



NORTHERN COMMUNITY RADIO

# **Annual Report**

**May 11, 2018**

Fiscal Year 2017  
and  
May 2017 through April 2018



# Annual Report to the Membership

## May 11, 2018

### Introduction and Report from the Board President

Greetings!

My name is Julie Crabb. I'm lucky enough to be President of our Board of Directors of Northern Community Radio. It's been an eventful year.

Our General Manager, Maggie Montgomery, and the staff officially launched our capital campaign to replace our 30-plus-year-old ailing tower in November. We had a feeling our members would step up to the plate. What we didn't expect was a grand slam! Our members dug deep and we are well on our way toward our goal. We hoped for \$125,000 by the end of February 2018. We received over \$200,000! Thank you all for your generosity. You inspired our potential grantors. They needed to see the support from our members before they took their next step. Consequently, the Blandin Foundation informed us they would, in fact, be granting Northern Community Radio \$250,000 contingent on our raising the rest of the close to a million dollars we need.

The Board, along with staff and GM Maggie Montgomery, held 2 Community Advisory Board meetings. One was in November 2017 in Bemidji at the KBXE studio. There were roughly 50 people there to tell us about their community, what they think of our programming, and give us ideas of stories we are missing. This April we were in Brainerd at the Roundhouse Brewery for the same reason. About 37 people attended. We like to call these "gatherings;" so much more fun than "meetings". We love talking to you all.

It was another great silent auction at the KAXE Mississippi River Fest last July. This is something the Board does very year. Or I should say, we do what Carolyn King (who took over organizing it from Gail Otteson) tells us to do. With Carolyn's volunteer leadership, we raised over \$4,000 for our Tower Fund.

The Board of Directors for Northern Community Radio has worked hard over the years to create policies that connect Northern Minnesota to our listeners. Those policies are finely honed and we have it down to a fine science now. We have a wonderful General Manager and a staff who carry out those policies. We've begun to look at the greater community for whom we serve. We're looking to our members (and non-members) and finding people who serve their prospective community in new and different ways. A couple times a year during a regularly scheduled board meeting (the 4<sup>th</sup> Monday of most months) we will be having speakers tell stories of service to the underserved. In June, our newest Board Member Melissa Weidendorf will talk to us about mental health awareness in our area. We would like to invite you to attend these spotlight talks. We also would like to hear from you if you have ideas for people who serve.

I'd like to thank the incredible folks that I work with on the board. What a great bunch! You can see their bright shiny faces at the Walker Ethnic Fest, Muskie Days in Nevis, Record Store Day, our Block Party in Bemidji, and many other events. Thank you for serving the Northern Community Radio Board so well: Maria Kne, Christina Brown, Chris Bergquist, Doug Baker, Kent Montgomery, Jack Shelton, Charlie Parson and Melissa Weidendorf. And much gratitude to our members for keeping us real.

**-Julie Crabb, President**

# Annual Report to the Membership

## May 11, 2018

### Introduction from the General Manager

There is always a lot going on at Northern Community Radio. Staff, volunteers, and independent producers create great radio programming, hold live events, and share great stories. The KAXE dot org website is constantly changing, filled with interesting articles, audio, and photos. New podcasts are available. There's a lot of action on social media. There have been many outstanding and fun community events and partnerships – with music, in classrooms, discussing social issues and politics, and in the arts.

Behind the scenes, big changes were made to our computers, logs, public files, and traffic systems. Staff attended conferences and training sessions, and sometimes gave presentations for others. We made an ambitious new annual work plan and worked the plan. The board of directors held their regular meetings and listeners turned out for special advisory meetings to share helpful feedback. Over 30 people attended volunteer training classes this year, and we have so far heard 14 new volunteers on the air. It seems incredible that one small organization can do so much.

That's because, in any given year, there are thousands of people who help make it all possible – and we are grateful. One report can't possibly cover everyone who deserves a great big THANK YOU, but here's a start:

- Thank you members - for your generous financial support, for your amazing extra donations to the capital campaign, and for your feedback and participation
- Kudos to those of you who volunteer your time and remarkable talent - on and off the air – to bring public affairs, entertainment, music programs, and events to our neighbors and friends
- Thanks to the many business supporters who see value in this organization and in reaching out to our listeners
- Many thanks to the foundations, organizations, legislators, and government entities that have partnered with us and supported our work
- Thank you independent producers, for extending the quality and impact of what we do by working with us to create excellent programs on the air and online
- Special thanks to our board members – you have kept the best interests of Northern Community Radio and our community at heart and helped support all of us through your service
- Thank you if you listen, participate, give feedback, and allow Northern Community Radio to be part of your life. By doing so you help strengthen our ties to each other and this beautiful place where we live

Of course, heaps of thanks and praise to those I work with most closely - the staff. They exemplify what is great about our community - wisdom, talent, passion, inventiveness, humor, service, and the tenacity to make good things happen. They are extraordinary! I am proud to be associated with them.

Read on to see what they have to say!

**-Maggie Montgomery, General Manager**

## Annual Reports from the Staff

### Highlight Reel from Music Director Kari Hedlund

- I had a baby! Jennifer Poenix kindly took over my duties while I was out on extended leave, not a small task! Signe June will be celebrating her 1<sup>st</sup> birthday with you and the Social Animals at our Annual Meeting.
- Last year's Mississippi River Festival was another one for the books. Our lineup was nice and diverse with Haley, Har Mar Superstar, The Lowest Pair, Dawg Yawp, Esso Afrojam Funkbeat and Professor Louie & The Crowmatix. The standouts for me? Dawg Yawp and Esso Afrojam Funkbeat (can't wait to get those guys back someday). So fun to see emerging artists on our stage.
- The CenterStage MN Concert Series with the Reif Center is almost wrapping up our 2<sup>nd</sup> year with a lineup of: Gaelynn Lea, The Pines, Fathom Lane, Social Animals, Reina Del Cid, The Home Fires (Vicky Emerson & Sarah Morris), Erik Koskinen, Siama Matuzungidi and finishing up with great Americana band, Romantica. This series has been funded by the Reif Center, and they've allowed me to curate the lineup with musicians we feature and play on KAXE/KBXE. It's really becoming a 'known' series throughout the music world in Minnesota. I hear great feedback from each month's feature, and they go tell their friends. It's been such a great way for us to connect with MN musicians on a deeper level. Also, it's been such a treat to see these bands up close and personal in that little theater. Highly talented musicians. Lineup for next year will be announced in July...but you want a sneak peek? Jeremy Messersmith will be opening up the year on September 20<sup>th</sup>. Eeek! And shhhhh.
- Not music related per se, but the Tower Campaign was obviously a very large focal point for all of us this past year, and holy cats, we were amazed with the results. THANK YOU.
- Record Store Day 2018 had a line of customers to the door before the sale opened! We raised almost \$4000 with that event, which brings out people of all ages, backgrounds, etc.
- I'm heading to Philadelphia next week for the annual Non-Commvention with attendees ranging from promoters to other Music and Program Directors from stations like KEXP, The Current, WFUV, WXPB and more. This year, I've been asked to moderate the Community Stations meeting which is a huge honor.
- We just announced the lineup for this year's Mississippi River Festival on Thursday, and I *can't wait*.
  - Friday July 20<sup>th</sup>: Humbird (featuring Siri Undlin from Undlin & Wolfe), Them Coulee Boys, Crankshaft & The Gear Grinders
  - Saturday July 21<sup>st</sup>: Kerri Powers, Y La Bamba, Luke Winslow-King, and MN Country Supergroup featuring Erik Koskinen & Eric Pollard/aka Actual Wolf
- As we navigate into the future with so many things in radio changing on the daily (technologies, listening habits, giving, etc), it is because of members like YOU that we are able to continue working toward success and continued longevity. Thank you for your support, financially and morally!

