

From: **Sova** <[sova@sovamind.com](mailto:sova@sovamind.com)>

Date: Fri, Mar 13, 2015 at 9:53 PM

Subject: RE: KBOO Board Candidate format for filling vacant positions

To: Timothy Welp <[timothygwelp@gmail.com](mailto:timothygwelp@gmail.com)>, [kboocommunity@gmail.com](mailto:kboocommunity@gmail.com), Michael Wells <[michael@grantsnorthwest.com](mailto:michael@grantsnorthwest.com)>

## KBOO BOARD STATEMENT

My name is Sova and I have been involved with KBOO at the request of several of my friends which have more extensive experience with KBOO. I was asked to get involved because of frequent and continual problems with the information technology at KBOO. Soon after getting involved I found that KBOO had not invested in modern technology and little to no work had been done to enable KBOO to be able to operate as a media organization for the 21st century. My goal was to help KBOO move beyond terrestrial radio and build the infrastructure necessary to support news, music, events, and community building in our local community.

Although I was able to accomplish some massive improvements, and even secured a grant from FreeGeek getting KBOO 27 new computers -- like many who have volunteered or contracted with KBOO -- I soon found that established staff were able to control and prevent change in the organization. I also found that there is a lack of leadership, lack of accountability, and generally high turnover rate for volunteers and IT staff.

I later found out that KBOO's 501c(3) Non-profit status with the IRS is for being an "educational organization". The education and tools being taught are over a decade old and not congruent with modern media production or distribution. Staff are seemingly hesitant to learn new skills or technologies themselves, and are unable to provide even basic education for modern media distribution and production.

My goal for working on the Board of Directors would be the following:

- 1) Modernize KBOO's technology to support operation as a media organization for the 21st century
- 2) Increase the quality and quantity of education at KBOO
- 3) Help to provide greater leadership to staff, along with establishing processes of accountability, oversight, and transparency.
- 4) Work with the Board, Staff, Volunteers, and partner organizations to develop a 1, 3, and 5 year roadmap for the organization with required milestones and deadlines.

As someone with over a decade of experience working in non-profits, and 15 years in technology, I am confident that I can bring experience and knowledge to the organization to achieve these goals. I have served on the board of several non-profits including in the role of President, Vice-President, and Treasurer. I have even helped to start a non-profit being principally responsible for the governance documents and initial policy drafting, giving me experience with Oregon Law requirements for non-profits and understanding of maintaining and following By-laws and established procedures.

I look forward to the opportunity to serve on the Board of Directors and help KBOO move forward towards becoming the independent, community run, modern media and educational organization our City needs now, more than ever.

Sova Novak