Board Profile Matrix -- HALOS

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Age																				
19-34	X																			
35-50				X		X			X				X							
51-65		X	X		X		X	X		X	X	X								
Over 65																				
Gender																				
Male	X	X							X			X								
Female			X	X	X	X	X			X	X		X							
Race/Ethnicity/Disability																				
African-American/Black					X			X												
Asian/Pacific Islander																				
Caucasian	X	X	X	X		X	X		X	X	X	X	X							
Hispanic/Latino																				
Native American/Indian																				
Other																				
Disability																				
Resources																				
My organization will provide $ support	X			X	X			X	X		X									
Will make personal contribution	X	X	X	X	X	X		X	X	X		X	X							
Will provide other/in-kind gifts				X	X	X		X	X	X	X		X							
Have access to other resources (foundations, corporate support)	X			X							X									
Am available for active participation (solicitation visits, grant writing)		X	X		X	X	X	X	X	X		X	X							
Community Connections																				
Religious organizations	X		X	X	X	X		X	X		X	X	X							
Corporate		X		X		X					X									
Education		X	X		X		X	X				X	X							
Media				X	X		X			X										
Political						X	X													
Philanthropy						X				X										
Small business	X			X																
Social services						X														
Health							X				X	X	X							
Legal											X									
Neighborhood organizations										X										

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Qualities																				
Leadership skills		X	X		X			X	X	X		X	X							
Willingness to work	X	X	X	X	X	X	X		X	X		X	X							
Personal connection with organization mission		X	X	X	X	X		X				X	X							
Consensus builder		X			X							X	X							
Communicator		X	X		X		X	X	X	X		X	X							
Planner	X	X			X		X		X	X			X							
Visionary		X			X	X		X	X	X			X							
Areas of Expertise																				
Administration/Management	X	X			X		X	X		X										
Entrepreneurship																				
Financial Management										X										
Accounting	X																			
Banking/trusts																				
Endowments																				
Investments					X															
Fund-raising		X			X				X	X	X									
Government						X														
Law																				
Marketing/Public Relations		X		X	X		X		X	X										
Human Resources					X								X							
Needs Assessment/Program Evaluation						X														
Nonprofit Best Practices										X										
Public Policy					X		X													
Strategic Planning		X					X			X										
Physical Plant (architect, engineer)																				
Real Estate	X																			
Special program focus (education, health, social services)		X	X		X			X				X	X							
Technology																				
Ministry								X												
Residence																				
Berkeley	X																			
Charleston		X	X	X	X	X	X	X	X	X	X	X	X							
Dorchester																				
Number of years on Board	1	3	4	2	2	1	1	9	2	2	4	3	9							