**-Kari Hedlund, Music Director**

**Development Associate/Legacy Coordinator’s Report**

It has been another great year as a staff member at Northern Community Radio. My job as both a Development Associate and Legacy Coordinator has kept me busy.

My development duties include initiating, negotiating and maintaining underwriting accounts for the Bemidji/Bagley listening area. I write the on-air underwriting announcements and public service announcements making sure they meet the FCC guidelines and fit the air sound of NCR. While we have a great group of loyal and dedicated underwriters there is always room for more. If you know of a business that would benefit from being an underwriter, let me know. When visiting a business that underwrites with us, please thank them. A simple “thank you” can make a huge impact on an underwriting relationship. It is much appreciated by us and by them!

KAXE and KBXE have 16 programs/events that are funded through the Minnesota Arts and Cultural Heritage Fund. Of these programs five are aired weekly, three bi-weekly, four monthly and we have two live music events along with the Mississippi River Festival and the Great Northern Radio Show.

As Legacy Coordinator it is my job to collect the data needed to track and provide metrics for ACH (Arts and Cultural Heritage) reporting that are in keeping with the organization’s grant agreement with the State of Minnesota. Much of the program information gathered is used for the annual report to the Minnesota State Legislature that is put together by the Association of Minnesota Public Educational Stations (Ampers).

The data collected is used to illustrate the expected outcomes for each of the ACH programs. We track the age and cultural identity of our program participants to assure they reflect the makeup of the people in our area. Feedback is collected from listeners, program participants and event goes through email, Facebook comments, and an annual survey. We tally all staff hours used for each legacy program. The programs are uploaded for sharing on Public Radio Exchange (PRX).

As you can see, a lot goes into our ACH-funded programs. The State of MN loves to know this programming makes a positive impact on the region. That said, we ask your help with this by taking the survey coming out in July, providing your ongoing feedback and joining us for fun at all the events!

**-Peggy Stevens, Development Associate/Legacy Coordinator**

**Director of Operations’ Report**

It's hard to believe that another year has passed and it's time to give an update. So here I sit, reflecting on what we worked on over the past year. Marketron is the biggest project that pops

to mind. If you hear staff mumbling #\$\$% Marketron #&\*%, let me explain why.

Because of our partnership with Ampers, we had to implement a traffic system to continue to participate in state-wide underwriting. Traffic system?? What?? A traffic system is a term used by TV and radio stations to explain how they schedule/organize their underwriting or advertising spots.

| <b>Social Media</b>    |               |                 |
|------------------------|---------------|-----------------|
| <u>Facebook</u>        | <u>2018</u>   | <u>2017</u>     |
| • What We’re Reading   | 318           | 271 members     |
| • Season Watch         | 3,105         | 2,185 members   |
| • On-Air Volunteers    | 130           | 121 members     |
| • KAXE/KBXE Main pg.   | 5,222         | 4,982 likes     |
| <u>Twitter:</u>        | 1,896         | 1,801 followers |
| <u>Instagram:</u>      | 785           | followers       |
| <br>                   |               |                 |
| <b>KAXE dot org</b>    |               |                 |
| <u>Website Traffic</u> | <u>5/2018</u> | <u>5/2017</u>   |
| Users                  | 58,330        | 44,647          |
| Page Views             | 316,964       | 262,548         |

For years, our underwriting has been done manually with paper and index cards. Was it a high-tech solution? No, but it was effective and it worked. Our uniqueness as a station lead us to some hurdles, one of them being we read our underwriting spots live. This is unheard of, even among other Ampers stations. Most pre-record all their underwriting. These pre-recorded spots are loaded into an "automation system" which then plays the recorded spots at specific times.

We are live and we are real. Pre-recording our messages would completely change the sound of the station, so that was not an option. While we do have an "automation system" (ENCO), it was purchased around the time we moved from the college to KAXE's new building. In terms of technology it's a fossil. Our automation system couldn't interface with Marketron even if we wanted it to.

Starting in November 2017, the process of entering all of our underwriting clients into Marketron started. A BIG thank you to Carolyn King who helped with data entry. Once the client information was in, we had to create an inventory of underwriting spots, create schedules, all the contracts had to be entered, then those had to be scheduled, and finally the underwriting messages had to be entered. You get the point - it was a big project!

Marketron went live on January 1<sup>st</sup>. We no longer have index cards with underwriting messages; we now have them on a computer screen. This has been an adjustment for staff and volunteers. Some love it, some hate it, but it is what it is. I personally appreciate not having to pull cards and it's much easier to schedule station messages. That said, it has been a lesson in patience for Penny, Peggy, John and me. Marketron requires far too many steps to do simple tasks. Enter this module, enter this information, go to this other module and enter that information, then go here and click this and over to this other module, blah, blah, blah - too many steps. We have been told that after 6-9 months and everyone is more comfortable using it, it will be better. I am writing this on May 8<sup>th</sup> - the jury is still out.

In other news, we had a very successful capital campaign. Thanks again to everyone who supported the project. I continue to work on the Great Northern Radio Show with Aaron Brown as co-producer and stage manager. This season, we had shows in Hibbing and Bemidji. The next show will be in June at the Reif Center in Grand Rapids with the Holy Hootenanners as musical guests. This should be a really fun show!

We have some new events for us that have been in the works. Last fall we applied for and received a grant from the Grand Rapids Area Community Foundation for an outdoor screen and projector. In partnership with the Grand Rapids Area Library, we will be hosting 3 "Stories by the River" nights. This event is geared toward families. We will be showing animated popular children's books. Think Reading Rainbow, but on a big screen. Thanks Tracy Kampa and Dion Card at the library for helping plan this. Check out our website [kaxe.org](http://kaxe.org) for dates and times

Speaking of website, we will be working with NPR to transition our website to a new CMS (content management system) starting in late summer. Not sure of the scope of the project just yet. We have been told it will allow us more flexibility on the placement of content on the site. We will let you know next year how it goes.

