

Indicators	Current profile (% as total will change) As on 23/05/03	Desired profile (% as total will change)	Plan of Action
Age			
19-34	5	30	Seek permission from the principal of the two professional colleges in the city to make presentations and solicit board members from the student community Seek appointment with the head of the Round Table club- their members are all professionals/business men and under 40
35-49	15	40	
50-64	60	15	
65 and above	20	30	
Gender			
Female	35	As is	none
Male	65		
Resources			
Money to give	45	25	Network through board members and CEOs of other NGOS that have younger people on boards and solicit potential candidates Meet potential candidates Report potential pool of candidates to the current board before the next board meeting
Access to money	25	10	
Access to other resources(foundations, corporate support)	20	40	
Availability for active participation (writing proposals, solicitation visits)	10	35	
Main current role			
Corporate	10	35	Constitute a selection committee from among the existing board members
Consultancy	-	-	
Academic	30	-	Advertise for new members given the specs in all leading newspapers and also on development related news sites
Media	-	25	
Political	-	-	
Government service	30	-	Network through retiring board members
Own business	20	20	
Other NGOs	20	20	
Retired/Family/Home	10	-	
Predominant Qualities *			
Leadership	85	50	Contact Kathy management Consultants and provide training in team building and group work once the new board has been constituted
Team worker	10	90	
Commitment	95	95	Contact Prof Swami at IIM B- to provide a one day session on strategic planning and management once the new board has been constituted
Proactive	10	50	
Mission Passion	100	75	
Visionary	15	50	
Strategist	5	65	
Objective	5	85	
Predominant skill			
Financial management	15	25	Ensure that the new members are solicited based on the skill required and therefore from appropriate sources and through appropriate networking.
Law	-	10	
Fund Raising	-	15	
Marketing	-	25	
Special programme focus(health, public policy, education etc)	65	10	
Public Relations	5	5	
Communication	15	10	
Technology	-	-	
Member of other boards	60	60	None
Number of years on the present board	10	6 (not more than 2 terms per member)	Specify clearly in the board member agreement and board policy manual

* Indicative of dominant qualities in members -there is bound to be an overlap of qualities in individual members