



True Concord Voices and Orchestra
Board Skills Matrix\*

\*Key

Priority Legend
High 3
Medium 2
Low 1
Board members rank their area expertise from 1-3, 1 being low and 3 being high.

Main skills matrix table with columns for Anderson, Bjorhovde, Holtan, Kearns, March, Markovich, Pernet, Robson, Segel, Shapiro, Um, Villa, West and rows for Skills & Experience, Demographic Background, and Location.

Table with 3 columns: Candidate 1, Candidate 2, Candidate 3