#### **Top 5 Viewed Posts on KAXE dot org May 8 2017 - May 8 2018**

1. Area Voices: Bonfire Chamber Music Festival in Grand Rapids, MN -By Katie Carter
2. Why Treaties Still Matter: A Conversation with Leech Lake Tribal Attorney, Frank Bibeau - By Scott Hall
3. Close to Home: Effie Café - By Grant Frashier
4. DNR Bear Researcher Dave Garshelis on Findings on the Isabella Bear - By Heidi Holtan
5. Please Stand By Tower Campaign - By Sarah Bignall

Last fall, I attended the Public Radio Regional Organizations' Super-Regional meeting with Maggie and Heidi. It happened to be in St. Paul. Lots of great ideas of how to better serve our communities and how to make better radio. The outdoor film idea came out of that. My biggest take-away from that conference was this: There are a lot of things we do and do incredibly well. And no matter your staff size or budgets, all community radio stations have many of the same issues. Nice to know we aren't alone.

Hard to believe July will mark my 3<sup>rd</sup> year. Still feel privileged to work for Northern Community Radio and to work with the co-workers and volunteers I do. Now I better get back to work!

**-Sarah Bignall, Director of Operations**

| Award Recipients 2017                               |   |
|---|---|
| <u>Phil Collins Volunteer of the Year</u>           | <b>Judy Grewe</b>   |
| <u>Bill McKeever On-Air Creativity and Artistry</u> | <b>Grant Frashier</b>   |
| <u>Marcia Nottingham Community Impact Award</u>     | <b>Kristi Miller</b>  |
| <u>Deb Lentz Silent Star</u>                        | <b>Lisa Arnold</b>  |
| <u>King and Queen of Green Cheese</u>               | <b>“Simon of the Lake” Gretton and<br/>“White Buffalo Woman” Justine<br/>Jacobson</b> |

**Development Director’s Report**

I have been the Development Director at KAXE, Northern Community Radio, for over 22 years and counting. Hard to believe I’ve been with this great organization that long. The number 22 is quite special to me. It’s the number I wore on my high school and college football jersey. Football isn’t just a contact sport, it’s a dangerous game of massive bodies colliding into one another. It’s taken its toll on by body and brain for sure. However, I’ve never been blindsided like I was this past November when Northern Community Radio tackled us with the “world class revenue management system” called MARKETRON!

One of their claims: “They use insight and a common language throughout your organization. When we see our managers consistently engaged with a product at 6:30 a.m., I know it’s become a valuable tool.” I think they made a typo. It should read “consistently ENRAGED! Cases in point: Penny has learned to swear like a truck driver, Sarah has chewed her fingernails off, and I have completely lost the use of my brain and fingers.

On a more serious note, underwriting support is down \$4,307 to \$93,505 from October to April in comparison to 2017. Businesses come and go for varying reasons. We will continue our efforts in securing new business and keeping the ones we have happy.

Speaking of happy, just this week a son who took over his dad’s family owned business, told me he was proud to support NCR. Not just for or great music and public affairs, but for caring about the people and communities in northern Minnesota and beyond.

**-John Bauer, Development Director**

| Membership Drives  |              |            |              |             |  |
|--------------------|--------------|------------|--------------|-------------|--|
| <u>FY</u>          | <u>Total</u> | <u>New</u> | <u>Renew</u> | <u>Avg.</u> | <u>Theme/Dates</u>                       |
| <u>2018 Spring</u> | 15,623       | 48         | 55           | 151.67      | <b>Are you Game? 3/9-16/18</b>           |
| <u>2018 Fall</u>   | 38,765       | 77         | 130          | 138.96      | <b>Radio Underground 10/27-11/3/17</b>   |
| <u>2017 Summer</u> | 39,055       | 81         | 101          | 214.59      | <b>Summer of Love 50 Yrs. 6/23-30/17</b> |

## Member Services Manager's Report

Thanks to everyone who responded to the "Please Stand By" campaign to raise funds for the replacement of our 91.7 tower. It was so fun to get the mail this winter! Your generosity was amazing! The coolest part, though, was getting little love notes with the checks. I mean, money is very useful, but knowing that people really like us? Priceless. We'll do our best to "keep up the good work!"

While Kari was on maternity leave last summer, I had the opportunity to juggle both membership and music. While I wouldn't want to do both on a regular basis, I really enjoyed trying something new. I couldn't have done it without my fabulous assistant, Carolyn King. She helped me out with membership mailings, plus labeling and copying CDs. Carolyn also knows how to throw a flamingo-themed staff meeting.

Last week, I sent 42 letters to those whose membership expired this past March. It was their fourth notice. If they don't renew, those 42 memberships will end up lapsed. I'm not telling you this to chastise people for not renewing their membership; I want you to know why sustaining memberships are so vital.

### Sustaining Members

|      |     |
|------|-----|
| FY10 | 154 |
| FY11 | 204 |
| FY12 | 241 |
| FY13 | 316 |
| FY14 | 424 |
| FY15 | 511 |
| FY16 | 563 |
| FY17 | 623 |

When someone becomes a sustaining member of KAXE/KBXE, they are making a consistent commitment to supporting what they listen to. The more sustainers we have, the less renewals we have to send in the first place. We can then focus our energy on attracting new listeners, which eventually leads to new membership.

Sustaining membership is very flexible. You choose the amount and the day of the month that we process your payment. The best method is automatic withdrawals from a checking or savings account because your bank account is less likely to be lost/stolen/compromised, and it doesn't come with an expiration date.

Thank-you to all of our members for making KAXE/KBXE what it is!

**-Jennifer Poenix, Member Services Manager**

## News and Public Affairs Director's Report

I can't believe another year has flown by at KAXE/KBXE. Being the News & Public Affairs Director means I'm juggling lots of balls in the air at all times – and lots of interviews and deadlines. Because of that, I don't often take the time to look back on the impact or importance of the work we've done!

First and foremost, a big thank you to the crew behind the Morning Show. Thanks to John Bauer, Maggie Montgomery, Katie Carter, John Latimer, Michael Small, David Harrington, Brett Carter, Peggy Stevens and Dan Houg for hosting such a diverse daily program that really requires agility to move between NPR's morning news coverage of things like North Korea, hurricanes, and national politics to fishing and local foods and arts stories and life in northern MN.

We are beefed up immensely by the talented producers that contribute regularly to our programming like Grant Frashier, Jim Gallagher, Robert Jevne, Milt & Jamie Lee, Tammy Bobrowsky, Aaron Brown and Chuck Marohn. Let alone the student phenology reporters that expanded greatly this year thanks to John Latimer's phenology curriculum and a grant from the U of MN NE Regional Sustainable Development Partnership. We've gotten reports from classrooms in Ely, Two Harbors, Blackduck, Cherry, Virginia, Grand Rapids, Bemidji, Carlton, Brainerd, White Bear Lake and Northfield (and probably others I'm forgetting!). These dedicated teachers not only teach their kids to notice nature, they teach them how to write compelling stories and then listen to phenology in their classrooms each week. If I think too much about it I get weepy – that kids are paying attention to nature makes me feel good about the future!

