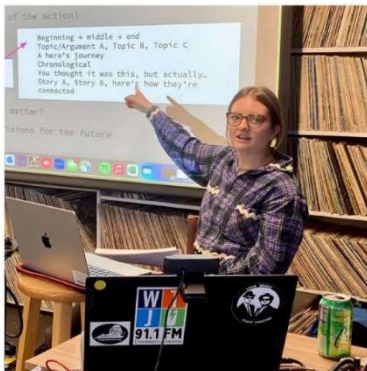


ANNUAL REPORT, August 2023

written by Nathan Moore, WTJU General Manager



From the General Manager's desk...

I was recently talking with a retired city planner about change management. She said, "When you're presenting it, never call it 'change.' People don't like change. Call it 'improvement' instead."

While spinning it that way may be seductive to managers, the fact is that change can be difficult to accept. And much as I hope the changes I've shepherded at WTJU have made things better, change is not always an improvement.

That said, we live in an era of rapid change – none of us are immune and neither are the media organizations we depend on. Back in 2011 when I was interviewing for my WTJU job, I told the hiring committee that we need to be more than a radio station that spins great tunes. That is still necessary, but it's not sufficient. In my first years here, I drove home the point that we are not in the radio business. We're not even in the music business. We are in the community business, and we *use* radio and music as key ways of nourishing and strengthening our community.

Community radio is an entity committed to media democracy — the ideal that our friends, neighbors, and community are knowledgeable, that their stories are inspiring to others, and that they should have a platform for creative expression and sharing music & culture. Community radio trades perfection for an authenticity that comes from volunteering for, participating in, and contributing to something meaningful, local, and independent.

And some things don't really change. Freely sharing music and cultivating a vibrant local music scene continue to entertain us, move our emotions, and connect us to one another. Storytelling and chronicling local voices continue to engage and delight listeners. These efforts challenge the "common sense" of the highly commoditized world we live in, where everything is for sale and nothing is sacred. These efforts reconnect us with an experience of being citizens first – humans first – not just consumers. That experience offers hope to many and strengthens the social fabric of our communities.

But change does come, and the last year has seen a number of changes at WTJU. From a new vision statement to a new website, new on-air programming and new educational initiatives. Not to mention several new staff members. WTJU is a vibrant organization making an impact in our community.

Looking toward the future, I lean on the strengths that WTJU has cultivated for decades. Our ethos is scrappy and grassroots, a spirit that has nourished innovation and adaptation. None of us can know exactly what changes the future may bring, but I do know that our passionate & brilliant volunteers and capable & committed staff can guide the changes that help our community thrive.

Mission and Vision

Sometimes, I have occasion to talk with other nonprofits or noncommercial radio stations that are getting started or have become stagnant. They're trying to figure out what to do. I tell them to look at their mission. *Everything* should stem from mission – programming, staff structure, tech investments, etc. And if the mission isn't serving the organization's or community's needs, get together and write one that does.

WTJU's mission statement was developed in early 2015. In late October 2022, WTJU's staff and advisory board reviewed and affirmed the mission at our retreat. It reads:

WTJU enriches the culture of Virginia and extends the educational mission of UVA by bringing together diverse individuals and communities through exceptional music and conversation.

At the same 2022 staff & advisory board retreat, we developed a vision statement. It's aspirational and will require many partnerships and creative efforts to reach:

