

## 2023-24 Board Profile Grid

Board Members	Amy	Barbara	Chad	Courtney	Irma	Jane	John	Joseph	Margaret	Mark	Mary Lou	Matt	Rian	Rich	Rosemary	Season	Susan	Tabitha	Yvonne
<b>Skills and Knowledge</b>																			
Strategic planning / thinking	X				X	X		X			X	X	X		X			X	
Business operations					X			X				X							
Fundraising, esp. major gifts						X					X								
Finance								X											
Human resources / org dev					X	X		X				X							
Columbia River Basin	X										X	X	X		X			X	
Climate change	X					X						X			X		X	X	
DEI				X	X	X		X			X	X	X		X				
Environmental justice	X			X							X	X	X					X	
Education								X				X					X		
<b>Connections, Influence, &amp; Representation</b>																			
Federal agencies	X				X	X		X			X				X			X	
Tribal government	X				X						X				X			X	
State government	X			X	X	X		X				X	X		X		X	X	
Local government	X				X	X		X				X			X			X	
Port / maritime industry	X																	X	
Nonprofit / community					X	X					X	X			X		X		
Financial / investment sector																			
Business / corporate / industry												X							X
Research institutions						X						X					X		
Funders						X						X							
Major donors																			
Recreation												X	X						X
<b>Capacity/Commitment</b>																			
Time / ability to participate					X						X	X	X		X			X	
Leadership prospect						X					X	X			X				
<b>Demographics</b>																			
Geographic - WA	X					X					X	X	X		X			X	
Geographic - OR				X	X			X			X				X		X	X	
BIPOC Leadership																			
Gender Identity (M, F, NB)	F			F	F	F		M			F	M	F		F		F	F	
Disability (visible & invisible)												X							
Youth Leadership (18-25)																			
LGBTQIA+								X					X						

## 2023-24 Board Profile Grid

Board Members	Amy	Barbara	Chad	Courtney	Irma	Jane	John	Joseph	Margaret	Mark	Mary Lou	Matt	Rian	Rich	Rosemary	Season	Susan	Tabitha	Yvonne
<b>Committee Membership</b>																			
DEI Steering Committee											X				X				
Board Development Committee					X														
Executive Committee						X	X				X	X	X						X

### How to complete this form:

- Skills and Knowledge areas are areas where you personally hold direct skills, experience, and expertise.
- Connections, Influence & Representation are areas where you have direct connections, hold influence, or are serving as a representative. These could be areas related to your professional role or from your personal life.
- Capacity & Commitment is an indication that you are interested in serving in a leadership capacity for the Board of Directors and that you have the time to serve in a larger role – committee role, leadership role, or some other larger commitment to service above and beyond regular Board meeting attendance.
- Demographics these are specific things to describe you personally:
  - Geographic WA or OR – What state does your work represent, Oregon or Washington? If you're a representative of a Federal agency or have some other role that is Estuary wide, please check both states.
  - BIPOC Leadership – Are you personally BIPOC and in a position of leadership in your organization or community?
  - Gender Identity – Are you Male (M), Female (F), or Non-Binary (NB)
  - Disability – You have a disability, either visibility or invisible.
  - Youth Leadership – You personally are between the ages of 18-25 and are in a position of leadership in your organization or community.
  - LGBTQIA+ - You personally identify as LGBTQIA+
- Committee Membership – Indicates that you serve on one of these Board Committees