KAXE/KBXE is not only a great daily resource for radio programming – it is building future broadcasters and listeners and people who care about where we live.

Our regular guests make our Morning Shows livelier as well – Jack Lavalier, Harry Hutchins, Tornado Bob, Pam Perry, Jeff Sundin, Dan Anderson, Shelly Boyum-Breen, Fred Friedman, Colleen Nardone, Kyle Erickson, Katie Marshall, Jesse Davis, Molly Olson, Aaron Wenger and so many others. The talent and dedication of the people of northern MN shines through each and every week.

This year I'd like to mention a few of the special programs that have consumed a lot of my time. Dig Deep. Have you caught it yet? We've heard from so many people that it means a lot to them – to hear thoughtful conversation from usually combative viewpoints. This year saw our first Dig Deep LIVE event – and we are preparing for the next on June 12<sup>th</sup>. Chuck Marohn, Aaron Brown and I were at ICC for their well-run, informative conference for students and the community “Navigating Truth in a Post-Truth Era” (congratulations to the coordinator Teresa Alto who did an amazing job putting this together). Our next event at the KAXE studios in Grand Rapids will be Tuesday June 12<sup>th</sup> at 6pm – during our summer fundraiser – live on air and before an audience. Hope to see you there! Sign up for the podcast via iTunes!

I'm also excited at the focus this year on women. The NW MN Women's Fund allowed us to put time into focus groups with women in Bemidji and Grand Rapids, and ask them about their work and daily lives to see the local effect of the #metoo movement. Laura Connelly was our fantastic organizer and focus group leader for these events. We'll continue with more focus groups and, thanks to additional Arts & Cultural Heritage Funds, we'll feature conversations with women in northern MN. Whether it's issues of mental illness in families, sexual harassment or running for political office – we'll hear strong women from across our region in the months to come.

We are also gearing up for a big event on Tuesday August 21<sup>st</sup> at the Reif Center in Grand Rapids. For the first time, Northern Community Radio is putting on a governor's forum that will focus solely on issues that are important in rural MN. The panel will include myself, Aaron Brown and Chuck Marohn. Dennis Weimann from Lakeland Public TV will moderate and we are expecting a great crowd of people from around the state in this 600 seat auditorium. In addition, we're going to possibly be carried live on other Ampers stations as well as Lakeland Public TV (who will offer it to other public TV stations around the state) and ICTV. Still a lot of planning for this; stay tuned!

As always my thanks to our senior correspondent Scott Hall. Not only does his still hanging around the joint allow me to take time off, but he continues to be a mentor to me and a great guy to bounce ideas off of – even at 9:30 p.m. on a Sunday night.

Thanks for listening to the Morning Show – we couldn't do it without listener support – and it seems there is always a greater and greater need so we can expand what we do and someday work towards creating a newsroom and hiring journalists at Northern Community Radio. Tell your friends! Send me feedback! heidi@kaxe.org.

**-Heidi Holtan, News and Public Affairs Director**

## **Report on the Capital Project**

### **How we got here – history and a technical low-down**

The staff and board of Northern Community Radio have known for years that KAXE's old Harris transmitter needs to be replaced. It was installed in October 1990. It has been a reasonably good transmitter for almost 30 years but, like any 30-year-old piece of electronic equipment, it's now obsolete and out of production. As is standard practice, the station bought a trove of spare parts when the transmitter was new. Over the past 30 years most of those parts have been used. More and more often when something breaks, engineer Dan Houg has to go elsewhere to find a replacement. He is currently finding parts on eBay or through the public radio engineering listserv. The first time Dan can't find a part KAXE will be off the air.

### **A faulty tower and cantankerous transmitter**

This spring we cancelled Northern Community Radio's March 26<sup>th</sup> board meeting (and an all-staff training session that same day) due to weather. I left the Grand Rapids studio early to head home. The snow had started in the morning and by early afternoon was really coming down. It was the kind of slushy, wind-driven snow-mixed-with-rain-and-sleet that's common in early spring.

About 10 minutes into the trip, KAXE went off the air. I kept my radio on, but after several minutes KAXE hadn't come back.

From past experience I know that when we go off the air it's usually due to an outage or a power fluctuation at the transmitter. But now we have a new worry: tower failure. Ice adds a wicked amount of weight to a radio tower and an engineering study has shown that KAXE's tower is in danger of failing.

The roads were treacherous. I pulled into a parking lot and emailed Dan Houg and Penny Holcomb to head home if they could. "I know KAXE is off though...slushy! Hope the tower is standing!"

Fortunately it was only an outage. Even so, engineer Dan Houg couldn't head home. When the power came back he had to borrow an AWD vehicle and head up the hill to the transmitter where, he said, "a big ole fault indicator" was lit. The transmitter wouldn't reset so Dan had to power cycle the entire thing to bring it back on the air. —Maggie Montgomery

The radio transmitter and antennas power KAXE's signal, and the height provided by the tower maximizes the signal's reach as it flows over the landscape. The broadcast plant includes safety fencing, a building to house the transmitter, transmission lines, filters, and other equipment that receives, monitors, and sends out audio produced at our studios. The site is located on a high hill on 80 acres of tax forfeit land in Trout Lake Township in Itasca County.

The building that houses the transmitter has played a role in breakdowns, which happen to our 91.7 signal pretty often. The transmitter "shed" is a cinder block structure that is hot (reaching 125° + in summer), dirty, and home to rodents, insects, and snakes. This is not a reasonable environment for electronic equipment. Replacing the transmitter and the building that houses it would have been a fairly large fundraising project, but we thought it was "doable."

As staff and board looked

into replacing the transmitter and the transmitter building, it seemed prudent to also assess the tower and antennas because we knew these things:

- KAXE's original tower was accidentally pulled down in 1984. When the tower was rebuilt, the antennas for KAXE and KNNS (now KMFY—a tenant on the tower) were interwoven at the top. An owner's antennas would normally occupy the highest position on a radio tower, and the tenant antennas would typically be mounted underneath. Interweaving them is very unusual and was probably an attempt to give KNNS a height advantage ("height makes might" in radio broadcasting). It is likely that the interwoven antennas interfere with each other, creating lobes of greater and lesser signal strength, and degrading both signals overall.
- All 22 of the antenna elements are covered with radomes - covers that protect antennas from weather, particularly ice. They look like big marshmallows. Radomes add extra surface area, which increases "wind loading" on a tower. They're installed because antenna icing can make power reflect back to a transmitter. Enough reflected power can cause transmitter damage. We didn't know whether the KAXE tower was designed with enough strength to handle the extra wind loading from radomes.
- KMFY's owner, Jim Lamke, recently bought a new radio station on another broadcast tower. The KMFY transmitter at the KAXE tower is at the end of its lifespan. Jim wanted to explore whether to install the new KMFY transmitter at the new site or stay as a tenant

on the KAXE tower. We wanted to know what effect the weight and wind loading of KMFY's antennas were having on the KAXE tower.

