

Bisexual Organizing Project (BOP) Strategic Plan: 2009 to 2014
Release Date: January 24, 2010

Core Values

Support: BOP supports bisexuals and bisexual allies by providing a safe, diverse, accessible bisexual community and by promoting individual involvement in that community.

Advocacy: BOP actively promotes awareness and acceptance of bisexuals in both GLBTA communities and mainstream society.

Acceptance: BOP accepts and welcomes all individuals for whom they are, without bias or prejudice.

Mission

The mission of BOP is to:

- Advocate for equal acknowledgement and recognition of bisexual identities and communities.
- Create a safe community for bisexuals and our allies within and outside of GLBTA spaces, allowing all individuals to be fully who they are.

Vision

The vision of BOP is to:

- Foster inclusiveness, awareness, and acceptance of bisexuals
- Be utilized by regional GLBTA organizations as a key resource on bisexuality
- Ensure GLBTA organizations offer services regarding bisexuality as a standard part of their programs and initiatives

Strengths

BOP has:

- Strong ties to GLBTA, Bi, Poly, and funding groups at a local level
- 501(c)3 status
- BECAUSE, which is a successful, established conference about bisexuality, as well as the national ties to a variety of bi groups that this event has brought
- A high in-flow of new members, who are interested in learning more about the organization
- A good diversity of ages and interests of Board of Directors and BOP members at-large

Weaknesses

BOP:

- Needs to establish a new website and logo
- Does not do an optimal job of actively welcoming new members and/or getting them involved with BOP
- Needs to improve Board governance, bylaws, and listings of Board of Directors' duties and responsibilities
- Has limited involvement from a majority of its members
- Has limited funds and sources of funds

Opportunities

BOP has the ready-made opportunity to:

- Increase the organization's involvement in PRIDE, "normal society," and other ally group events
- Tap into other grant-making organizations as well as pursue other sources of funds
- Help educate the many GLBTA organizations that want to be more "B" inclusive, but don't know how
- Exploit Minnesota's local progressive mindset
- Improve media awareness and advertising of bi identities by promoting BECAUSE and/or other BOP events

Threats

Possible roadblocks to remedying BOP's weaknesses and exploiting BOP's opportunities include:

- The difficulty of monitoring and complying with current laws and regulations governing non-profits and charitable organizations and the potential for them to change
- Bi-phobia and conflicts within G/L/T communities
- The poor economy could reduce funding sources
- The closed-mindedness of some religious, political, and academic organizations and individuals

BOP's Strategic Goals:

Goal One: Develop a program to retain members and ensure they are involved in implementing BOP's Strategic Plan

Goal Two: Be recognized as the premier regional resource on issues regarding bisexuality

Goal Three: Build community partnerships, sponsorships, and strategic alliances with other GLBTA groups

Goal Four: Be financially stable and have effective governance policies

Strategies to Achieve BOP's Strategic Goals: The 1, 2, 3, and 4 to 5 Year Plans

Year 1: July 26, 2009 to December 31, 2010

Strategies:

Goal One: Develop a program to retain members and ensure they are involved in implementing BOP's Strategic Plan

1) Begin publishing a newsletter

1 year goal: bi-monthly email newsletter, print for non-email members and for events.

2) Have something to offer people when they join.

1 year goal: develop a welcome packet/sheet to be emailed/mailed to each new member.

1 year goal: develop peer support group

*moderation of new members (safe place)

*sign-up forms, updates, paper/website forms should all match.

3) Develop programs to involve all members of the organization in social and committee events

1 year goal: sustain current events: Chic Chat, Bi's Eat Out, potluck

1 year goal: develop and sustain year one goals

1 year goal: expand Beading program

1 year goal: develop and sustain Guy Gab

1 year goal: recruit committee members

4) Develop a strong and safe web presence

1 year goal: outreach for logo competition beyond membership

1 year goal: build and maintain a better website

1 year goal: add mission statement and vision on website

5) Discussion Series

1 year goal: develop monthly discussion series that alternates internal/external focus with the larger GLBT communities.

6) Develop proactive plans and policies regarding access and diversity.

1 year goal: gather information and resources regarding issues of access and diversity.

1 to 2 year goal: begin implementing policies as we can.

Goal Two: Be recognized as the premier regional resource on issues regarding bisexuality

Strategies:

1) Develop/locate education and training tools regarding bisexuality

1 year goal: determine list of topics to be included and develop/gather materials

1 year goal: develop list of GLBT organizations (include health), evaluate the purpose of the organizations regarding the relevance of bisexuality, review their vision/mission/strategic plans, prioritize.

outreach:

1 year: MN

2) Outreach to the community as a whole

1 year: materials development: newsletter, logo, health information

3) Acquire BECAUSE

1 year goal: meet with BECAUSE re: formalizing relationship BOP/BECAUSE

1 year goal: Official recognition of BOP as fiscal sponsor of BECAUSE, develop official relationship documentation

1 year goal: develop multi-year plan for promoting BECAUSE

1 year goal: develop procedures/calender of events for community recognition awards.

