KBOO Initial Planning Retreat
Friday/Saturday, February 17th & 18th
Summary provided by Lisa Hawash

Participants included board members, staff, and volunteers. 18 people participated in the dialogues across the two day retreat.

We began our time together brainstorming the values present (this includes personal and organizational values). The jamboard (included below) notes all of the ideas shared.

The pre-retreat *Strengths, Weaknesses, Opportunities, & Threats (SWOT)* assessment information gleaned was summarized for participants followed by a brainstorm where notable items were documented to discuss further during our time together. [Slides 2-21]

Decision making
Transparency and collaboration are key elements of decision making. Clarifying key elements and the role of values in relation to strategic planning processes will benefit from transparent communication at the start and throughout the development of the strategic plan process. [Slides 23-25]

What is KBOO?
Is KBOO a hierarchical organization or a collective? Or, is KBOO a hierarchical organization (structurally) that strives for a collaborative and collective 'way' of doing the work together?
  ● This was brought to the retreat for dialogue due to these questions surfacing in the SWOT assessment dialogues. It is apparent that there is divergent thinking on the structure of KBOO as an organization and this is worthy of continued dialogue, planning, and decision making in the future.

Priorities developed:
Two groups of participants developed a set of priorities to bring forward to the developing strategic planning committee for further discussion. The group who met via zoom developed priorities [slides 29-34] and shared with the large group. The in person group also developed and shared priorities which are noted on slides 36-41.

Key priorities include:

(Fund) Development	Programming	Culture & History
Technology	Infrastructure & Operations	Membership
Engineering/Tech	Volunteers	Communication
Communications	Facilities	

Values brainstorm:

- Discussion: KBOO Values!
- Diversity
- Community oriented
- Beloved community - take care of one another; free of violence (or interrupted); gentle personalism
- A beacon to democracy
- Cultivating a culture of collaboration, not competition
- An activist movement station
- Teaching others
- Radical left politics - a space that supports a range of political expressions not allowed elsewhere. An idea of what is an optimal society.
- Courage
- Trust
- Celebrating the diversity by sharing multicultural/multilingual programming
- Promoting creativity - a range of platforms
- Environmental - holding up the land/globe
- Commitment to music and programming = free form
- We don't play music/programming that harms others
- Supports labor rights
- Engagement & participation
- Supporting a class-less society; believing in people

Reality based / anti-disinformation

Sharing values with everyone (multilingual, etc)

Emotional maturity

We are storytellers

Humor

Leadership

Opportunities (for local artists/community)

Young people learning to express themselves (youth collective)

We value anti-agism (elders, youth, activism)

Be a safe(r) space for people/youth to express themselves

The power of audio (it's unique)

Anti-propoganda (taking apart the story); facts

Accessible technology

Volunteerism

Creative commons

Civic engagement

Process oriented

Accessiblity (a value of safety & implementation of space/safe/safer spaces)

We welcome everybody - strive for inclusive ideology

Strive to be a conduit for marginalized voices

Inclusion

An alternative to mainstream

Non-judgmental; support to understand/educate

Authenticity

Helps the community mitigate the multiple limitations of main stream media

Integrity, honest, representative, and holds power accountable