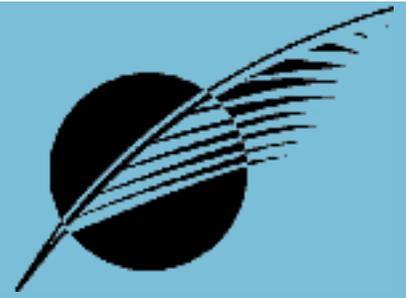


THE KANSAS PUBLISHER



OFFICIAL MONTHLY PUBLICATION OF THE KANSAS PRESS ASSOCIATION

NOV. 23, 2022

INSIDE TODAY

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KPA executive director Emily Bradbury encourages members to sponsor a team in the Civics Games.

KPA CALENDAR

NOV. 24-25

Kansas Press Association closed for Thanksgiving.

MARCH 25, 2023

Sunflower State Spelling Bee, Newman University, Wichita.

APRIL 6, 2023

Kansas Civics Games.

JUNE 9-10, 2023

Annual Kansas Press Association convention, Kansas Star Casino, Mulvane.

TODAY'S QUOTE

“No place is boring, if you’ve had a good night’s sleep and have a pocketful of unexposed film.”

— Robert Adams



Six of the 12 inductees into the inaugural class of the Kansas Photojournalism Hall of Fame Saturday night included (from left) Charlie Riedel, Jim

Richardson, Carl Davaz, Sandra Milburn, Gary Settle and Jeff Jacobsen. More pictures from the event can be found on Page 5.

Kansas Photojournalism HOF

First 12 members inducted in special ceremony Saturday

In a night to remember, 12 nationally heralded photojournalists were inducted into the inaugural Kansas Photojournalism Hall of Fame Saturday in Topeka.

The event, held at The Beacon event center, recognized the illustrious careers of news photographers with strong Kansas connections.

Inducted were Rich Clarkson, Carl Davaz, Jeff Jacobsen, Chris Johns, Brian Lanker, Sandra Milburn, Gordon Parks, Jim Richardson, Charlie Riedel, Gary Settle, Bill Snead and Pete Souza.

Clarkson and Johns were unable to attend because of health issues. Souza had a prior speaking engagement.

The three posthumous inductees — Lanker, Parks and Snead — were represented by family members and friends.

Thad Allton, a retired Topeka Capital-Journal photographer, served as host and presenter for the event.

To read more in-depth stories about each inductee, [click here](#).

KPA again sponsors state spelling bee

Is your newspaper staff interested in hosting a local spelling bee competition?

The Kansas Press Association will serve once again as the official regional partner of the Scripps National Spelling Bee for the 2022-2023 school year.

Amber Jackson, KPA’s spelling bee coordinator, said, “Together, we can provide students with the opportunity to compete in the nation’s longest-running educational competition.”

KPA is currently looking for member newspapers to host lo-

cal and county spelling bees.

If your staff is interested in sponsoring a local bee, contact Jackson at ajackson@kspress.com.

Each year, the bee reaches

See BEE on Page 3

Newspaper redesign suggestions: clean is in, as is ragged right type

As I write this, I've just returned from a trip to Marysville, Kan., where I worked with the staff of The Marysville Advocate on its new design, which went to the press earlier this month.

Over the past few months, I've worked on redesigns with several newspapers all over the U.S., and I've noticed that the technical and design issues faced by these newspapers were often quite similar. I thought it might be helpful to share my suggestions for a few problems that seem to crop up in many newspapers.

□ Clean is in: I hear it all the time after redesigns, "Wow, our pages look so clean!" People often don't notice how cluttered their pages look until they compare them to other newspapers or redesign their pages. The paper in Kansas wasn't as "cluttered" as many, but with a few tweaks, the pages looked even cleaner.

□ Text alignment: By setting the body type to "align to grid" in InDesign, lines of body text align throughout every page. By aligning text to the grid, columns always line up evenly at the top and bottom. It's important to set only the body text to align to grids. Aligning anything else causes confusion. I was proud when I saw the pages of The Marysville Advocate this morning, and all body text aligned evenly across the pages.