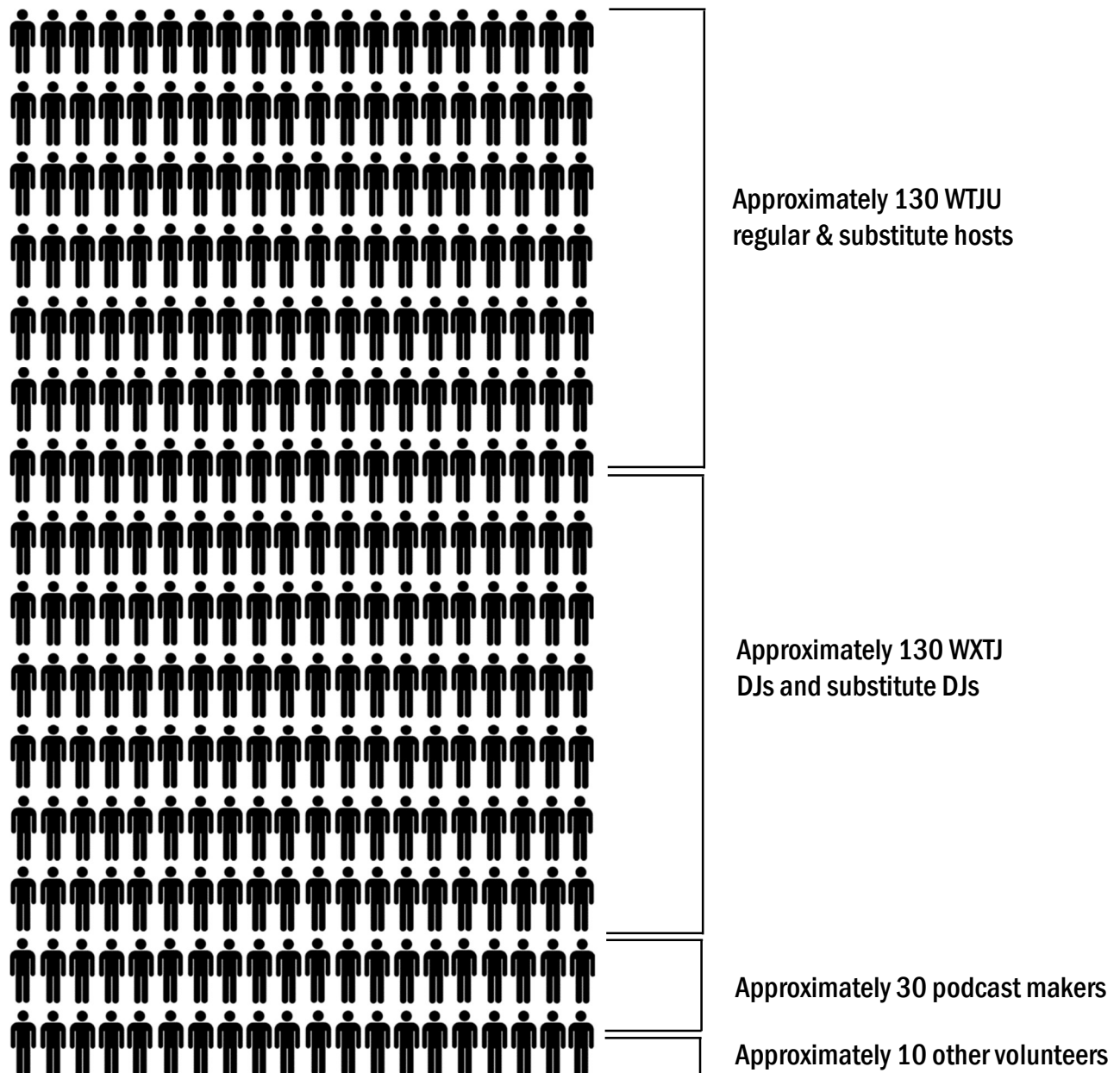
WTJU envisions a community:

- That is open-minded and curious
- That is connected, sustainable, and nourishes well-being
- That inclusively experiences music & arts
- That encourages new voices and creative expression in music and storytelling

Volunteers & Staff

We are a volunteer-powered media organization. Unique among UVA departments, our volunteers outnumber our paid staff 30:1. Volunteer on-air hosts are the backbone of our operation, and volunteers also lead departments, review new music, edit audio, write code, table at outreach events, produce podcasts, do voice acting, make promo spots, and more.

Between WTJU, WXTJ, and Virginia Audio Collective podcasters, around 300 volunteers keep the place running: students, UVA staffers, and community members who come from many walks of life in Charlottesville, Albemarle County, and beyond.



