



COMMUNITY RADIO FOR BOISE AND BEYOND

Radio Boise Volunteer Agreement

Introduction

The Boise Community Radio Project, known as Radio Boise, is a volunteer driven organization, dependent on committed, passionate members of the community for our programming, outreach, fund-raising and all activities that keep us going. We do have paid staff and professional support vendors, but we are significantly reliant on volunteer power to fuel our mission of service to our community. Without you, we aren't a "community" radio station. This agreement will give insight into the culture of Radio Boise and how you can help ensure its health and sustainability.

As a volunteer, it's important that you are familiar with the policies and procedures that affect your status as a team member. You are invited and expected to provide your input on anything that you believe will make us a better organization. At all times you are entitled to be treated fairly and with respect for your opinions and ideas. As an accountable member of the Radio Boise team, we ask that you understand and acknowledge the policies and mission of Radio Boise and carry out the processes we've established – it's important for the health of the organization that we all agree to the guidelines and uphold them.

Mission Statement

Boise Community Radio Project aims to cultivate a stronger sense of "Place" in the Treasure Valley by providing an unprecedented diversity of locally produced, high-quality audio programs to inform, energize, and educate its listeners.

Through an inclusive approach to broadcasting in the region, Radio Boise will uphold programming principles designed to inspire creative discussion and enhance social, cultural, and environmental awareness by providing music, entertainment, and community affairs programming to underserved communities within the broadcast area.

Goals

- Democratize the local media landscape by giving a voice to un-represented or underrepresented members of our community
- Increase diversity of musical programming in our area
- Provide an educational media clearinghouse for issues-oriented information
- Strengthen “cultural health” and community identity

History

Before Radio Boise, Southwest Idaho hadn't had access to a true non-profit community programmed radio station since 1988, when Boise State Radio switched programming priorities and became an NPR affiliate instead of broadcasting student and citizen-driven programming.

In 2002, a loosely organized group of people, gathered by founder Jeff Abrams, started meeting to discuss the possibility of creating a community radio station. Every single person who came in contact with the project had a vision for what the future could sound like and anticipated the groundswell of the long-awaited connective tissue of a community station.

Boise, as a place, is far away from the next nearest metro area: 340 miles (5 hours) → Salt Lake City / 429 miles (7 hours) → Portland / 503 miles (8 hours) → Seattle . . . our little island town is both beautifully isolated and stiflingly insulated if we don't have avenues to connect to each other, encouraging open discussions, discovering things we didn't know we might like, or being exposed to people who we would not have otherwise met.

Why radio?

1) **It's the most democratic form of media available to the average citizen today.**

A radio can be found very inexpensively at almost any thrift store, plugged into an electrical outlet, and the sounds of nearby broadcasts come spilling out, instantly available. The internet, a wonderful place, is rarely provided for free and, because our country is so large, it will take a long time to develop a pervasive public wireless network. And mobile is also a reality – but also requires a monthly fee for access. Radio can be heard by anyone, even by a kid with a crystal-based home-made radio or with an old stereo receiver from his or her parents with a simple bundle of wire shoved into the antenna port . . . the root of the broadcast, radio, is a signal sent into the air, received for free and experienced simultaneously by the audience.

Because big media companies have such huge stakes in policy debates, the FCC reserved part of the FM dial for noncommercial (NCE) broadcasts.

However, regulators only allow application windows for new NCE stations on very rare occasions. Radio Boise founder, Jeff Abrams, applied for and successfully received a frequency (89.9 FM) during a 10-day window in 2007 – and on Sunday April 22, 2011, Wayne Birt hosted the first live terrestrial-broadcast on KRBX.

Hundreds of people have contributed to the radio station since it was nothing more than a few people sitting around a coffee shop.

2) There is almost a limitless amount of recorded music, yet most of it doesn't get heard.

Up and down the radio dial, most stations are owned by highly-consolidated media organizations – many suggest that it's 7 corporations (CBS, Time Warner, Clear Channel, Disney, Comcast, News Corp, Viacom) that direct most of the public media we consume every day. Talk about ultimate control of content and discourse. At Radio Boise, music programmers shape the tone of their shows independently around the loose guidelines of providing sounds that are more like unique gems than the overplayed conformity that exists on other stations. Public affairs program hosts try to research and present material that is relevant and compelling.

When human beings program a show to share on the airwaves, a warmth and personality is communicated with awareness of our communities' nuances. That is one definition of community. This station's goal is to make sure we're not just filling a unique niche in music and local-interest programming, but providing a vital service that is refreshing, engaging, helps expand our listeners' perspective and fosters discussion.

With the landlocked nature of our region's geography a person could go a long time without coming in contact with things that present a different perspective than they're used to, or hear an honest discussion about the state of our natural environment, or listen to songs they've never heard before. And considering media consolidation, you can hear the same song on multiple channels played all day long by DJs who don't determine the content of their own shows or live in their broadcast area.

3) Because done right, radio should engage your imagination.

Radio is a minimalist marvel. Imagine the potency of a medium that not only expands the reach of communication, but simultaneously increases the intimacy of that expanded reach.