□ Thin lines are in: I remember when most newspapers set borders around photos at 1 point or higher. With the advent of computer design, most moved their border size between .5 and 1-point. With better methods for making plates and printing, it's possible to have even thinner lines around pictures. I've been using .4-point borders on most pages I've designed lately. Thin lines fit with the "Clean is in" philosophy.

□ Use Clipping Paths (cutouts) sparingly: It's easy to get excited about clipping paths and other techniques available in Photoshop and InDesign. Just because it's "fun" or "cute" doesn't mean the reader wants to see these special effects throughout your pages. A clipping path can be very effective now and then – perhaps on a cover page. But when overused, they get in the way of good design.

□ The fewer typefaces, the better: I only

used two font families when designing the Marysville newspaper. Headlines and body text were all in the same serif typeface. Subheads, cutlines, and other text elements were variations of the same sans-serif typeface.

When a skilled designer mentioned how many fonts were available in Adobe Creative Cloud, I reminded her that every high school student has access to the same fonts. We want to be sure our pages don't look like high school newsletters.

□ Ragged right is in: I know. You've used justified text since the 1850s. Remember that readers prefer ragged-right text. I won't be there when you're designing your paper, and I probably won't be reading it, so it doesn't matter to me how you align your text. It does, however, matter to your readers. A publisher in New York wrote to me about ragged-right text today, "Thanks for helping us stay abreast of design trends."

□ Always use the shoulder rule: Crop those photos to the shoulders. All that space to the left, right, and above the image is wasted space. There are times we break this rule, but they should be rare. By cropping photos correctly, space is saved for more text – or to fill the photo frame, making the picture appear even more prominent.

□ Replace older fonts: Use Acumin instead of Helvetica. Nimrod, in place of Times or Schoolbook. Resist the urge to use a typeface you were using 15 years ago.

"Good design never changes." That's what my design mentor, Ed Henninger, told me many times.

Sure, the tools we use to design pages change. The fonts, styles, and elements change with the

times. But the basics of good design never change.

When I'm tempted to try something flashy or "out of the box" on a page, I always ask myself, "Is that good design?" Otherwise, I might look at the page a few years from now and ask myself, "What was I thinking?"

Kevin Slimp has been a popular speaker and consultant in the newspaper industry since developing the PDF remote printing method in the mid 1990s. He can be reached at kevin@kevinslimp.com.



Kevin Slimp

I've worked on redesigns with several newspapers ... and I've noticed that the technical and design issues faced by these newspapers were often quite similar.

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Keep sales conversations geared to specifics

Motivational speaker and author Zig Ziglar used to ask, “Are you a meaningful specific or a wandering generality?” He related his comment to a number of areas: long and short-term goal setting, day-to-day activities and dealings with family members, coworkers and customers.



John Foust

On closer examination, it’s easy to see that his words could apply to just about any area of life or profession. Even advertising.

Why should we aim for “good” results for advertisers, when it’s much better to strive for x-percent increase in sales for their business-

es? Why should salespeople accept vague answers to key questions, when it’s more useful to structure questions to get specifics? And why should we tell someone they did “nice work,” when it would mean a lot more to them to hear specific reasons why they did well? (Besides making them feel good, that kind of sincere praise encourages them to repeat the same successful behavior.)

It’s easy to be vague. It’s challenging to think – and communicate – in specifics. Yes, specifics are meaningful and generalities wander all over the place, without much sig-

nificance at all. Generalities have no sticking power.

Let’s take a look at two areas that have a particular need for specificity:

1. Sales presentations. It’s natural to open a sales conversation with a general question like, “How’s business?” The answer is usually a mundane “fine” or “could always be better.” The person asking the questions is in position to steer the dialogue, so it’s up to the salesperson to transition away from vague back-and-forth generalities. Get specifics by asking for specifics.

For example, “It’s great to hear that business is fine. What’s creating those results?” Or, “I understand wanting business to be better. What kinds of things do you think would help?”

See what’s happening? This type of response can move the discussion into areas that give the salesperson something to work with.