DEPARTMENT DIRECTORS & LEADERSHIP TEAM

I want to extend a special thanks to our dedicated volunteers who go above and beyond in off-air leadership roles. These include department directors Ken Nail, Lia Pepper, David Eisenman, Jacob Hobbs, Mary Hall, and Peter Jones, as well as music directors, librarians, and other department leaders like Ralph Graves, Bill Pemberton, Brian Keena, Steve Harris, Don Harrison, John Bates, George Dayton, Gary Funston, and Zoe Krylova. Thanks also to Brian Simalchik, former classical director who turned over the reins to Ken Nail in May. Together with WTJU's paid staff, these individuals constitute WTJU's Leadership Team, which meets bimonthly to help guide WTJU's operations.

VOLUNTEER HANDBOOK & REPORTING TOOL

This year, we finally assembled a WTJU Volunteer Handbook, which includes conduct standards, operations policies, FCC policies, our policies around respectful behavior and preventing discrimination & harassment, and more. It is now available in Staff Tools near the top. We will continue adding to it over time with tech guides and more. Also now available in Staff Tools is a Reporting Form to report disrespectful behavior, discrimination, harassment, etc.

LONG-TIMER RETIREMENTS

Last fall saw the retirement of **Dave Rogers – aka “Professor Bebop.”** Last October, he hosted his last regular show on WTJU after 49 years of on-air broadcasting. As WTJU's longest running volunteer, he has been a fixture of not just WTJU but the whole community. For half a century, Professor Bebop represented all that is right and righteous about WTJU to generations of listeners and announcers. He has been professional, playful, outraged, generous, and entertaining. Thank you, Dave.



Last December **Michael Latsko**, host of “King of Instruments,” left WTJU after nearly 30 years. Michael was a fixture of Charlottesville's classical music community and shared tremendous organ music and organist interviews with WTJU listeners on Sunday evenings for decades. He relocated to take up his new position as Vice President & Chief HR Officer for Arizona State University.

Gayle Poirier retired from staff in January this year after a quarter-century of service as WTJU's Office Manager. Gayle was the face of the station for many years, greeting visitors and listeners, managing our donor database, and doing about a million other tasks that kept WTJU running. When I gave tours of WTJU, I used to introduce Gayle as the glue that holds it all together. Gayle continues to volunteer as a PSA writer, but we miss her presence around the office.

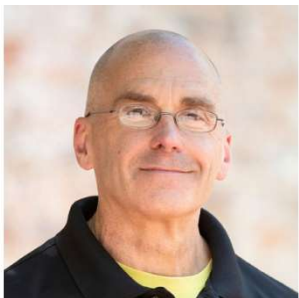


STAFF NEW FACES & EXPANSION

By the end of 2022, WTJU had grown to 10 people on paid staff – 8 full-time, 2 part-time. Five of these are continuing staffers, though three have new titles to reflect some shifts in work areas:



- **Nathan Moore**, General Manager
- **Lewis Reining**, Producer & Operations Director
- **Peter Jones**, Traffic and Programs Coordinator
- **Mary Garner McGehee**, Managing Producer, Virginia Audio Collective & Sound Justice Lab
- **Zoe Krylova**, Communications & Development Assistant



Five of those staffers are new since July 2022. In order of their hire:

- **Tracey Crehan Gerlach**, Business Manager
- **Dan Hennicke**, Business Sponsor Account Executive
- **Sage Tanguay**, Audio Producer, Brown Residential College & WTJU
- **Aaryan Balu**, Audio Producer
- **Jay Baker**, Office & Volunteer Coordinator

Programming

In my introduction to this report, I noted that we're in the *community* business, not just the radio business. But obviously, radio programming (and increasingly podcast programming) is *how* we carry out our mission of bringing people together and nourishing our community. Here are a few highlights from the last year:

