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Our Core Values

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OLD KIA KIMA PRESERVATION ASSOCIATION, INC.

An Open Letter To: All Friends and Members of OKKPA, Inc.

We are all so thankful and proud of the Restoration of Old Kia Kima, and especially the progress OKKPA has made with Utilization of the Camp facilities. By year-end 2006 we expect to have over 500 campers and their leaders who have stayed in the restored Cabins this year for a total of almost 70 camping days! What a success story, and what a joy it is to once again see and hear a large number of young people experiencing the Spirit of OKK at this very special place "High Above The South Fork Waters".

With Restoration near completion, and ongoing Utilization well under way to optimize the use of our Camp facilities, we now turn our concerted efforts to leaving a meaningful and lasting Legacy. In doing so, our goal is to positively impact the lives of thousands of young people as we shift to this next phase of Old Kia Kima's rebirth - "Building a Legacy for The Youth of Tomorrow". This recognizes that to truly be successful in the future, our aspirations today must shift from restoration and utilization to be driven by the desire for future generations to experience the Spirit of Old Kia Kima, to learn the values of *Integrity, Achievement, Responsibility, and Courage*, and to utilize the Camp to pass this along to future generations.

We will accomplish this next phase of "Building a Legacy" through emphasis on the personal growth and development achieved through acquiring the OKK Core Values of *Integrity, Achievement, Responsibility, and Courage*. Today, our aspirations are driven by the desire for future generations to experience the Spirit of Old Kia Kima, to learn these character building values, and to utilize the Camp to pass this along to future generations", just like we did. This will be our Legacy to the Youth of Tomorrow; a grand Legacy which assures Old Kia Kima a secure place in history - in perpetuity!

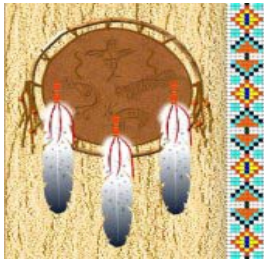
The Board of Directors of the Old Kia Kima Preservation Association, Inc. selected the Core Values of Integrity, Achievement, Responsibility, and Courage to best represent the essence of the "Spirit of Old Kia Kima". It is this Spirit which we seek to preserve, and that will guide the future development of our Youth Leadership Training Initiatives which we will call "Leadership Values Training". Emphasizing these Core Values will help us to convey the "Spirit" by letting others know that this small set of general guiding principles are OKKPA's essential and enduring tenets for Youth Leadership - a key part of the rich Legacy we want to share and utilize the Camp to pass along to the Youth of Tomorrow.

This is the essence of the Mission Statement of the Old Kia Kima Preservation Association; these Core Values of *Integrity, Achievement, Responsibility, and Courage* will define the enduring character of our organization and drive our aspirations to "...provide an environment where elders may pass on knowledge and experience, enriching and shaping the lives of young people today".

Officiating at the marriage of the Heritage of our Old Kia Kima past with the evolving Legacy that will become our future is our collective challenge! Members of OKKPA, we can't do it without you! Please join us in making this very important final piece of the "Dream" come true. When the story of the Old Kia Kima restoration is told and re-told in the future, will "the rest of the story" about the greater good done be about the strong Core Value emphasis - appended to the end of the story - Paul Harvey style?

A handwritten signature in black ink that reads "Rick Phillips".

President, Old Kia Kima Preservation Association, Inc
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What is Your/Our Legacy to Old Kia Kima?

(Will It Contribute To Insuring Future Success For OKKPA)?

Compiled by: Jim Moore

The questions that follow are addressed to all friends of Old Kia Kima, be they former Old Kia Kima Campers, Staff Members, contributors, and/or current members of OKKPA. If you have a warm spot in your heart for what this camp means to you, then please read on!

Allow me to share some thoughts with you that are important to the future of Old Kia Kima. After working together to make our dream come true of a restored Old Kia Kima, we now must also insure that it once again is used as the backdrop for enriching experiences and character development for the youth that enter this magic place, "high above the South Fork Waters". It is not enough to offer free use of our camp facilities to interested Youth Groups. We must recognize that simply focusing on increasing camp usage, although a noble effort, it is simply not enough if we want to also leave a Legacy that positively impacts the lives of young people. If restoration and utilization is the extent of our efforts, when all is said and done we stand a real probability of falling short of insuring an enduring place in History for Old Kia Kima in perpetuity.

TO BUILD A LEGACY, WHERE SHOULD WE CONCENTRATE OUR EFFORTS AND ATTENTION?