2. Ad copy. Every salesperson should have antennae for good and bad copywriting. When an advertiser wants to say “save big” or “large residential lots,” alarms should go off. Neither “save big” nor “large residential lots” says anything of value to readers.

Exactly how much can people save when they save big? And just how large is a large lot? We’ll never know unless the ads tell us.

Think of sports. Wouldn’t football fans rather know that their team won 33-32 than by “a narrow margin?” Isn’t a headline like “Jones hits three home runs to set conference record” more descriptive than “Jones has great game?”

Look for the specifics in these product statements: Save up to \$300 on your new refrigerator. Reduce your heating and cooling costs by as much as 20 percent. Each home in Lakeside Village will be built on a one-acre lot. Place your order by this weekend and get free delivery and

installation.

Vague generality or meaningful specific? When it comes to advertising, this can make the difference between a marketing campaign that works and one that falls flat.

John Foust has conducted training programs for thousands of newspaper advertising professionals. E-mail for information at john@johnfoust.com.

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Bee

Continued from Page 1

millions of students across the country with the classroom and school materials that it provides to schools enrolled in its annual program.

Local school spelling bees can be conducted in one of three ways:

- In person at a traditional spelling bee event.
- Virtually through a video conferencing platform like Zoom or Google Meet.

• Virtually via online tests using the Bee’s Online Testing Platform.

No matter how your schools choose to determine a spelling bee champion, all school champions at enrolled schools will compete in their respective county bees, before moving on to the state competition.

The Sunflower State Spelling Bee, our area’s regional spelling bee, will take place on March 25, 2023 at Newman University in Wichita. The champion will represent our area in the 2023 Scripps National Spelling Bee, which will take place in the Washington, D.C., area in May.

THIS MONTH’S QUESTION

Q. Where will the new Kansas Photojournalism Hall of Fame be located?

A. The William Allen White School of Journalism at the University of Kansas has graciously agreed to house three journalism HOFs at the new Kansas Media Hall of Fame: the Kansas Newspaper Hall of Fame, the Kansas Association of Broadcasters Hall of Fame and the newly minted Kansas Photojournalism Hall of Fame. A ribbon cutting is scheduled for April 2023. All three will be digital to allow public access from anywhere.



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Senate must pass JCPA; survival is essential

Editor's note: *This commentary was provided by the News/Media Alliance.*

Local journalism is a cornerstone of democracy and a vital source of information for communities across the country, with newsrooms covering local politics, high school sports, local business openings, cultural events, and other matters that help a community remain vibrant and connected. But the industry is facing an existential crisis because of the unyielding power of Big Tech platforms such as Google and Facebook.

With less than four weeks left in this Congress, now is the time for the Senate to pass the Journalism Competition and Preservation Act (JCPA) (S. 673 and H.R. 1735). The JCPA was favorably reported out of committee on Sept. 22 with strong bipartisan support and now must head to the floor for a vote. The JCPA will hold tech giants accountable and provide a necessary lifeline for local papers, requiring Big Tech to compensate small and local outlets for the use of their content.

Big Tech benefits tremendously from journalism content, yet they refuse to pay local publishers fairly for the journalistic content that fuels their platforms. As a

result, local papers are being replaced by tech platforms using black box algorithms designed to keep users inside their walled gardens – all while charging exorbitant ad fees – up to 70 percent of every advertising dollar.

Since 2000, U.S. newspaper circulation has dropped by half, with 31 million fewer daily newspapers in circulation in 2020. The vast majority of U.S. counties with no regular newspaper – news deserts – are in rural areas. Despite record audiences, since news outlets transitioned to digital, revenue has drastically declined.

The tech giants have built their empires by profiting off the hard work of journalist without fairly compensating them. And as local publications struggle to stay afloat, Big Tech has only doubled down on their anti-competitive practices, further consolidating their control over the flow of information. The JCPA will bring about much-needed change.