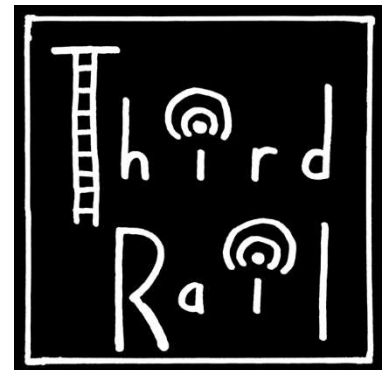
CLASSICAL

- The Classical Department launched two new shows in the last year. Each Sunday at 12 p.m., **"Offstage, On-Air"** features conversations and music selections from local classical performers and arts leaders. In January, we launched **"Heifetz On-Air"** in partnership with the Heifetz Institute in Staunton. This unique program features tremendous live recordings of Heifetz students on Sundays 6 – 7 p.m. We syndicate this show to the public radio system, and WVTF, WMRA, and WHRO have all picked it up.
- Announcer **Ralph Graves** hosted his 1,500th show over the summer, continuing to never intentionally play a piece twice in his decades of broadcasting. Ralph continues to be a content machine, curating the CharlottesvilleClassical.org webstream and publishing album reviews and Classics-a-Day selections each week.
- Classical director **Brian Simalchik** handed the reins to new director **Ken Nail** in May. Ken has helped on-board several new classical announcers in recent months, and the department is building a deeper bench.
- With Jay Baker's help, the Classical department has ramped up its outreach efforts, tabling at area classical concerts to spread the word about WTJU classical and recruit for hosts.



ROCK

- WTJU's Rock department just passed the one-year mark since the launch of four new shows featuring R&B, hip-hop, soul, and more. These shows – **Fresh Start**, **Cultural Vibes Radio**, **The Black Beat**, and **Late Night with Ike** – center African-American voices and music, and the genres further expand WTJU's already eclectic programming.
- This summer, Rock also began programming a monthly live performance series from The Stage at WTJU. **"Third Rail"** airs on the third Saturday of each month, variously featuring rock 'n' roll, house, drone, world, and more.
- Rock has continued its monthly outreach event series, **Vinyl Takeover**, spinning platters at Potter's Craft Cider one Sunday per month.



- The Rock department onboarded five other new volunteer DJs this year, with eclectic genre blends on their shows that go way beyond “rock.”

JAZZ

- **Robin Tomlin** (“The Rum Cove”), host of “Soulful Situation” on Mondays 12 – 2 p.m., won **Best Radio DJ of the Year** from the Alliance for Community Media. Robin accepted the award at ACM’s annual banquet in New York City this summer.
- Jazz department co-sponsored several shows with Charlottesville Jazz Society, including jazz guitarist **Charlie Ballantine**’s first live performance in Charlottesville with CJS.
- WTJU partnered once again with WWOZ to broadcast selections from the New Orleans Jazz and Heritage Festival in April.
- We welcome several new volunteers, including **Sarah Fohl**, who has taken on the Blues librarian efforts since Dave Rogers retired, **Jack Roy**, who is doing Blues reviews, and **Greg Weaver**, an accomplished local jazz musician & local bandleader.

FOLK

- WTJU’s Folk department has continued to focus energy on supporting music coming to town and broadcasting top notch performances from touring and local artists. Among the live music highlights from the last year:
 - **Gangstagrass** takes advantage of the improvisational aspects of both hip-hop and bluegrass. The Gangstagrass stage show is known for its dynamism and spontaneity, exploding the boundaries between genres generally thought to be incompatible. (November 2022)
 - Irish singer **Karen Casey** (Solas) and her trio performed for a special one-hour session at The Stage at WTJU, September 2022.
 - World renowned fiddler **Darol Anger** (David Grisman Quintet) joined us for an interview in September 2022.
 - Italian flatpicking guitarist **Beppe Gambetta** came to Charlottesville to perform on Offbeat Roadhouse in March.

WXTJ 100.1 FM

- Our all-student station had a relatively smooth year of broadcasting, bringing well over ~130 UVA students into the studio to broadcast weekly shows. It is one of the largest and most active student organizations at the University.
- The station started a new live music web video series called **WXTJ Jamz**, featuring UVA student and alumni artists. Its eight videos last year have garnered 2,300 views so far.
- The station also recently started **WXTJ Writes**, a series of essays and artist Q&As that live at the station’s website. It’s a



unique way for more students to get involved in music through WXTJ.

