

| BOARD MEMBER          |                              | Barbara Sattler | Colette Barrajas | Fran Moore | India Davis | Jacque Wohl | Jeannie Gadea | Judy Francis | Kimberly Bond | Phyllis Howell | Vanessa Seaney | 11 | 12 | 13 | 14 |
|-----------------------|------------------------------|-----------------|------------------|------------|-------------|-------------|---------------|--------------|---------------|----------------|----------------|----|----|----|----|
| <b>QUALITIES</b>      |                              |                 |                  |            |             |             |               |              |               |                |                |    |    |    |    |
| <b>Affiliations</b>   | Business Community           |                 | X                |            | X           |             | X             |              | X             |                | X              |    |    |    |    |
|                       | Education                    |                 |                  |            |             |             |               |              |               |                |                |    |    |    |    |
|                       | Arts and Culture             |                 |                  |            |             | X           |               | X            |               |                |                |    |    |    |    |
|                       | Public Sector                | X               |                  |            | X           | X           |               |              |               | X              | X              |    |    |    |    |
|                       | Local Neighborhood/Downtown  |                 | X                |            |             |             |               |              | X             |                |                |    |    |    |    |
|                       | Funder                       | X               | X                |            |             |             |               |              |               |                | X              |    |    |    |    |
|                       | University                   |                 |                  |            |             |             | X             |              |               |                | X              |    |    |    |    |
| <b>Expertise</b>      | Education                    |                 |                  |            |             |             |               | X            |               |                |                |    |    |    |    |
|                       | Finance/Accounting/Banking   |                 | X                |            | X           |             | X             |              | X             |                |                |    |    |    |    |
|                       | Law                          | X               |                  |            |             | X           |               |              |               | X              |                |    |    |    |    |
|                       | Criminal Justice             | X               |                  |            | X           |             |               |              |               |                |                |    |    |    |    |
|                       | Human Resources              |                 |                  |            |             |             |               |              |               |                |                |    |    |    |    |
|                       | Government                   | X               |                  |            | X           | X           |               |              |               | X              |                |    |    |    |    |
|                       | Architecture                 |                 |                  |            |             |             |               |              |               |                |                |    |    |    |    |
|                       | Marketing/PR/Media           |                 |                  |            |             |             |               |              |               |                |                |    |    |    |    |
|                       | Philanthropy                 |                 | X                |            |             |             | X             |              | X             |                |                |    |    |    |    |
|                       | Real Estate/Construction     |                 | X                |            |             |             |               |              |               |                |                |    |    |    |    |
|                       | Small Business               |                 | X                | X          |             |             | X             |              | X             |                |                |    |    |    |    |
|                       | Public Policy                | X               | X                |            | X           | X           |               |              | X             |                | X              |    |    |    |    |
|                       | Technology                   |                 |                  |            |             |             |               |              |               |                |                |    |    |    |    |
|                       | Admin/Management/Consulting  |                 | X                | X          | X           | X           | X             |              |               |                | X              |    |    |    |    |
|                       | Healthcare/Public health     |                 |                  | X          |             |             |               |              | X             |                | X              |    |    |    |    |
|                       | Retail                       |                 |                  |            |             |             |               |              |               |                |                |    |    |    |    |
|                       | Economic Development/Tourism |                 | X                |            |             |             |               |              |               | X              |                |    |    |    |    |
| Non-profit            |                              |                 |                  |            |             |             |               | X            |               | X              |                |    |    |    |    |
| [Other]               |                              |                 |                  |            |             |             |               |              |               |                |                |    |    |    |    |
| <b>Relationships/</b> | Foundations                  | X               | X                | X          | X           | X           | X             | X            | X             | X              | X              |    |    |    |    |

|                            |              |   |   |   |   |   |   |   |   |   |   |  |  |  |  |
|----------------------------|--------------|---|---|---|---|---|---|---|---|---|---|--|--|--|--|
| <b>Access to Resources</b> | Corporations |   | X |   | X |   | X |   | X |   | X |  |  |  |  |
|                            | Individuals  | X | X | X | X | X | X | X | X | X | X |  |  |  |  |
|                            | [Other]      |   |   |   |   |   |   |   |   |   |   |  |  |  |  |

**Board Composition Matrix DRAFT for The Haven Board of Directors 1/8/2024**

|                           |                        |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|---------------------------|------------------------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| <b>Age Range</b>          | 25-30                  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                           | 30-40                  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                           | 40-50                  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                           | 50-65                  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                           | 65+                    |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>Geography</b>          | Tucson                 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                           | Oro Valley             |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                           | GV/Sahuarita           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                           | South Tucson           |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                           | Marana                 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                           | [Other]                |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>Demographics</b>       | African American       |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                           | Native American        |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                           | Hispanic/Latino        |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                           | Asian/Pacific Islander |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                           | Caucasian              |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                           | Other                  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>Gender</b>             | Female                 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|                           | Male                   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>Board Term Expires</b> | (Year)                 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>Annual Gift</b>        | (Yes/no)               |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |

*Note: I generally use numbers to represent board members for purposes of presenting the results to the larger board. You would work with a corresponding key. ( E.g., Jane Smith is Board member #1.) The idea is not to protect identity per se, it's more about being courteous and focusing on the big picture. Pamela*