The JCPA will benefit small and local publishers exclusively and impose severe penalties if the tech platforms do not negotiate with them in good faith. The bill has limited scope of six years to address a broken marketplace, while the broader competitive landscape is fixed through

other legislation and the courts. The JCPA also incentivizes publishers to hire more journalists and protects our Constitutional freedoms of speech and the press. The bill's scope is limited to compensation and does not allow for negotiations around up/down ranking or display – it serves only to ensure fair compensation for local news outlets. The JCPA has strict transparency requirements on the terms of each agreement reached between tech platforms and journalism providers and establishes clarity in how news outlets spend the funds they receive.

News publishers around the world are being compensated by Big Tech.

Thousands of hometown papers from across the political spectrum, as well as both Democrats and Republicans in Congress, support the JCPA. Moreover, in these highly polarized times, polling data found that 70 percent of Americans support the JCPA. The JCPA has such broad support because ultimately, it is about basic fairness.

Local papers cannot afford to endure several more years of Big Tech's use and abuse, and time to take action is dwindling. If Congress does not act soon, we risk allowing social media to become America's de facto local newspaper.

NEWS BRIEFS

Let's help our student journalists dream big

In February, the Kansas Scholastic Press Association will hold five Winter Workshops for its members: high school journalism students.

We hope you will share your expertise at our event, perhaps by returning to a campus to teach about what you do in your current media job?

- Tuesday, Feb. 14: Kansas State University.
- Wednesday, Feb. 15: Wichita State University.
- Thursday, Feb. 16: Fort Hays State University.
- Friday, Feb. 17: Pittsburg State University.

The workshops will run from the morning until the mid-afternoon. Rather than a typical break-out session format, students will stick with one subject area for the day. And sessions will be much smaller than our typical class sizes, so that you can help students produce something impressive during their day on campus.

Want to let us know you are interested? Sign up [here](#). Ready to pitch a session in detail? Sign up [here](#). Deadline is Dec. 10.

Want to see some sample session descriptions? [Here](#) they are!

Ralstins buy newspaper in Yates Center

Kim and Chris Ralstin are the new owners of the Yates Center News. They bought the newspaper from long-time owner Stewart Braden, who had owned the News since 2005.

Braden was diagnosed with an aggressive form of Hodgkin's lymphoma earlier this year. The Ralstins, his long-time friends, had stepped up to help operate the News following Braden's diagnosis.

"Kim and Cliff are Godsend and were instrumental in keeping the News up and going since my diagnosis," Braden said.

The couple also owns the Humboldt Union.

Cliff Ralstin will take over office duties in Yates Center and accounting for both newspapers while Kim Ralstin will continue to serve as editor of both.

Peyton is new publisher at Morning Sun

Jeff Peyton is the new publisher of The Morning Sun in Pittsburg. He succeeds Larry Hiatt, who guided the newspaper through an ownership change, but will continue his long-time editorship at the Columbus News Report.

Peyton is a former regional publisher with CNI Newspapers in Georgia and former regional director of sales and advertising with Daily Sun Newspapers in New Hampshire.

He is a graduate of Virginia Commonwealth University and has a master's degree in journalism from Regent University.

Helling to retire after 17 years at KC Star

Long-time writer Dave Helling is retiring from the Kansas City Star after 45 years in journalism. He had been at The Star since 2005.

In 2017, he joined the Star's Editorial Board after more than decade as a political reporter and multi-media reporter.

Prior to that, he had spent two decades as a television and radio reporter in Nebraska, Kansas and Washington, D.C., including stints at WDAF-TV and later at KCTV5 in Kansas City.

His last day at The Star will be Dec. 30.



Kirk Sharp, executive director of the Gordon Parks Museum and Foundation in Fort Scott, accepted Parks' posthumous Hall of Fame



award on behalf of his family, while Lynda Lanker accepted of behalf of her husband, the late Brian Lanker. (Photos by Evert Nelson)



Thad Allton, left, talks to Gary Settle, his son Kent Settle and Carl Davaz at the reception prior to the induction ceremony. Gary Settle and Davaz among the inductees.



Dona Snead, wife of Bill Snead, and his children, Sally and Mark, accepted the Photojournalism Hall of Fame award on Bill's behalf.