However, if we make character development via a focus on the Core Values of *Integrity, Achievement, Responsibility, and Courage* a central focus for concentrated efforts and attention, then our Legacy will be solidified. To be truly successful, we must raise our aim for a point on the horizon that is well above the simple goal of finalizing restoration, or maximizing utilization, and "shoot for the stars" with a lofty goal of leaving a Legacy that will endure the test of time. To truly be successful in the future, our aspirations today must shift from restoration and utilization to be driven by the desire for future generations to experience the Spirit of Old Kia Kima, to learn the values of *Integrity, Achievement, Responsibility, and Courage*, and to utilize the Camp to pass this along to future generations - This will be our Legacy!

The goal of the words that follow is this; to get OKKPA Board Members, Committee Members, and an even broader base of participating Members to reflect on the impact they can have on the current and future success of insuring Old Kia Kima's place in the future, in perpetuity. We are a relatively small group with noble and lofty goals, and we need everyone's help to make it happen.

LEAVING A LEGACY, WHY IS IT IMPORTANT?

According to Stephen Covey, leaving a legacy is one of the key motivators of people. To do so it is important that each of us look at ourselves and our actions for the impact we have on others through our OKKPA contributions - it can and in fact, should always be meaningful, lasting and positive in order to be a Legacy. Officiating at the marriage of the Heritage of our Old Kia Kima past with the evolving Legacy that will become our OKKPA future is our collective challenge!

"IF IT IS TO BE", IS IT REALLY UP TO ME?

Yes! You are the key - you can make a difference. Working together we can pool our collective efforts and build a legacy over time based upon creating a reputation for OKKPA for the work we are doing to focus on developing the values of *Integrity, Achievement, Responsibility, and Courage*. How? Believe it or not, every single one of us leaves something of ourselves behind, either intended or unintended, whenever we participate in, join or leave a situation, place, or volunteer job responsibilities such as participating as an OKKPA Board Member, Committee Member, Ranger, etc. In our work with OKKPA, we are privileged to be a part of something "really big" and defining, and building OKKPA's future for the benefit of the Youth of Tomorrow is what we are all working hard to create.

IT'S REALLY NOT ABOUT ME IS IT? ISN'T IT REALLY ABOUT THE "YOUTH OF TOMORROW"?

Yes, that's correct. However, as we lead OKKPA in the pursuit of its Goals, Mission and Value statements, we should be cognizant of our impact and legacy, or how we will be remembered, both individually and collectively. Will our contributions to OKKPA's efforts insure that Old Kia Kima will be "Built To Last"?



HOW CAN YOU MAKE A DIFFERENCE? HOW CAN YOU CONTRIBUTE?

Legacies aren't only about one's self - they're about other people and what they gain as a result of interacting with you - or the fruits of your work. Let's pull away a little from the introspective questions and focus on what others get as a result. The key questions we all need to consider are: How am I making a difference? How can I contribute to the plans and team work that is needed to insure that we are building something with both extrinsic and intrinsic value that will last and endure the test of time? The first time Old Kia Kima was built in 1916, it lasted only 47 years for its intended purpose before falling into disuse and decay. How long will the restored Old Kia Kima last this time? What is the intended purpose this time? Is it to provide a free place for Youth Groups to camp and experience our wonderfully restored facilities? Or is it this and much more; especially the character development focus on the values of *Integrity, Achievement, Responsibility, and Courage*?

HOW CAN YOU HELP INSURE A LASTING FUTURE FOR OLD KIA KIMA?

To assess the legacy we are leaving, we should ask ourselves the following: If called by my maker today, what would people remember about me and my work? A legacy is, by definition, a living memory - something left behind for others to follow, to emulate, to use.

As the leaders of OKKPA, What are we leaving with the people with whom we interact today? Are the timeliness, frequency, content, and quality of that content representative of our best efforts for OKKPA? Put another way, what did our efforts on behalf of OKKPA leave with people yesterday...last week? What do you want to leave with them tomorrow via your contributions of time and commitment? Ask yourself: *"How does the work I am doing affect others - is it the effect I want? Could it be more? Could it be more meaningful? Could it be more meaningful with more impact on the lives of young people if I, along with others, embraced the focus on teaching Core Values?"*

WHAT CAN YOU DO/CONTINUE TO DO?

To build a legacy, it's important for us to look not only at what we are doing, but at what others are doing as a result of our collective actions. This is a far more sophisticated measure of success, and a much more difficult one to measure, but it's worth the effort. Is what I am doing helping someone else see how they can be a part and contribute to OKKPA? Making a difference is important, and the best way to make a difference is to ensure that your/our actions are in the interest of helping others understand how they can help accomplish the OKKPA

vision, mission, and goals of a restored and operational Old Kia Kima, focused on developing Core Values for the Youth of Tomorrow.