- This tower was built at a time when KAXE was strapped for cash, so we assumed it was not built to be any stronger than absolutely necessary. Construction standards for towers have gotten more stringent since 1984.

In late 2015 Dan Houg contracted the company that built KAXE's tower (Valmont Structures) to conduct a stress analysis. The results that came back in January 2016 were troubling.

Valmont's engineer sent us her analysis: "The tower theoretically fails and cannot be modified to meet code. It is so far overstressed our program could not calculate the amount of overstress. So we reduced the code criteria until we reached a result - still overstressed at 40 mph wind speed with no ice."

Dan Houg wrote back: "Wow. Is it because of the presence of the radomes? Or is it because of the Rev G standard? I really appreciate this information."

The response: "We also reviewed the previous standard..., it still fails. I do not believe the tower would pass if it were bare (no antennas or lines). The tower really needs to be replaced. As it stands, it is at risk of failing."

For the tower to have failed the stress analysis to this degree with no way to modify it to bring it into compliance was really bad news. It made the task of raising funds to replace the KAXE transmission plant even more daunting. The equipment budget alone is over \$948,000. This doesn't count fundraising or lobbying costs, in-kind or staff time.

**That's a lot of money!**

Finding that much money wasn't going to be easy. When KAXE's transmitter was purchased in 1990, the federal government provided a matching grant for ¾ of the money through a program called PTFP, or the Public Telecommunications Facilities Program. PTFP also provided ¾ of the funds to build KBXE. PTFP was operated out of the U.S. Department of Commerce through the NTIA (National Telecommunications and Information Administration).

PTFP was de-funded by Congress in April 2011. If the PTFP hadn't been eliminated we could have counted on it to be the largest single funding source for this emergency project. We had to look elsewhere.

In 2016 some staff and board members met with local legislators Sen. Tom Saxhaug and Rep. Tom Anzelc, who said they were willing to help KAXE apply for state bonding in the 2018 legislative session. That opportunity fell through when neither was re-elected.

Fortunately, our area's new legislators, Senator Justin Eichorn and Representative Sandy Layman, stepped up to sponsor bonding proposals in the senate and house on KAXE's behalf. We hired former state representative Loren Solberg to work with us as lobbyist.

There are precedents for units of government to support nonprofit organizations through bonding in MN (not all states allow this). For example, in 2013 the City of Minneapolis served as fiscal agent for a bonding request for the Minnesota Orchestra to renovate Orchestra Hall. In our case, the Itasca County Board granted permission for Northern Community Radio to submit a bonding request for KAXE at their October 10, 2017 meeting. KAXE staff submitted the request for \$513,230 the following week, with generous help from the county's authorized user of the Capital Budget System, Sara Thompson, and other staff from Itasca County's Land Department.

We also met with staff from the IRRRB (Chris Ismil) and the Blandin Foundation (Sonja Merrild). To our relief, both of these organizations invited proposals - contingent on our actually receiving bonding - and contingent our ability to show strong community support.

**Sources of Revenue: KAXE Capital Project:**

|                       |         |  |
|-----------------------|---------|--|
| Local donors          | 208,041 | (secured)                                |
| Blandin Foundation    | 250,000 | (secured)                                |
| IRRRB emergency funds | 50,000  | (proposal invited upon securing bonding) |
| State of MN bonding   | 513,230 | (in process - outcome unknown)           |

Strong community support was key to making everything else happen. Based on experience from past campaigns we set our sights on raising \$125,000. We took our story to listeners over the airwaves during a segment of the Friday *Morning Show* last November 17<sup>th</sup>. A web page was put up to help explain the project. It included a drone video of the tower and transmitter site. Bright orange envelopes containing information were mailed to all members. Campaign-branded coasters went out with a second mailing. Over the course of the next few months, listeners generously pledged a whopping \$208,041! Some came in as cash, some as stock, and some people opted to pay over time.

The final and most difficult piece of the funding puzzle is bonding. We're doing our best to bring our situation to the attention of the legislature. Minnesota's bonding capacity this year is set at \$3.5 billion. The legislature's majority leadership wants to keep the bonding bill to \$825 million. The governor has proposed bonding at \$1.5 billion (which does not include any community projects). In total, requests for bonding from around the state add up to at least three times the amount of money available. Obviously, the House and Senate Capital Investment Committees and the legislature as a whole have to make some hard decisions. Minnesota had a recent session where bonding was delayed by a year. Bonding has to pass with a 60% majority. Political issues like these that underlie the bonding process are beyond our influence.

These are the main points that seem to be working in KAXE's favor:

1. The community has done its part by coming through with almost half the money up front
2. This project affects many people in several legislative districts
3. On the state's scale our request is relatively small
4. Our local legislators are supportive and in the majority
5. This is an emergency - the tower really is in danger of failing

If we do receive bonding it may not be the full \$513,230 requested. If our request fails altogether, we plan to try again in the next bonding session.

### **Bigger and better!**

As planned, this project will do more than just replace the existing broadcast plant with a similar one. The new tower will be taller. The height increase (from 315' to 498') along with the elimination of the interference caused by the interwoven antennas should result in a clearer signal with more range.

The new Nautel transmitter and audio processor will make KAXE sound better. The transmitter will be capable of protecting itself when the antennas ice up, even without radomes. A clean, cool transmitter building will reduce equipment failures and maximize the life of the transmitter.

Our engineer will be safer. The transmitter cabinet, electrical boxes, switches, and other places in the transmitter building contain dangerous high voltages. The new transmitter will operate at much lower voltages. In the future, many repairs will be done by simply replacing sealed modules. Monitoring equipment will allow the use of smart phones and internet for remote troubleshooting, including access for the manufacturer over the internet.

KAXE currently has no backup generator, so whenever the power is out we go off the air. Unfortunately the power is most prone to going out during storms or at other times when KAXE could help relay emergency information to the community. The project includes a generator that will allow the transmitter and tower lights to run at full power when power lines are down. Road access will also be improved.

We hope everyone who listens to 91.7 KAXE or its translated signals in Brainerd or Ely (which get their audio off the air from 91.7) will hear a positive difference. The new facility should last a good long time.

**-Maggie Montgomery, General Manager**

## Engineer's Report

Several notables for this past year. As part of a large IT infrastructure upgrade, NCR has replaced their 12-year-old server with a new domain controller, using the latest server operating system on new hardware. Concurrent with this, robust, business-class firewall devices were installed at KAXE, KBXE, and the Shevlin transmitter site. These upgrades should provide reliability and security for several years.