HOFs honor endurance, pay tribute to excellence

Editor's note: This article by Eric Thomas, who directs the Kansas Scholastic Press Association and teaches visual journalism and photojournalism at the University of Kansas, originally appeared in the [Kansas Reflector](#). It has been updated.

The distinction of earning a spot in any hall of fame — whether for baseball, teaching or advertising — is longevity. Rather than awarding a single season, a one-time project or brilliant moment, induction to a hall of fame spotlights decades of excellence.

Halls of fame are about endurance.

Measuring a career, rather than a single moment, provides a bit of poetry when naming people to a photojournalism hall of fame. The “decisive moment,” as Henri Cartier-Bresson called it, makes an image beautiful, even transcendent.

But earning a spot in a hall of fame for photojournalism? That demands a career of “decisive moments.”

For decades, a photojournalist must track down stories, persuade reluctant subjects, find storytelling angles, cajole page designers and defend their work. And then start it all over again, by finding a new story.

Twelve photojournalists were in the inaugural class of the Kansas Photojournalism Hall of Fame awarded by the Kansas Press Association Saturday in Topeka. As a photojournalism instructor, I have met a few of them, and I admire them all for the persistence that their careers have demanded.

As my first newspaper mentor, Ed Breen, told me, “The best thing and worst thing about publishing a newspaper is that you do it every day. Make a mistake? You can do better the next day. Do something fabulous? You’ve got to get up and do it again the next day.”

Many of the inductees not only spent formative years work-



Eric Thomas

MARKETPLACE

For KPA members, the first 35 words are free. Ads run for 60 days online unless renewed. To place an ad, [click here](#).

MANAGEMENT

MANAGING EDITOR – The Junction City Union is seeking a MANAGING EDITOR to lead our dynamic weekly newspaper. To apply, send resume and 3-5 examples of writing and/or design work to Megan at mmoser@themercury.com.

MAILROOM SUPERVISOR – The Manhattan Mercury is hiring a MAILROOM SUPERVISOR. This full-time, salaried position comes with full benefits. Apply at: The Manhattan Mercury, 318 N. 5th Street, Manhattan, KS 66502 or email bearer@themercury.com.

MANAGING EDITOR/MARKETING DIRECTOR – The Lincoln Sentinel-Republican is a community newspaper in a dynamic region of history and tradition. Seeking the right individual to excel the newspaper (print/online). dnewstimes@outlook.com (785) 366-6186

EDITOR AND GENERAL MANAGER – of a vibrant Texas Hill Country community weekly. Are you ready to take your reporting (sports and general) and management skills to the next level? Strong writing ability, reporting experience, community relations sensibility, and organizational skills are vital. Broad newspaper responsibilities will provide an opportunity to be involved in every level of weekly newspaper management, but direct previous management experience is not required. Layout experience a must. This is the perfect small-market management position! Wesnermedia@gmail.com
Job Type: Full-time - Salary/pay is negotiable.

PUBLISHER – Seeking candidates to replace retiring publisher for the Stillwater News Press, an award-winning newspaper in one of Oklahoma's best markets – the home of Oklahoma State University. This individual will oversee all operations of the New Press and help navigate print and digital products to future successes. Great benefits and bonus plan. Send letter and resume to CNHI Group Publisher Dale Brendel at publisher@joplinglobe.com.

PUBLISHER – Three newspaper paper group in southwest Oklahoma is seeking candidates for the publisher's position. Candidates should be experienced in community journalism, preferably with a background in advertising and marketing, but also with an understanding of newsroom operations and managing employees. Candidates must also be leaders with strong people skills. Please email a cover letter and resume to Scott Wesner at wesner-media@gmail.com.

NEWS

GENERAL NEWS REPORTER – The Holton Recorder is now accepting resumes for a general news reporter position. Send your resume and work clips to David Powls at holtonrecorder@giantcomm.net The Holton Recorder is centrally located between Topeka, Manhattan and Lawrence.

SPORTS JOURNALIST – Community-minded journalist wanted for family-owned group of newspapers in south central Kansas and north central Oklahoma. Please send resume and samples to Jason Jump, publisher, at jjump@kcnonline.com.