This not only leaves a positive legacy and impression long-term, but is also very rewarding short-term.

"How well do I tie my current OKKPA actions and projects to long-term results"? Legacies are not built in a single action or in the short term - they take consistent behaviors over a long period of time to develop, to deepen and to become tablished. Some questions we might ask are: "Does the OKKPA work we are producing truly satisfy the internal test of our best effort"? "Have I done my best"? "Does it pass my own qualitative innovation test"? "Have I really stretched"? "Have I grown, learned, and contributed something in the process"? Do you approve of what you are producing? In our heart of hearts, we all know that to really do a good job, we must first contribute to the "greater good" in order to ultimately satisfy you.

WILL MY/OUR CONTRIBUTIONS WITHSTAND THE TEST OF TIME?

Will I brag about it next year? In five years? Will I brag about it to my grandchildren? Can you see yourself with a grandchild on your knee, telling the story to your son or daughter about what you and OKKPA accomplished in helping thousands in the future to develop the Youth Leadership Core Values of Integrity, Achievement, Responsibility, and Courage? We only brag about things when we have pushed hard and made some leap into the unknown. When you've made a difference, you feel comfortable telling others about it.

YES! Working together, We Can Do It; leave a legacy through our work with OKKPA that benefits the Youth of Tomorrow, and insures that Old Kia Kima continues in perpetuity. Join us and get involved!





Now youth not only have a place to come to develop themselves as leaders, they have a program to help them. Old Kia Kima has developed an adaptable program for young people that use the four core values of Kia Kima to help them process their gifts and talents as leaders. Those values are Integrity, Achievement, Responsibility and Courage. The program asks the youth to select someone he or she looks up to as a mentor to lead the program during his or her time at Kia Kima. During their time at Kia Kima they will meet together examining the core values for themselves and experiencing them through acts of service.

The Mentor has a guide to follow with each participant to facilitate the implementation of the Core Values training during their time at Old Kia Kima. It can be downloaded from the web site, or copies can be obtained in the office at Old Kia Kima.

Every youth that agrees to participate in the program receives an “Eagle Feather” to hang on his or her cabin during his or her stay at camp. The feathers are stored in the office of Old Kia Kima and are to be given to each participants that agrees to participate in the program. They serve as a reminder to the youth to be a leader. They hang outside the cabins on eye hooks to serve as a message to the rest of the camp of the core values of Kia Kima. Just as the wing feathers enable the majestic Bald Eagle to capture the lift of the invisible wind and soar to new heights, helping your youthful camp visitors to learn to use these core values achieves the same purpose. By developing these character traits that lift the lives of young people to new heights, we aspire to help them learn to use these values to navigate through the inevitable ups and downs of life’s many challenges in their journey to young adulthood and beyond. The youth can take the feather home when he or she leaves camp. Those who complete the program are eligible for a free Core Values T-shirt that is stored in the office of Old Kia Kima.

This is the essence of the Mission Statement of Old Kia Kima. These four Core Values define the enduring character of our organization and drive our aspirations to “...provide an environment where elders may pass on knowledge and experience, enriching and shaping the lives of young people today.”

INTEGRITY-ACHIEVEMENT-RESPONSIBILITY-COURAGE

Our Youth Leadership Core Values:

Integrity, Achievement, Responsibility, and Courage.

These are the core principles that will guide the future development of our Youth Leadership Training Initiatives. They will help us to convey the “Spirit” of Old Kia Kima by letting others know that this small set of general guiding principles is OKKPA’s essential and enduring tenants for Youth Leadership - a key part of the rich Legacy we want to share and utilize the Camp to pass along to the Youth of Tomorrow.

Our Core Purpose:

(This defines the enduring character of our organization and drives the aspirations that we have).

WHAT: Restore the Camp and Preserve the “Spirit” of Old Kia Kima for the Youth Of Tomorrow.

WHY: We want future generations to experience the Spirit of Old Kia Kima, to learn the values of Integrity, Achievement, Responsibility, and Courage, and to utilize the Camp to pass this along to future generations” just like we did - This will be our legacy.

HOW: A restored and fully functioning Old Kia Kima is our goal in order to pass on this “Spirit” and legacy to the Youth of Tomorrow via Camp activities and Youth Leadership Training Programs that span the new millennium.

These **Core Values** and statement of **Core Purpose** work together to give direction, substance, and clarity to our, **Mission**, which is repeated below. Together, they will provide a guide to OKKPA decisions as we pursue a restored and fully functioning Old Kia Kima!

Our Mission: Preserve the place, honor the vision of all who have shared in the spirit of the South Fork waters, and provide an environment where elders may pass on knowledge and experience, enriching and shaping the lives of young people today.



www.oldkiakima.org