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CHAPTER 3: Existing Organizational Structure

As a 501 (c) (3) tax-exempt organization under federal law, KBOO operates as a public benefit corporation. The corporation has members, which include persons from the general public who have paid annual membership dues; volunteers who have contributed not less than 24 hours of service to KBOO within the last twelve months; and any paid staff members of the corporation.

KBOO is currently developing a collective management structure that will influence the connections between staff, volunteers, board members and paid members within the legal parameters under which KBOO as well operates as well as the reasonable needs of the organization. For purposes of this Plan, the staff who comprise this group, are referred to as the “collective management body.”

Board of Directors

Per the station’s Bylaws, KBOO is a 501 (c)(3) not-for-profit corporation that is managed by a Board of Directors comprised of twelve members. Board members are not compensated for their service and serve three-year terms, with the option to unlimited reelections. Further, a person cannot serve as a board member and a paid staff person concurrently. Board member terms are staggered and the composition of the board represents the diversity of the community that KBOO serves.

Committees

The Board of Directors includes committees that are comprised of at least two or more Directors. Standing committees include: Executive Committee; Nominating Committee; and Other Committees, which include Program Committee; Finance Committee; Personnel Committee; and the Development Committee.

Program Charter

The KBOO Program Charter is a driving force within the organization, which The organizational structure of KBOO is guided by the overarching commitment to the Program Charter, which reads:

“KBOO shall be a model of programming, filling needs that other media do not, providing programming to diverse communities and unserved or underserved groups. KBOO shall provide access and training to those communities.

KBOO's 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,

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democracy, human rights, multiculturalism, environmentalism, freedom of expression, and social change.

KBOO's arts, cultural, and music programming shall cover a wide spectrum of expression from traditional to experimental, and reflect the diverse cultures KBOO serves.

KBOO shall strive for spontaneity and programming excellence, both in content and technique.”

The Program Charter forms the core of KBOO’s organizational philosophy and emerged as a principal point of reference for discussions about how to move KBOO forward while still maintaining the values and principles that have shaped the organization in its nearly fifty year existence.

Paid Staff Members

The organization employs fourteen people. The head of day-to-day operations is the Station Manager and Program Director. These positions serve as liaisons between the Board of Directors and the staff. Staff positions include:

- Program Director
- Morning News & Public Affairs Director
- Evening News & Public Affairs Director
- Membership Director
- Development Director & Promotions Coordinator / Ticket Giveaways
- Studio Engineering Director
- IT Engineering Director
- Volunteer Coordinator
- Finance Coordinator
- Web Coordinator
- Youth Advocate/Operations Manager
- Administrative Assistant
- Facilities Manager
- Finance Assistant
- Program Guide Editor – (Independent contractor)

Volunteer Positions

- Rock Music Director
- Urban Music Director

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KBOO Organizational Chart



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