REPORTER – Relocate to thriving, independent weekly that just won 40 KPA awards. Competitive salary, benefits, year-end bonus for upwardly mobile, enterprising, engaging general assignment reporter. Marion County Record. job@mnks.us.

NEWS REPORTER – The Emporia Gazette of Emporia, Kansas, has an immediate opening for a reporter who can build sources and dive into local issues. Duties include sports and general assignment, feature writing, coverage of local government boards and copy editing. The person must have sharp reporting instincts, outstanding news judgment, an ability to report and write quickly in a fast-moving atmosphere. A curiosity about the community and its people is vital. The candidate must be an experienced interviewer who doesn't shirk from the hard questions. This person must have the ability to work productively in a team setting. The person must be aggressive and adept at setting priorities and reordering them as needed, particularly under deadline pressure or as circumstances change. The person should have strong editing and writing skills, and experience with Multimedia journalism is must. Position will also require news page pagination and knowledge of InDesign. We use video, audio, Facebook and Twitter to tell our stories.

We are a Monday through Saturday paper, covering six counties. Salary based on experience. We offer health benefits, 401(k) and two weeks vacation. Emporia is on the edge of the beautiful Kansas Flint Hills one hour away from major Kansas cities like Kansas City, Wichita and Topeka. Send cover letter, resume with references and writing samples to Chris Walker at walker@emporia.com (put reporter position in the subject line), or by mail to 517 Merchant, Emporia Kansas 66801.

NEWS EDUCATION REPORTER – If you're a journalist who can uncover the stories where education policy and people collide, and bring those stories to life, we want you to apply to be the Education Reporter at The Wichita Beacon. Join our passionate team of journalists and growing newsroom covering Wichita and south central Kansas. Read more here.

GENERAL NEWS REPORTER AND DIGITAL CONTENT MANAGER – One of the state's top weekly local news operations just outside of Wichita is seeking an individual to be responsible for learning content management system (CMS) and developing features and opportunities for growth within a community news web site. Duties include daily management and oversight of all content; training other staff members when new features can be implemented. Experience with digital content management and social media are preferred. Video production skills are valuable as well. Duties of a General News Reporter are also part of the position. This includes some coverage of local news and features for a local newspaper as well as some feature writing for a community lifestyle magazine. Some benefits are available after an introductory period. Compensation will be aligned with experience and ability. Advancement opportunities are available for the right individual. If you are dependable, self-disciplined, can work independently and within a team and are looking for a position with a progressive company contact us today. Please email a resume with work experience and references to jeff@derbyinformers.com. Derby Informer Inc. is an EOE.

SENIOR REPORTER – Kansas City PBS is seeking a Senior Reporter for Flatland. Under the supervision of the Managing Editor, the senior reporter will work across platforms and departments to produce in-depth, magazine-style stories and multimedia news content that is equally thoughtful and compelling about important civic affairs topics in the Kansas City area. SALARY RANGE: \$45,000-\$55,000. If interested in this exciting opportunity, send cover letter, resume, and an example of your writing skills to humanresources@kansascitypbs.org. Please include in your cover letter how you learned about this position. KCPBS is an E-Verify, Affirmative Action and Equal Opportunity Employer.

SPORTS REPORTER – The Stillwater News Press is looking for a Sports Reporter to be a part of its award-winning staff. The reporter will cover high school sports, as well as athletics at Oklahoma State University, which is disseminated to all CNHI papers in Oklahoma. Experience with page design is preferred. Experience with photography is a plus. Must be able to work nights and the occasional weekends, especially during college football season. Please send a cover letter, resume and examples of your published work to Stillwater News Press Sports Editor Jason Elmquist at jelmquist@stwnnewspress.com. The position is full time and offers an excellent benefit package including paid time off, insurance, and a 401K plan. EOA

