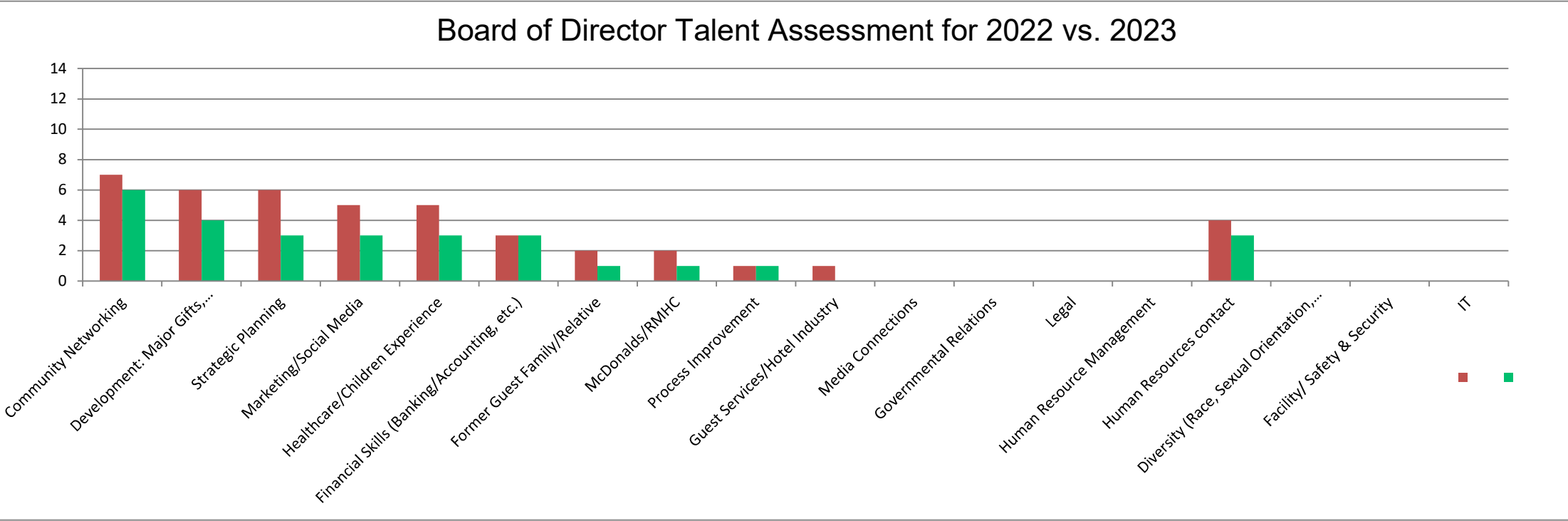


RMHC Board of Directors Talent Assessment (as of 1.21.22)



RMHC Individual Director Talent Assessment (as of 1.21.22)

	Development	Strategic Planning	Financial Skills	Marketing/ Social Media	Media Connections	Community Networking	Child/Family Health	Governmental Relations	Legal	Diversity	Former Guest Family/Relative	IT	Human Resource Management	HR Contact	Facility/ Safety & Security	Process Imprvm't	Hotel /Guest Services	McDonalds/ RMHC Experience	Comments
Heidi Kloster						X	X												
JoAnne Vaccaro			X																
Shannon Wendricks		X					X				X					X			
Jason Speich			X			X								X					
Kyle Nondorf		X	X				X							X					
Shawn Arneson*	X			X		X	X										X		
Amber Bucciferro	X			X		X												X	
Nick Shutwell*		X		X							X								
Chris Roth	X			X		X													
Kathy Kostrivas*		X					X												
Wendy Lommen*	X	X												X				X	I think we should look at tiers of skillsets by Board Member.
Mary Basel	X					X								X					
Brian Flad	X	X		X		X													I think it would be worthwhile to A) find a strong financial community member...not necessarily for financial-related work but from a community/'connections' involvement perspective. Additionally, there could be an opportunity to add someone from the hotel/hospitality sector.
Total	6	6	3	5	0	7	5	0	0	0	2	0	0	4	0	1	1	2	
*Without further bylaw changes, these Directors will not be on the Board in formal capacity in 2023.																			
2023 Total (4 to 6 vacancies)	4	3	3	3	0	6	3	0	0	0	1	0	0	3	0	1	0	1	

RMHC Board of Directors Talent Assessment (as of 1.21.22)