Goal 3: Build community partnerships, sponsorships, and strategic alliances with other GLBTA groups

1) see goal 2 point 1

1 year: develop list of bi issues we want addressed by the greater queer community.

*myths of bisexuality

*health care

*bi inclusion in politics and legislation

2) build/maintain the Bi/Trans Alliance

1 year: meet with Trans groups to forge alliances, develop action plans

on-going plan: review yearly and maintain

3) Develop anti-discrimination policy

1 year plan: educate ourselves regarding multiple issues: POC, faith, atheism, ableism, etc. on-going plan: review yearly and maintain

4) Network building with other bi groups

1 year: contact/link with other active bi groups

Goal 4: Be financially stable and have effective governance policies

Strategies:

1) Define membership in terms of voting, dues, expectations, email list, newsletter, etc.

1 year: Have 80 to 90% of members current in dues.

1 year: follow up plan for non-paying people

2) Develop multi year plan/budget

1 year: develop 1 year budget

3) Improve bylaws, committee structures and responsibilities and legal reporting.

every year: review bylaws and policies, approve by April of that year.

1 year: develop clear reporting responsibilities

* 990

* Notification to Minnesota

* annual report

* monthly financial statements

* other legal/tax documents

1 year: Develop event reporting form

4) Develop relationships with funders.

1 year: Develop relationships with funders, community sponsorships and grant writing organizations. Record information.

Year 2: January 1, 2011 to December 31, 2011

Goal One: Develop a program to retain members and ensure they are involved in implementing BOP's Strategic Plan

1) Begin publishing a newsletter

2 year goal: printed newsletter to go out to businesses and organizations.

2) Have something to offer people when they join.

2 year goal: develop a logo for items (mugs, stickers, etc.)

*moderation of new members (safe place)

*sign-up forms, updates, paper/website forms should all match.

3) Develop programs to involve all members of the organization in social and committee events

2 year goal: expand committee members' duties and responsibilities

6) Develop proactive plans and policies regarding access and diversity.

1 to 2 year goal: begin implementing policies as we can.

2 year plan: access and diversity policies on website.

Goal Two: Be recognized as the premier regional resource on issues regarding bisexuality

1) Develop/locate education and training tools regarding bisexuality

2 year goal: develop check list on how to determine if you GLBT group is bi-inclusive outreach:

2 year: immediate region (Wisconsin, Iowa, North and South Dakota)

2) Outreach to the community as a whole

2 year: internal messaging in the GLBT community

3) Acquire BECAUSE

2 year goal: reassess procedures for BECAUSE and Community rec. awards.

Goal 3: Build community partnerships, sponsorships and strategic alliances with other GLBTA groups

2 years: accountability (watchdogs for GLBTA organizations)

* provide backup for Bi members of GLBTA organizations

Goal 4: Be financially stable and have effective governance policies

2) Develop multi year plan/budget

2 year: develop 2 year budget

2 - 3 year: develop responsibilities for future staff

Years 3 to 5: January 1, 2012 to December 31, 2014

Strategies:

Goal One: Develop a program to retain members and ensure they are involved in implementing BOP's Strategic Plan

1) BOP Newsletter

3-5 year goal: revisit newsletter/blog/outreach ideas; widening the scope of outreach.

2) Develop programs to involve all members of the organization in social and committee events

5 year goal: statewide and regional committee members

3) Develop a strong and safe web presence

5 year goal: revisit logo

5 year goal: blogs/links/rss feed/revisit website

4) Discussion Series

5 year goal: outreach to straight communities.

5) Physical space

5 year goal: office and meeting space.

Goal Two: Be recognized as the premier regional resource on issues regarding bisexuality

1) Develop/locate education and training tools regarding bisexuality outreach:

3 year: Upper Midwest

4 year: Middle USA

5 year: USA

10 year: the world

2) Outreach to the community as a whole

3 - 5 years: messaging in mainstream communities

Goal 3: Build community partnerships, sponsorships, and strategic alliances with other GLBTA groups

3 to 5 years: platform of rhetoric for GLBTA as a whole

Goal 4: Be financially stable and have effective governance policies

2) Develop multi year plan/budget

2 - 3 year: develop responsibilities for future staff

3 year: develop 3 year budget w/5 year outlook/goals

5 year: develop costs and alternatives for physical space