Radio Boise supports local artists, musicians, and cultural activities, and will always remain primarily funded by our listeners and other business supporters. But remember that you support us in kind as well. You are our content, our audience, our emissaries in the community and our radio soul.

Volunteer definition and expectations

Volunteering for any organization is an important responsibility that should be looked at as a serious commitment. A volunteer is not an employee of Radio Boise.

Volunteers are expected to behave in a certain manner. We ask each volunteer act in a professional, friendly, enthusiastic, inviting and calm manner, while also being knowledgeable about how we contribute to the community.

- 1. Attendance** -Volunteers must show up for their shifts or call 24 hours in advance if they are not able to attend. Since we are dependent on volunteers, it is important that you take this seriously. If you are going to arrive late, please call ahead of time so that we know when to expect you. We understand if an emergency arises, but a pattern of absences may result in revocation of volunteer status.
- 2. Training** - All volunteers must attend training courses as required by station management before using Radio Boise's equipment. No untrained or unauthorized person or guest is allowed to operate any station equipment.
- 3. Station Representation** - No volunteer may speak officially on behalf of, or as a representative of Radio Boise without permission from management. Volunteers may not defame or otherwise harm the reputation of any person or organization either on a webcast, terrestrial airwaves or social media while representing Radio Boise.
- 4. Station Branding** - No volunteer may enter into any contracts on Radio Boise's behalf without permission from management, nor promote any event not specifically sanctioned by Radio Boise with the use of Radio Boise's name, logos or stationery.
- 5. Station Income** - All underwriting and financial commitments must be approved by the station's management. All money, goods, or other consideration from fundraising or other Radio Boise activities belong to the station.
- 6. Safe Space** - All volunteers will treat other people with dignity and respect. No volunteer will act in an abusive or disparaging manner towards another volunteer, staff member or anyone affiliated with Radio Boise in any way on air, off-air or in any communication, including social media.
- 7. Station Property** - No volunteer may remove any station property (including music media) from studio or office premises without permission of management. All recordings, publications or materials that are delivered to Radio Boise are considered the property of Radio Boise unless management releases them.
- 8. Information Updates** - It is your responsibility to stay up to date on notifications from staff regarding policy changes by checking email, radioboise.org, phone messages and/or posted bulletins in the studio area. If such notifications require an acknowledgement or action, you are obligated to offer a timely response. Volunteers should attend all mandatory station meetings unless prior arrangements have been made with the Volunteer Coordinator or Station Manager.

Volunteer Code of Conduct

- **Non-discrimination policy** - Radio Boise and by extension, its volunteers do not discriminate based on race, ethnicity, gender, sexual orientation, gender identity, religion, socioeconomic status, national origin or age.
- **Illegal Activity** - Violation of any civil or criminal law while working in a voluntary capacity for the organization is not tolerated.
- **Social Media** - Volunteers are encouraged to use social media, either their own profiles or via the Radio Boise volunteer pages, to support and promote the station. This includes but is not limited to Facebook, Twitter, Myspace, or blogs. Consider what you post about the station and station personnel before updating and use the station's conflict resolution process rather than a public forum if conflicts arise.
- **Illegal Drugs, Alcohol and Sex** – Illegal drugs and sex on station premises are forbidden. Alcohol is forbidden in the control room. Off-air volunteers may consume alcohol responsibly in areas other than the control room.
- **Radio Boise Property** - Mistreatment, personal use, or borrowing of Radio Boise's property is not allowed.
- **Conflict Resolution** – Refer to Radio Boise's Conflict Resolution Policy to resolve any conflicts that arise with staff, station management or other volunteers.
- **Privacy/Confidentiality** – Employee and volunteer contact/personal information, computer passwords, location of keys, door codes, etc are confidential and only to be used by employees and volunteers for their designated purpose. This information should never be shared outside the organization.
- **Guests** – Visitors are welcome at Radio Boise but should not interfere with the volunteer carrying out his or her responsibilities. Volunteers are responsible for ensuring their guests adhere to all station policies.
- **Recycling, Trash and Shared Space** - Please respect the fact you are working in a community space and that dozens of volunteers and staff share this area.
- **Personal Items** – Radio Boise is not responsible for volunteers' personal belongings.
- **Smoking** – Smoking is not allowed in the Alaska Center Building.

Declaration:

1. Yes, I have read the Radio Boise volunteer agreement. I will represent the goals and ideals presented in this agreement in my service as a Radio Boise volunteer.
2. I, _____, understand each of these expectations and code of conduct and agree to abide by them. I also understand that these are minimum conditions which may be changed and/or elaborated upon by the station management and failure to meet them could result in suspension or removal of volunteer privileges.

I also agree to make a reasonable effort to keep up to date on changes to station policies by attending volunteer meetings and reading memos outlining such changes.

I am aware that any breach of this agreement may be cause for immediate revocation of volunteer status.

Name (please print): _____

Address: _____

E-mail: _____

Emergency Contact: _____
Name Phone

Signature: _____ Date: _____