- WXTJ had a very active year of **house shows and live performances** at WTJU's Stage, the UVA Chapel, 1515, and a collaborative fundraiser event at Zocalo restaurant. The latter raised more than \$1,000 for the Music Resource Center.
- Station Coordinator **Ashley Park** and many other Exec board members graduated in May. Ashley was an exceptionally well-organized and passionate student leader whose efforts really helped get the station back on its feet coming out of the pandemic. WXTJ now has a new Exec board, led by station co-coordinators **Jacob Hobbs** and **Mary Hall**.

PODCASTS (Virginia Audio Collective)

- Virginia Audio Collective, WTJU's podcast division, currently has 14 shows in active production. In the past year, we have focused our production efforts on podcast partnerships with other departments at the University, though some podcasts continue to be WTJU originals or hosted & produced by community volunteers.
- Select podcast highlights include:
 - **"Inside UVA" with Pres. Jim Ryan.** Now in its second year of production, MG McGehee & Aaryan Balu continue to produce this podcast in conjunction with UVA's Office of the President. Its episode with poet Rita Dove won an Alliance for Community Media award for Best Educational Profile.
 - **"Hoos in STEM" with Ken Ono.** This partnership with the Provost's office is a new initiative to showcase the marvelous cornucopia of scientific and technological innovation at UVA.
 - **"Circle of Willis" and "Symposia."** In this unique partnership with UVA's Brown Residential College, Sage Tanguay produces two podcasts with faculty, students, and fellows. These podcasts also won awards this year from the Alliance for Community Media: Symposia won Best Educational Activities, and Circle of Willis won Best Documentary Biography.
 - **"Admissible."** In partnership with UVA's Law school, our team works with UVA Law Admissions Dean Natalie Blazer to offers insights into the world of law school admissions and a behind-the-scenes look at life as a law student.
 - **Karsh Institute for Democracy partnerships.** Several of the Centers at UVA's Karsh Institute produce podcasts that are members of Virginia Audio Collective. We also have a unique partnership with the Sound Justice Lab, in which MG McGehee manages their multimedia productions and engagement events.
 - **"Bold Dominion"** is our award-winning, WTJU-produced state politics explainer. Created and hosted by me (Nathan Moore) since January 2020, I passed the reins to Aaryan Balu this spring.



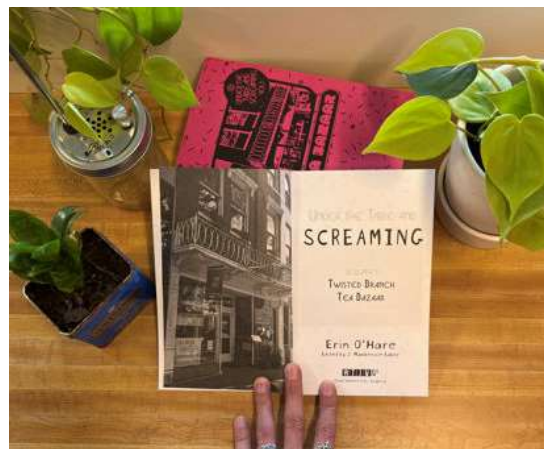
PUBLIC AFFAIRS

- We have continued to air daily 2-minute news segments, weekdays at 9 a.m. & 4 p.m.
- Over the summer and fall, we have been increasing our offerings of weekday culture / humanities segments, airing daily at 12 & 7 p.m. (12 & 6 p.m. on Fridays). These include:
 - Monday: "This Week in Virginia History"
 - Tuesday "Climate Connections"
 - Wednesday: "Arts This Week"
 - Friday: "Sandwich Minute"
- We did not produce many Sonic ID campaigns in the past year. Sonic ID campaigns are a collection of 30-40 short (<1 minute) interview segments that air interstitially throughout our program schedule. We may resurrect these again in the future.

Engagement & Events

LOCAL MUSIC SCENE ZINE SERIES

During the pandemic, journalist and WTJU Rock DJ Erin O'Hare did a tremendous amount of research and writing about Charlottesville's local music scene, focusing on 11 current local venues, interspersed with vignettes about many past Charlottesville venues. While originally slated for publication as a book, we shifted gears and are now releasing the work as five issues of a zine called "Under The Table And Screaming."