Extensive equipment, logistical, and budgetary planning has been ongoing for the KAXE transmitter site rebuild. This ambitious project will completely rebuild the entire transmitter site east of Grand Rapids including a new tower, antennas, transmitter, shelter, and generator. This project, still in the planning and funding stage, will ensure the signal of 91.7 out of Grand Rapids remains viable for the next 30 years.

The FCC required all broadcasters to switch their paper Public File, which is an extensive collection of legal and operational documents each broadcaster must maintain, to an online system by March 1st, 2018. Both KAXE and KBXE were successfully transitioned to the online public file system several days ahead of the deadline and the maintenance of the online Public File continues on a quarterly basis.

I served my last year as Chair of the Public Radio Engineering Conference presentation selection committee for the 2018 conference held in Las Vegas. This year's conference had the largest attendance record and was extremely successful in terms of content, logistics, and feedback from both audience and presenters alike. This year, NCR General Manager Maggie Montgomery was part of a panel discussion on funding station projects and spoke alongside Ted Kritchels, Senior Vice President of System Development and Media for the Corporation for Public Broadcasting and Michael LeClaire, Chief Engineer for WBUR Boston. While time consuming, my participation in the Public Radio Engineering Conference has brought the national visibility of NCR to an unprecedented level with recognition from National Public Radio, the Corporation for Public Broadcasting, and multiple equipment manufacturers as well as stations. This visibility has resulted in a very high level of service as equipment issues have arisen as well as seeking proposals for equipment replacement.

**-Dan Houg, Engineer**

### Volunteer Calendar

5/15/17 Training for new volunteers at KAXE  
10/23/17 Training for new volunteers at KBXE  
1/5/18 Annual Volunteer Appreciation Day  
3/7/18 Morning Show training at KAXE  
3/13/18 Morning Show training at KBXE  
5/7/18 Training for new volunteers at KAXE

### Volunteer Coordinator Report

I don't care what anyone else says, I have the best job at Northern Community Radio. For 365 days a year, I facilitate daily opportunities for residents of our area (and members of our station) to showcase their favorite music while they also discover and share new artists "On the River." At the same time, I get to work with some amazing, dedicated hosts of Green Cheese

and Backporch Harmony who have honed their knowledge to fit those specific shows. All these volunteers make me look better through their professionalism, their enthusiasm, and their abilities.

All this happens through bi-annual trainings; on-going conversation—online, by phone, and in person; and through communication channels like email and Facebook. I've been happy to work with the streamlined format for training and am almost completely dependent on the willing volunteer programmers who allow new volunteers to sit with them to complete their on-air training using a (growing) checklist of learning goals. We have more on-air hosts than last year, and less times when we need to play a recorded show. I appreciate everyone who programs a show.

This year also saw the full implementation of the Composer 2 program for tracking music played and the bumpy introduction of electronic underwriting cards. I can't say thanks enough for the work done by volunteers to learn and share their knowledge during this transition. The cards are now all gone, and things are going better every day.

Another reason my job is so fun is our busy event calendar. I get to enjoy working side-by-side with volunteers at the Mississippi River Festival, Record Store Days, fund-raisers and more. I especially enjoy the face-to-face activities that help all of us get to know each other better while still helping make station events so great. Thanks to you for sharing your talents in these ways.

I'm so grateful for the hard work volunteers do to help carry on the 42+ years of successfully creating independent radio for the listeners from Effie to Florence, Arizona and beyond. Thanks for continuing to make KAXE and KBXE the best station to listen to and to work for. I'm looking forward to another great year ahead. Thanks for answering my calls.

**-Brett Carter, Volunteer Coordinator**

| <b>Major sources of revenue in FY17</b> |                                   |                  |
|---|-----------------------------------|------------------|
| Listener Support                        |                                   | \$255,500        |
| State of MN Grants                      |                                   | \$227,161        |
| Arts and Cultural Heritage Grants       | \$156,648                         |                  |
| Community Service Grants                | \$49,000                          |                  |
| Equipment Grants                        | \$21,513                          |                  |
| Business Underwriting                   |                                   | \$208,405        |
| Corporation for Public Broadcasting     |                                   | \$148,623        |
| Other Grants                            |                                   | <u>\$61,900</u>  |
|   | <b>TOTAL (major sources only)</b> | <b>\$901,589</b> |

**Audit and Finances**

KBA Peterson Associates in Bemidji conducted Northern Community Radio's audit for FY2017, and reported their findings to the board of directors at their February 26 2018 meeting. To

the credit of Business Manager Penny Holcomb and Member Services Manager Jennifer Poenix (who keep meticulous records), the auditors gave us another clean opinion. This means they found the financial records to fairly and accurately represent the organization's financial position.

Northern Community Radio is in good health financially. At the end of the fiscal year, accounts payable stood at \$8,201 and the organization had \$71,418 cash. Northern Community Radio does not have any long-term debt. Total assets were \$1,331,667. The change in net assets versus FY2016 was <\$59,799>. This includes non-cash depreciation and amortization expense of \$102,887 and non-cash revenue (from underwriting trades) of \$43,156. Cash increased by \$10,706. We invested \$21,365 in equipment. The ratio of current assets to liabilities was 6.7:1.

One major difference in the 2017 audit compared to 2016 was in grant revenue related to MN Arts and Cultural Heritage funding. Between 2016 and 2017 there was a change in accounting procedures that had the effect of penalizing 2017 and adding revenue to 2016. This led to a difference of over \$100,000 between the two years. This should not occur next year.

For additional financial information, Northern Community Radio's full audit report, IRS 990 and CPB reports are posted online at KAXE dot org. Hard copies are available by request.

**-Maggie Montgomery, General Manager**

### **Business Manager's Report**

I can't believe another year has gone by-- Being the Business Manager for Northern Community Radio is (very) busy, (very) challenging and also (very) rewarding. I may not always know the time, day, or what I had for lunch, but I would not trade working with this team of awesome people for any amount of Dilly Bars!

I am proud to confirm Maggie's report that we have again received a clean audit of fiscal 2017 finances. I work hard to ensure the records and files are accurate, to pay timely, to get the best price, and in general to be a good steward of the support given NCR. While you won't hear what I do on the air, I feel that it is as important to the organization's success.

Last summer I was elected "at large" to the Ampers Board of Directors. I am learning a lot and really enjoy working with the other Ampers stations. I also coordinate the Book Club (second Wednesday of the month at KAXE), and events in the Rotary tent. If you are interested in any of these things, call me.

I am again and continually in awe of the generosity of NCR members and volunteers, in general, and regarding the "Please Stand By" Capital campaign. Thank you for believing in NCR, for loving KAXE and KBXE, and supporting them passionately. We couldn't do it without you!

