

Help tell the world what KBOO is all about (in 50 words or less!)

Dear KBOO Members,

KBOO Strategic Planning Support Work Group invites you to engage in a process of input toward a mission and vision statement for KBOO. KBOO does not have an official mission statement - we have our Programming Charter, but not a mission statement! (See the section below on 'What about our Programming Charter?')

The Work Group will lead a process that looks like this:

1. **April – May** *Get input from members (by survey and through a 'facilitated member retreat')-*
2. **May or June** *Board and staff take input from members and craft a proposal for a mission and a vision statement (2 separate statements)*
3. **June & July** *Send the proposal for mission and vision statements back out to members for input*
4. **By August or September** *Board and staff take input, make friendly amendments and make final decision together on the mission and vision statement for KBOO!*

Important Dates to Remember!

April 15th - May 15th - Member survey for input (electronic and on papers)

Saturday, May 30th 12-4:00 Member Retreat for further input on the Mission and Vision

Saturday, June 13th from 10-5:00 Board and Staff Retreat to create Mission and Vision Statement at Rose Lynn Scott's House

Possible Member Questions for Survey:

What is the very essence of the work KBOO does?

What is the vision of the world we are trying to create through that work?

What impact does KBOO make?

What impact have we had on the history of the region?

What is the world like that does not have KBOO?

Why do you turn to KBOO when you have so many information & entertainment sources? What is different?

How does KBOO help you frame your view of the world?

What things that KBOO does do you value the most why?

Which KBOO values do you personally relate to the most and why?

How do you see kboo in the future?

What is a Mission Statement? What You Do: A one or two sentence statement describing the reason an organization or program exists which is used to help guide decisions about priorities, actions, and responsibilities.

What is a Vision Statement? It is a Desired End-State: A two or three sentence statement describing the clear and inspirational long-term desired change resulting from an organization or program's work.

Questions we anticipate :

Wait a minute! What about our Programming Charter?

The KBOO charter (see below) will continue to be our guide for all things that we do. If we are not fulfilling our charter then we are not being KBOO - and we will fulfill our charter.

Why can't the charter be our mission statement?

The charter is too long to be a traditional mission statement.

Can the charter be our vision statement?

Nope, the charter is a statement of the type of programming KBOO strives to put on the air, while the vision statement is a vision of a better world that we will create through our work.

What about the mission statement that was created during the last strategic planning process?

The board has put that mission statement in abeyance (it is currently not our mission statement) due to the fact that there was not widespread involvement in its creation nor widespread agreement that it was the right mission statement for us.

Why are we doing this now?

Because...

- We have one more year left in our current long-term, strategic plan. This will be a great thing to do this year, so we will have it ready when we begin our next long-term plan.
- Most non-profit organizations have mission and vision statements to help guide them and express who they are.
- We're excited to engage in a meaningful and respectful process that is as open and inclusive as possible, involving KBOO's members, board and staff.

How will we do this process?

We will use the following guidelines in this process:

KBOO House Rules

Communicate your needs directly.

Talk directly with someone who has offended you.

Be tolerant and respectful.

Dismissing or humiliating another community member is inappropriate.

No verbal violence will be tolerated.

No physical violence will be tolerated.

Taking care of our community is EVERYBODY'S business!

9 Healthy ways to communicate

1. Reflect back what is being said. Use their words, not yours.
2. Begin where they are, not where you want them to be.
3. Be curious and open to what they are trying to say.
4. Notice what they are saying and what they are *not*.
5. *Emotionally* relate to how they are feeling. Nurture the relationship.
6. Notice how you are feeling. Be honest and authentic.
7. Take responsibility for your part in the conflict or misunderstanding.
8. Try to understand how their past affects who they are and how those experiences affect their relationship with you.
9. Stay with the process and the relationship, not just the solution.

Source: StirFry Seminars & Consulting, www.stirfryseminars.com

Meeting Guidelines

- 1) Take care of yourself
- 2) Step back, make room for all to have a say
- 3) Step forward, share your perspective
- 4) Say what you need to say without humiliating anyone

5) Turn off your phone or put it on vibrate if you're expecting an important call.

KBOO's Programming Charter: KBOO shall be a model of programming, filling needs that other media do not, providing programming to under served or underserved groups. KBOO shall provide access and training to those communities.

KBOO news and public affairs programming shall place an emphasis on providing a forum for unpopular, controversial, or neglected perspectives on important local, national, and international issues, reflecting KBOO's values of peace, justice, democracy, human rights, multiculturalism, environmentalism, freedom of expression, and social change.

KBOO's arts, cultural, and musical programming shall cover a wide spectrum of expression from traditional to experimental, and reflect the diverse cultures we serve. KBOO shall strive for spontaneity and programming excellence, both in content and technique.