The first issue was released to coincide with the 2023 Rock Marathon. The next four issues' publication schedule will line up with our four FY24 on-air marathons so that we can use each new issue as a thank-you gift. Meanwhile, with support from UVA Arts, UVA Arts Council, and Virginia Humanities, we are making these zines available for free to UVA students.

BLACK BUSINESS EXPO

Last September, WTJU and Lifeview Marketing (Ty Cooper) organized the 6th annual **Charlottesville-Albemarle Black Business Expo** at IX Art Park. Free and open to everyone, the Black Business Expo features dozens of local vendors, business panel discussions, a pitch contest, and live music. The 7th annual Black Business Expo is scheduled for Friday, September 22 at IX Art Park. Reggae sensation **Mighty Joshua** headlines; new local supergroup **Afro Asia** opens.

CVILLE PUZZLE HUNT

In August 2022, we debuted the Cville Puzzle Hunt, a diabolical set of puzzles embedded in the urban landscape of Charlottesville's downtown – like an escape room, except all of downtown was the room. Much to our surprise, ~650 people turned out for the inaugural event. On August 26 this year, we hosted the second annual puzzle hunt, drawing about 800 participants. It was a fun (if humid) event to bookend summer.



CVILLE PIE FEST

This year, we resurrected the Charlottesville Pie Festival in partnership with its original founder Marijean Oldham. More than 200 people passed through WTJU's event space to taste two dozen pies in this fundraiser event. Following the pie awards, Richmond-based band Cassidy Snider & The Wranglers performed live on-air from the Stage. It was a fun event to kick-off summer, and it earned WTJU some good press and goodwill.



Educational Impact

UVA INTERNS

In recent years, WTJU's summer intern program has grown into a legitimate professional training program for UVA undergraduates. Each spring, we receive 15-20 applications for 4-5 paid summer internship slots. This year, our five-person intern cohort was spectacular. From leading youth camps to learning live sound to producing "Arts This Week" and lots of other productions, our interns learned a lot – and contributed a lot to WTJU. Recent years' graduates of our summer intern program are now working for places like PBS Newshour, NPR's Morning Edition, VPM in Richmond, and a number of live A/V and sound mastering companies. One graduate is now on staff at WTJU (Jay Baker).

SUMMER CAMPS

This year marked the 10th year that WTJU has hosted summer camps for elementary and middle school kids, and they were a great success. Every camper spends the week learning about music history, exploring genres beyond their comfort zone, exploring the world of radio hands-on, getting some basic production skills, and topping it off with a show of their own, aired & streamed on WXTJ 100.1 FM. Many of our campers are repeats, excited to come back for another year (sometimes many years) of radio. Congratulations to camp coordinator Lewis Reining and all of our summer interns who led the camp sessions.



HIGH SCHOOL DJ PROGRAM

This year, we started up a pilot summer program to bring high schoolers into the mix. Through an application process, 13 high-school students were accepted as summer DJs on WXTJ (with the blessing of WXTJ's Exec board). After being trained on the basics of hosting a radio show, those high-school DJs were given regular time slots on the WXTJ airwaves. Word of mouth spread quickly, and I suspect we'll have more than 13 interested high school DJs next summer.

OPERA CLASSES

Since 2019, WTJU has partnered with UVA's Lifetime Learning Institute to offer adult enrichment courses. WTJU host Tim Snider has taught several classes about the history of opera. The next OLLI course is slated for Tuesdays in October and will focus on great opera conductors.

J-TERM CLASS

Each year since 2020, I have taught a UVA January Term class, using our stage as the classroom. The class, “Sound Production & Storytelling,” teaches students the skills of podcast production and guides them to make audio that is creative and good. Over the years, several students have continued as volunteers or interns at WTJU, including Aaryan Balu, who is now on staff.



A QUICK NOTE: WTJU now has hands-on, educational opportunities for all ages – from elementary school to retirees. These educational programs are very much a mission-driven activity, and I also hope they help build long-lasting relationships between WTJU and a whole spectrum of ages in our community.