**-Penny Holcomb, Business Manager**

| <b>Revenue by Location 2017</b> | <b>KBXE (only)</b> | <b>Non-KBXE (KAXE and other)</b> |
|---------------------------------|--------------------|----------------------------------|
| <u>Contributions</u>            | 63,875             | 191,625                          |
| <u>Grants</u>                   | 111,590            | 327,319                          |
| <u>Underwriting</u>             |                    |                                  |
| Cash                            | 20,838             | 144,411                          |
| Non-cash/trade                  | 7,687              | 35,469                           |
| Ampers                          | 3,210              | 4,384                            |
| <u>Other</u>                    |                    |                                  |
| Rentals/Subcarrier              | 0                  | 15,220                           |
| Endowment                       | 0                  | 15,750                           |
| Special events                  | 4,945              | 41,012                           |
| Miscellaneous                   | 3,859              | 5,362                            |
| Sale of equipment               | <u>0</u>           | <u>500</u>                       |
| Total                           | 216,004            | 781,052                          |

### **Area Voices Producer's Report**

Area Voices tells the arts, culture and history stories of northern Minnesota and I'm the lucky gal who shares those stories with the world. Northern Minnesota is chock full of talented, good-hearted, passionate individuals who are making positive waves in the universe in one way or another. There are 104 Area Voices segments each year and I can attest that I have yet to interact with a subject who did not bowl me over with their authenticity, their talent or their level of social consciousness. Good people abound in KAXE/KBXE territory!

It's not often that a person can say their work makes them a better person, but learning the paths of artists of multiple varieties, digging deeper into race relations and discovering groups like Cuyuna Rock Club and the history behind events like the Finlandia Ski Marathon have made me a more aware, more engaged, more empathetic northern Minnesotan. It's been a great honor to share these stories with the listeners of NCR this past year and I certainly hope you've been inspired, educated or simply entertained by the people you've met through Area Voices segments.

In addition to Area Voices production, I'm busy with a variety of other things around the station. Notables include assisting with phenology segments being posted to the web and co-hosting the morning show out of KBXE in Bemidji every Wednesday. Over the past year I've gone from a mere neophyte co-host, too nervous to push any buttons on the control board in the studio, to a full-on pilot manning the spaceship that is KAXE/KBXE through the morning show. I certainly hope you've enjoyed the ride.

If you know of a person who is doing incredible things and should be featured in an Area Voices segment, please reach out to me by emailing [katie@kaxe.org](mailto:katie@kaxe.org). I'd love to share them with our listeners!

**-Katie Carter, Producer**

### **Calendar of Events 2017-18**

- 6/17/17 Block Party in conjunction with KBXE neighboring businesses
- 6/17/17 Great Northern Radio Show at the Reif Center in Grand Rapids, featuring Them Coulee Boys of Eau Claire Wisconsin, and violinist Olivia Skaja of Grand Rapids. House band was Katie and the Cruisers, featuring Katie Houg on piano and vocals, Eric Carlson on guitar and vocals, Aaron Schnackenberg on bass and Eric Sundeen on drums.
- 7/14-15/17 Mississippi River Festival: Featuring Haley, Har Mar Superstar, Lowest Pair, Dawg Yawp, ¡Esso! Afrojam Funkbeat, Professor Louie and the Crowmatix!
- 8/12/17 20<sup>th</sup> Annual Green Cheese potluck picnic
- 9/1/17 Northern Community Radio at the MN State Fair
- 9/21/17 Centerstage MN Concert Series in partnership with the Reif Center in Grand Rapids: Fathom Lane
- 10/14/17 Great Northern Radio Show at Hibbing Community College: Featuring the music of Hobo Revival, and the Great Northern Radio Show's all-star house band, Katie and the Hupmobiles, led by Katie Houg on piano and vocals, with D.C. on bass, Doug Quance on drums, and national touring artist Corey Medina on guitar and vocals.
- 10/19/17 Centerstage MN Concert Series in partnership with the Reif Center in Grand Rapids: Gaelynn Lea
- 10/20/17 Sustaining Member Open House at KAXE and KBXE
- 10/25/17 Community Advisory Meeting and listening session/Bemidji (KBXE studio)  
Attended by 15 listeners, plus board and staff
- 11/13/17 Capital Campaign kick-off
- 11/16/17 Centerstage MN Concert Series in partnership with the Reif Center in Grand Rapids: The Pines
- 12/21/17 Centerstage MN Concert Series in partnership with the Reif Center in Grand Rapids: The Homefires
- 1/18/18 Centerstage MN Concert Series in partnership with the Reif Center in Grand Rapids: Erik Koskinen
- 2/15/18 Centerstage MN Concert Series in partnership with the Reif Center in Grand Rapids: Reina Del Cid
- 3/3/18 Great Northern Radio Show at Bemidji/Thompson Recital Hall/BSU: Featuring: Ron Arsenault/Dave Pengra Duo, Ingeborg von Agassiz, and the house band (Katie and the Opes) with Katie Houg on piano and vocals, Aaron Schnackenberg on bass, Doug Quance on drums, and Kristi Miller on mandolin and vocals
- 3/15/18 Centerstage MN Concert Series in partnership with the Reif Center in Grand Rapids: The Social Animals

4/19/18 Centerstage MN Concert Series in partnership with the Reif Center in Grand Rapids: Siama Matuzungidi  
 4/21/18 Record Store Day Pop-up record store at Brigid's Pub in Bemidji  
 4/24/18 Community Advisory Meeting and listening session/Brainerd (Roundhouse Brewery)  
 5/11/18 Annual Membership Meeting, potluck, party, and dance with The Social Animals  
 5/17/18 Centerstage MN Concert Series in partnership with the Reif Center in Grand Rapids: Romantica (upcoming)

**Lineup for Bemidji Block Party June 16 2018**

Saturday: The Occasionals, Erik Koskinen, The Bad Companions, The Claudettes

**Lineup for 14<sup>th</sup> Annual KAXE Mississippi River Festival July 20-21 2018**

Friday: Humbird (featuring Siri Undlin from Undlin & Wolfe), Them Coulee Boys, and Alex "Crankshaft" Larson and the Gear Grinders

Saturday: Kerri Powers, Y La Bamba, Luke Winslow-King, and MN Country Supergroup featuring Erik Koskinen & Eric Pollard/aka Actual Wolf

