruitment Matrix

Board Composition and Recruitment Mati	rix								
NOT FOR DISTRIBUTION									
					nt Members			Prospective Members	
		3 4 5	6 7 8	9 10 11	12 13 14	15 16 17 18	19 20 21	<u>22 23 1 2 3 4 5 6 7 8 9 1</u>	0 11 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27
	Suzi Kim Scott								
	ш S								
	ᇐ								
	Suz Suz								
Self-Employed	х								
Position									
CEO								x x	
Educator									x x x
Entepreneur	х								x x x
Full-Time Volunteer									x x
Other Executive									x x x x x x x x x x x
Performer									
Professional (ex: Doctor)									
Retired								x x	
Philanthropy									
Ability to Influence Gifts	x							x x x x x x	
Demonstrated Philanthropic Activities	x								
Personal Resources									
Connector To		· · · · · · · · · · · · · · · · · · ·							
Artists	x								
Corporations	x								x
Educators	×								
Foundations	 ^ -								
Government							 		
Small Business	x							n n n n n n n n n n n n n n n n n n n	
Individuals	x								x x x x x x x x x x x x x x x x x x x
Qualities							 		
Leader	++								
Communication Follower	X								X X
	+ , + -								
Networking Passion	x	+ + +		 			+ + +		X
Strategic Thinker	X								
Team Building	x			 					
Event Planner/Logisitcs	 ^ -	+ + +		 			+ + + -		
Visionary									
Nonprofit Leadership									

Board Composition and Recruitment Matrix

Committee Membership (*chair)

Board Composition and Recruitment Ma	UTIX																																				
NOT FOR DISTRIBUTION																																					
										t Memb									Pi	rospe	ctive M	embe	rs		, ,												
	1	2	3 4	5	6	7 8	9	10	11	12 1	3 14	15	16	17	18	19	20 21	22	23 1	1 2	3 4	1 5	6	7 8	9	10 1	.1 13	3 14	15	16 1	7 18	19	20 2	1 22	23 24	1 25	26 27
	Suzi Kim Scott																																				1
	шS																																				1
	볼																																				1
	Suz																															$\perp \perp$	\perp	$\perp \perp$	\perp		\sqcup
Previous Board Experience	x		\perp					$\perp \perp$											×	с х	x 2	с х	,	(x			,	x x		$\perp \perp$	丄	;	х х		ш
Gender Identity																																					
Female	x																		l x	(x	x	x]	(,	x x		x >	x T	x	x		x x
LGBTQ																			l x	,												1		11	хх		x
Male																					,	,				T _x	T _x							11	x		
Nonbinary																																		\top			
Genderfluid																																T	\top	\top			
Transgender																																T	\top	\top			
																																	_				
Age Under 40																									1 1							T	\neg	\top	\neg		
40-49	x															-		1				- x	+ +		+					×		++	+	++	+		H
50-70	X															-		-			x ;	, X	 	(X	1,	. X		1,	l., I.	x x		+++		x ,		-	x
70+			+													\rightarrow		-	X	X	X /	-	X /	X	х	x	X	Х	X	<u> </u>	X	X >	x x	+ x +'	* x	×	<u>*</u>
			_					\vdash			_		_							\perp			\perp	_	\perp			_		_		\Rightarrow	\Rightarrow	\Rightarrow	\Rightarrow		
Race/Ethnicity							_										-					_										\perp		+	\perp		\square
Asian/Asian-American	х																			_		_										+	\perp	 ;	х х	х	\vdash
East African																				4		\perp	1									+	+	+	+		\square
Black/African-American																						_								х		x >	×	$\perp \perp \perp$	\perp		\square
East Asian								1																	1							\perp	\perp	$\perp \perp$	\perp		\square
Hispanic/Latino/a/LatinX																						\perp				×						$\perp \perp$	\perp	$\perp \perp$	\perp		
Middle Eastern																				x		\perp	\perp									$\perp \perp$			х		
Native American/Indigenous																																$\perp \perp$	\perp	$\perp \perp$			$\sqcup \sqcup$
Bi-racial or Multi-racial (please identify)																																$\perp \perp$		$\perp \perp$			X
White/Caucasian																			x	<u> </u>	x ;	С	\perp				x					$\perp \perp$	\perp	х	\perp		x
Other (please identify)																													;	<		\bot		$\bot\bot$	\bot		
Geographic Distribution																																					
Greater MN																																					
International																																		\top			
Midwest Region																																		\top			
Minneapolis																																		\top			
St. Paul	×																																	\top			
Suburbs																																\top		\top	\top		
Other																						\top										\top		\top	\top		
			-		_		_				_	_	_	-			_	•			_	_			_	_	_	_	_	_	_	_				_	

Board Composition and Recruitment Matrix

NOT FOR DISTRIBUTION

NOT FOR DISTRIBUTION																																									
										Cui	rrent N	Membe	rs										Prospective Members																		
	1	2	3	4	5	6	7	8	9 1	LO 1	1 1	.2 13	14	15	16	17	18	19	20	21	22	23	1 2	: 3	4	5	6 7	8	9	10 11	13	14 15	16	17 1	8 19	20	21 22	23	24	25 2	6 27
	Suzi Kim Scott																																								
Executive																																									
Governance																																									
Finance																																									
Development																																						\Box			П
Diversity, Equity and Inclusion																																						\Box			П
Investment																																						\Box	ĺ	ĺ	
Marketing																																									
																																						\Box			\Box
Year Joined	202	0						Ì																											T		丁				而
Term Expires																																									

Referred By