

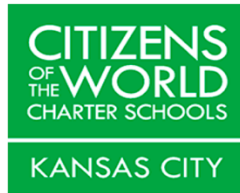


## Citizens of the World Charter- Kansas City Board Recruitment Matrix *Spring 2023*

### CURRENT BOARD MEMBERS

Those rotating off are highlighted in yellow

NAME	OCCUPATION	RACE/ ETHNICITY	GENDER	HAS KIDS	LIVES IN MIDTOWN
Hon. Artie Bland	Federal Judge	Black	Male	?	?
Brandi Finocchario	Nonprofit leadership / health	Black	Female	Yes	No
Dr. Asiya Foster	Preschool Administration	Black	Female	Yes	No; KS
Dr. Sarah Hicks	Education	White	Female	Yes	No; KS
Jim MacDonald	Nonprofit leaders	White	Male	Yes	Yes
Luke Norris	Technology / strategy / government relations	White	Male	Yes	No
Jeff Phillips		White	Male	Yes	No; KS
Selina Rios	Education	Latina	Female	No	?



#### SUMMARY / TAKEAWAYS:

1. Not all members of the Board live in Midtown/thus lack some level of Midtown community connectivity
  - a. Two Board members live in Kansas (which will be an issue when their terms are up)
2. Only one has a student at CWCKC (which is good, the goal is not to be a parent-led Board)
3. No member of the Board is from a marginalized community, most members of the Board are assumed to be from HHI > \$100,000

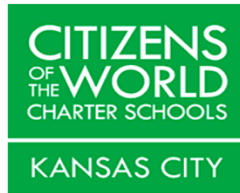
#### PROSPECTIVE BOARD MEMBERS (PIPELINE)

NAME	OCCUPATION	RACE/ETHNICITY	GENDER
Jon Baxter	Faith-based/ Operations & HR	White	Male
Shomari Benton	Real Estate Attorney	Black	Male
Lydia Butler	Financial Services	White	Female
Angela DeWilde	Nonprofit Administration	White	Female
Will Harris	Finance	Black	Male



## AREAS OF EXPERTISE

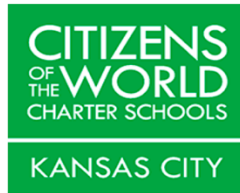
AREAS OF EXPERTISE/LEADERSHIP QUALITIES	CURRENT MEMBERS	PROSPECTIVE MEMBERS
Administration/ Management (Nonprofit Operations)	MacDonald, Finocchario, Norris, Phillips, Rios	Baxter, Butler, DeWilde, Harris
Early-Stage organizations/start-ups	Finocchario, Norris, Phillips, Rios	Butler, Benton, DeWilde, Harris
Board/ Volunteer Management	Finocchario, Hicks, MacDonald, Norris, Rios	Baxter, Butler, DeWilde
Financial Oversight	Finocchario, Norris, Phillips	Baxter, Butler, Harris
Fundraising	Finocchario, Foster, Norris, Phillips	Baxter, Butler, DeWilde
Government Relations	Bland, Finocchario, Norris, Phillips	Benton
Investment Management	Phillips	Butler
Law / Risk Management	Bland	Benton
Leadership Skills/Motivator	Bland, Foster, Hicks, Norris, Phillips, Rios	Baxter, Harris
Marketing, Public Relations	Hicks, Norris	Butler, DeWilde
Human Resources	None	Baxter, Harris
Strategic Planning	Finocchario, Hicks,	Baxter



	MacDonald, Norris, Phillips	
Physical Plant (architect, engineer)	None	
Real Estate	Norris, Phillips	Benton
Understanding of Community Needs	Bland, Finocchario, Foster, Hicks, MacDonald, Norris, Rios	Baxter, Butler
Technology	Norris	
Other	Foster (refugee and pre-k)	
K-12 Landscape/Missouri	Foster, Hicks, MacDonald, Norris, Rios	Baxter, Harris
Charter School	Norris	Harris

#### SUMMARY / BIGGEST TAKEAWAYS

1. Recruit Black, Hispanic and Asian/Muslim Candidates
2. Prioritize Marketing and Physical Plant
3. Prioritize people with nonprofit leadership/K-12 experience or Charter School understanding
4. Prioritize real estate + strategic planning



## COMMUNITY CONNECTIVITY

COMMUNITY CONNECTION	CURRENT BOARD MEMBERS	PROSPECTIVE MEMBERS
Religious Organizations		Baxter
Corporate	Foster, Norris, Phillips	Butler
Education	Foster, Hicks, MacDonald, Rios	Baxter, Harris
Media	Foster	
Political	Finocchario, MacDonald, Norris, Rios	Benton, DeWilde
Philanthropy	Foster, MacDonald, Norris	Baxter, Butler, DeWilde, Harris
Small business	Phillips	Butler
Social services	Finocchario, Foster, MacDonald, Norris, Rios	DeWilde
Other		