Facilities & Tech Systems

FACILITIES

- **Deep clean & declutter.** This year, we conducted a volunteer survey – our first in a very long time. One of the most common refrains we heard was a need to deep clean the studio, declutter the open workspaces, cull & clean the CD library, and store less stuff in the downstairs bathroom.

Much credit to Jay Baker for spearheading all of these efforts. The spaces look and feel much better these days – not to mention the extraordinary reduction in dust. Our weekly cleaner is now cleaning in the studio each Monday morning. Jay also did a fine job adding décor to the WTJU air studio, adding both coziness and functionality.

- **Flex space / back office.** WTJU’s only office with a door used to be my (Nathan’s) office, but my desk is now out on the floor alongside the rest of our staffers. As such, the flex space / back office can be reserved by any WTJU volunteer who needs a quiet place, conference room, or computer to work on. It’s equipped with a studio-quality mic and a panoramic webcam. Reserve the space via the “Space Reservations” link in Staff Tools, just as you would for reserving the production studio.

TECH SYSTEMS

Over the last year, WTJU has quietly been taking steps to make our tech systems more reliable and with more redundancies. Around the public media system, there is an increasing emphasis on stations being able and ready to provide broadcast services when emergencies happen. As the effects of climate change grow stronger, this emphasis is important for WTJU.

- **Signal drops: FM.** For about a year, WTJU has been using an IP-based system for our Studio-Transmitter Link. We have installed two IP connections each at our studios and at our Carter Mountain transmitter, with automatic rollover in case the primary internet source goes down. For the last half-year, this system with baked in redundancies has worked quite well for keeping our FM signal up.

As of this summer, we are benefitting from a new backup generator at our transmitter site on Carter Mountain. We also have a more robust backup power system at our Observatory Hill shed, which beams IP signal to Carter Mountain. This will temporarily stabilize our FM signal in the event of local power disruptions.

- **Signal drops: Webstream.** There have been numerous reports of drop-outs, and I know this is not solved yet. But we have made several hardware and connectivity upgrades:
 - We replaced the stream hosting server. Previously, we were using a server in UVA's Data Center, but could not access it when problems arose a few months ago. We've switched to a cloud-based server that we have more access to, making it easier to respond quickly when things go wonky.
 - We installed a new piece of hardware (Barix Exstreamer 500) that replaced three separate pieces of hardware: an analog-to-digital converter, a stream encoder PC, and an extra relay in our primary office server. The new Barix unit is both easier to maintain and troubleshoot when problems arise.

That said, I know this is not solved yet. WTJU continues to experience webstream drop-outs from time to time. I'm working with super-volunteers Bill Pemberton and Pete Yablowsky to work toward a real and lasting solution.

- **Continuity of Operations Plan.** We have developed a first draft Continuity of Operations Plan, with key action steps and assignments in the event of a wide variety of emergencies. This is meant to be a living draft that we will add to over time. Many thanks to Tracey Crehan Gerlach for spearheading the COOP plan and to Lewis Reining for his input. A paper copy of the plan is now in the WTJU air studio. In the future, we will be doing more thorough training so that all volunteer hosts are up to speed on how to respond to emergencies.

Business Sponsors

Thanks to these business underwriters for their support in FY23:

Southern Environmental Law Center
Potter's Craft Cider
Wegmans
Crutchfield
Alloy Workshop
Piedmont Paint & Finish
The Center at Belvedere
Convoy
Front Porch
Oakhurst Inn
Wild Birds Unlimited Charlottesville
TING Internet
Piedmont Virginia Community College
Paramount Theater
Virginia Breeze Bus Lines
UVA Music Department
Garth Newel Music Center
Charlottesville-Albemarle Airport
Chameleon Silk Screen
Red Light
Teague Funeral Home
Goat Busters
Ragged Mountain Running Shop
Blue Moon Diner
Charlottesville Waldorf School
North Branch School
Spectacle Shop
Cville Imports
Our Lady of Peace Retirement Community
Mona Lisa Pasta
American Shakespeare Theatre
Market Street Wine Shop
Kardinal Hall
Virginia Clay Festival
Beer Run