**Off-Air Volunteers**

|                   |                            |                      |
|-------------------|----------------------------|----------------------|
| Tom Anderson      | Jim Gallagher              | Sarah McBroom        |
| Lisa Arnold       | Dan Gannon                 | Kathy McCarty        |
| Chris Baker       | Eric George                | Randy McCarty        |
| Chris Bergquist   | Tim Goodwin                | Holly Rose McKnight  |
| Paul Bignall      | Tracy Goodwin              | Nathan Michel        |
| Dave Bloomstrand  | Don Gorham                 | Dennis Montgomery    |
| Tami Bobrowski    | Chad Haatvedt              | Kent Montgomery      |
| Christina Brown   | Hannah Hafar               | Cindy Nelson         |
| Mike Bruhn        | Alycia Holter              | Therese Nett         |
| Merritt Brussiere | Carolin Humpal             | Kyle Norden          |
| Wendy Carter      | Augie Jensen               | Mike Norden          |
| Brandon Chase     | Iris Jensen                | Karen Oothoudt       |
| Sandy Chase       | Mary Jensen                | Richard Oothoudt     |
| Tom Cobb          | Dennis Jerome              | Charlie Parson       |
| Barb Crabb        | Kay Johnson                | Karen Ryan           |
| Betsy Crabb       | Jen Kellen                 | Cassidy Schlauderaff |
| Julie Crabb       | Jane Kimball               | Sarah Shaw           |
| Rollie Dethloff   | Carolyn King               | Cindy Shelton        |
| Daniel Dix        | Dave Kne                   | Jack Shelton         |
| Joan Downham      | Maria Kne                  | Meg Sheppard         |
| Ian Dunshee       | Diamond Knispel            | Mel Spry             |
| Pam Elj           | Becky LaPlant              | Mike Spry            |
| Shannon Fitch     | Dave Lathrop               | Tod Swenson          |
| Linda Flanagan    | John Lueth                 | Connie Vincent       |
| Janet Florine     | Bonnie Lundorff            | Lucy Vitali          |
| Shirley Frashier  | Tim Lundorff               | Melissa Weidendorf   |
| Chris Friedlieb   | Barry Lyons Alex Zimmerman |                      |

**Morning Show Volunteers  
And Contributors**

Dan Anderson  
Tammy Bobrowsky  
Don Boese  
Shelly Boyum-Breen  
Aaron Brown  
Laura Connelly  
Bob Conzemius  
Julie Crabb  
Jesse Davis  
Jeff Edmonds  
Kyle Erickson

Grant Frashier  
Fred Friedman  
Jim Gallagher  
Dan Gannon  
Michael Goldberg  
Dave Harrington  
Marshall Helmberger  
Dallas Hudson  
Harry Hutchins  
Robert Jevne  
Jack Lavalier

Milt Lee  
Jamie Lee  
Chuck Marohn  
Katie Marshall  
Jack Nachbar  
Colleen Nardone  
Molly Olson  
Michael Small  
Jeff Sundin  
Harvey Tjader  
Aaron Wenger

**Music Volunteers**

John Andringa  
Chris Baker  
Doug Baker  
Tim Baldwin  
Nyssa Beech  
Dave Bloomstrand  
Tammy Bobrowsky  
Jerry Brademan  
Ashley Brubaker  
Ryan Brubaker  
Mike Bruhn  
Brandon Chase  
Mindy Conradi  
Julie Crabb  
Rollie Dethloff  
Dakota Diamond  
Daniel Dix  
Katelyn Dokken  
Joan Downham  
Ian Dunshee  
Andrew Dziengel  
Jeff Edmonds  
Dennis Elj  
Shannon Fitch  
Linda Flanagan  
Janet Florine  
Grant Frasier

Maddi Frick  
Allison Friesen  
Jim Gallagher  
Dan Gannon  
Tracy Goodwin  
Judy Grewe  
Scott Hall  
John Henningsgaard  
Alycia Holter  
Ashley Howden  
Dennis Jerome  
Robert Jevne  
Paul Kivi  
Steve Krause  
Dave Lathrop  
Paul Learned  
Julie Legg  
Tom Legg  
Brandon Lentz  
Dan Lentz  
Susan Lick  
Barry Lyons  
Doug MacRostie  
Eric Mann  
Nathan Michel  
Kristi Tell Miller  
Pat Miller

Mark Nesheim  
Mark Olson  
Charlie Parson  
Dave Peterson  
Michael Peterson  
Curt Randa  
Charlie Rockler  
Steve Ross  
Karen Ryan  
Val Satterstrom  
Jack Shelton  
Michael Small  
Clarissa Spicer  
Mike Spry  
Brian Stanaway  
Jen Buie Sumption  
Tod Swenson  
Greg Tix  
Bill Tucker  
Lucy Vitali  
Mark Westergaard  
Ross Williams  
Alex Zimmerman

**Green Cheese Volunteer Hosts**

Julie Crabb  
Brandon Chase  
Mike Spry  
Wendy Carter

**Board of Directors**

Julie Crabb, Meadowlands, President  
 Charlie Parson, Puposky, Vice President  
 Maria Kne, Bemidji, Secretary  
 Jack Shelton, Bemidji, Treasurer  
 Doug Baker, Grand Rapids  
 Christina Brown, Bovey  
 Chris Bergquist, Grand Rapids  
 Kent Montgomery, Brainerd  
 Melissa Weidendorf, Grand Rapids

**Community Advisory Board****KAXE/KBXE 2018-2019**

|                  |            |                 |           |
|------------------|------------|-----------------|-----------|
| Mike Duval       | Merrifield | Joe Stattine    | Brainerd  |
| Vicki Foss       | Brainerd   | Tricia Andrews  | Bemidji   |
| Chris Hastings   | Brainerd   | Millie Crooker  | Cass Lake |
| Hank Hemquist    | Brainerd   | Terry Crooker   | Cass Lake |
| Sheri Hemquist   | Brainerd   | Jeff Edmonds    | Bemidji   |
| Michael Hopps    | Baxter     | Dan Gannon      | Shevlin   |
| Ken Kravik       | Deerwood   | Doug Johnson    | Bemidji   |
| Chuck Martin     | Brainerd   | Therese Johnson | Bemidji   |
| Pam Martin       | Brainerd   | Dave Kne        | Bemidji   |
| Paula Montgomery | Brainerd   | Bonnie Lundorff | Bemidji   |
| Jody Osterloh    | Pine River | Tim Lundorff    | Bemidji   |
| Rod Osterloh     | Pine River | Danny Merrill   | Puposky   |
| Nancy Palmer     | Baxter     | Sue Merrill     | Puposky   |
| LeAnn Plinske    | Baxter     | Mary Mitchell   | Bemidji   |
| Michael Small    | Longville  | Karen Ryan      | Bemidji   |
| Dawn Stattine    | Brainerd   | Bill Wilson     | Bemidji   |

**Staff**Full-time staff

Maggie Montgomery, General Manager  
 John Bauer, Development Director  
 Heidi Holtan, News and Public Affairs Director  
 Dan Houg, Engineer  
 Penny Holcomb, Business Manager  
 Jennifer Poenix, Member Services Manager  
 Peggy Stevens, Development Associate/Legacy Coordinator  
 Kari Hedlund, Music Director  
 Sarah Bignall, Director of Operations  
 Brett Carter, Volunteer Coordinator/Producer

Part-time Staff

Scott Hall, Producer/Senior Correspondent  
 John Latimer, Staff Phenologist  
 Katie Carter, Producer

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