Serenity Computers
The Juice Laundry
Sidetracks
Vaneri Studio
McGuffey Art Center
City Market
Sunday Solar
Miller's
Rebecca's Natural Food
Studio Ix
Angelo Jewelry
Gehrunge and Graham
C&O Restaurant
Virginia Film Festival
Virginia Theatre Festival
Daedalus Books
New Dominion Bookshop
Brazos Tacos
Low Vintage
Scrappy Elephant
Rassawek Vineyard
Happy Cook
Pour la Maison
Virginia Shop
Lime Kiln Theater
MAD Jazz & Wine Festival
Agents In Style
High Tor Gear Exchange
Refill Renew
Melody Supreme
Charlottesville Wednesday Music Club
The Foundry at Basic City Beer Company
Rivanna Rowing
ALC Copies

Listener Supporters

Thanks to the 1500+ people who donated to WTJU in FY23, including these especially generous supporters:

Joseph & Robert Cornell
Memorial Foundation
Richard & Cynthia
Whitman
Marcia Doran
Paul & Maria Henderson
Charitable Trust
Nathan Moore
Marie Jose Derdeyn
Mike Mabry
Pete Yadlowsky
Shari Barbour & Henry
Rankin
Tim Taylor
Mary Cottrell
David Carnes
Emilie Johnson
James Collins
The Janet Stone Jones
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Kimberly Combs
William McCollough
Brian Keena
Martha & Harper Hellems
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Harry Sleeper
Melinda Hidle
Arlene Page
Greg Wichelns
Don Pamenter
Ed & Kay Bain
Sheila Crehan
Doug Arrington
Langley Borneman

Looking ahead

It's 2023. I have been managing WTJU for more than 12 years and I've been involved with college and community radio stations for 25 years. It sounds like a lot when I say the numbers out loud. And yet, this is the work I love doing. And there is so much more to do.

In the coming year, I'm excited about many things, including these upcoming WTJU projects:

- **Live sound production cohort.** With some modest grant funding, we are piloting a cohort-based live sound & video apprenticeship program for female and non-binary teens and young adults. Nationwide, fewer than 10% of sound engineers are women. Here at WTJU, we can do our small part to move the needle a tad. Plus, as WTJU continues to emphasize live music performances, I have high hopes that this cohort will be a pipeline for live sound techs in the coming years.
- **Under The Table And Screaming, issues #2-5.** Erin O'Hare really did write a terrific manuscript and collect loads of great images. And Jay Baker has gone above and beyond in editing and laying out the zine issues. I'm really excited to see how the coming issues turn out – each one centered on venues that feature jazz, classical, folk, and rock, respectively. Which tidily lines up with our four coming fundraiser marathons. I can't wait to see how these issues turn out.
- **Audio dramas.** In May, I received word that WTJU is the recipient of a \$60,000 Faculty Research Grant in the Arts from the University. In partnership with the Drama department, we're taking 6-8 plays written by now-forgotten women playwrights from a century ago and adapting them into audio dramas. Lewis Reining and Sage Tanguay are taking lead on this project, and we hope to debut the first episode on International Women's Day – March 8, 2024.

And truth be told, I'm excited to plan and participate in a WTJU staff & Leadership Team retreat in late fall. I very much enjoy stepping back for a day, talking through big picture ideas, assessing where we are and where we want to be, and making a plan.

Early in my career, I was privileged to work with older colleagues who viewed this work not just as a job, but as being part of a movement. I have carried that with me through these decades. It's why I've served on the National Federation of Community Broadcasters board since 2017 and was just reelected to a third term. It's why I started the Virginia College Radio Alliance and organize station meet-ups where we can support and learn from one another.

It's a movement to make our world better by making our communities better. – more connected, more inclusive, more curious, more creative. By helping meet people's human needs to be secure, to be heard and understood, to experience beauty. We are part of an extraordinary movement in community radio, and I look forward to the work ahead with all of you.