SPORTS WRITER – The Abilene Reflector Chronicle of Abilene, Kan., has an immediate opening for a Sports Writer. Duties include covering all local sports, building relationships, attending sporting events, interviews and taking pictures, staying current on what is happening with local sports and writing the needed content in a clear concise way conveying factual information. This position requires strong writing abilities, a keen understanding of the sports that are being covered, researching skills, and completing task with in a time frame. This person should have strong editing skills, and a knowledge of news page pagination and knowledge of Indesign. Salary Based on Experience. Send cover letter and resume with reference and writing samples to Kim Maguire General Manager at the email address below advertising@abilene-rc.com

JOURNALIST WANTED – The Wichita Business Journal is searching for a reporter who can build a list of strong sources, break news, write sophisticated and impactful cover stories and own their beats. Candidates should be able to mine data for stories, use social media as a reporting tool and make connections with the Wichita business community. This person will relish the opportunity to scoop the competition daily, online and in print. The Wichita Business Journal is an award-winning, highly respected source of business news in Wichita and south-central Kansas. The WBJ and its 40+ sister publications are part of American City Business Journals, the No. 1 source for local business news in the nation. Send resumes to broy@bizjournals.com.

REPORTER – A duo of legacy newspapers located in the Platte Valley of Nebraska seeks a sports reporter to deliver top-notch sports coverage to our readers. Candidates must have a passion for sports

See MARKETPLACE on Page 7

MARKETPLACE/CONT. FROM PAGE 6

and the players that play them. Page design experience a plus but we'll coach the right candidate without it. Candidates must have a willingness to become part of an active community, a strong work ethic, an ability to develop solid player/parent/coach relationships, and thrive in a small team environment. Interested candidates should send a resume and work samples to josh@indydailyreporter.com.

REPORTER – The Abilene Reflector Chronicle of Abilene, Kansas, has an immediate opening for a reporter who can build sources and dive into local issues. Duties include general assignment, feature writing, coverage of local government boards, and copyediting. The person must have sharp reporting instincts, outstanding news judgment, an ability to report and write quickly in a fast-moving atmosphere. A curiosity about the community and its people is vital. The candidate must be an experienced interviewer who does not shirk from the hard questions. This person must have the ability to work productively in a team setting. Must be aggressive and adept at setting priorities and re-ordering them as needed, particularly under deadline pressure or as circumstances change. The person should have strong editing and writing skills. The position will also require news page pagination and knowledge of InDesign. Salary based on experience. Send cover letter, resume with references and writing samples to Kim Maguire General Manager at the email address advertising@abilene-rc.com.

EDITOR – Come join our team as we grow! Weekly newspaper located in Texas is in search of a great editor. The leader we seek will be hands-on in all parts of our weekly newspaper, from covering sporting events and city council to layout and photography. Community involvement is a must. Experience in InDesign and Photoshop is preferred but not required. For more information, please submit your resume and cover letter to swood@ntin.net

EDITOR – The Shawnee Mission Post is hiring an Audience Engagement Editor to ensure our coverage of Johnson County reaches the people who will value it most. The new staff member will be charged with leading the organization to the next level in its use of social media. Click here for details.

EDITOR/REPORTER – Come grow with us! The Community Voice, an award-winning multi-platform bi-weekly publication seeks an Editor/writer to join our team during an exciting chapter of innovation and growth. This individual will lead a small but growing team of journalists with the goal of expanding our relevance, impact and reach.

The ideal candidate is a first-rate and creative reporter with expertise in creating content that is relevant to a diverse readership, and must have demonstrable cultural competencies covering communities of diverse backgrounds and issues. This person will report, write and manage reporters. Prior supervisory and content management experience, including work as an editor for a first-class college newspaper, is preferred. This person will work in Wichita, Kan. Our coverage area is the state of Kansas and the Kansas City Metro Area. Send resume, cover letter, reference and writing samples to gooch@tcvpub.com.

ENTERPRISING REPORTER – Distinguished, independently owned paper seeks dedicated contributor to weekly showcase of engaging, human-focused features. Salary \$27,000 to \$34,000, plus insurance. Relocate to artsy Flint Hills community with strong schools, two resort lakes. job@mnks.us.

REPORTER & MANAGING EDITOR – Seeking to fill two full time positions: general reporter who can also cover sports (five school districts and multiple city and county entities); and full time managing editor with 3-5 years minimum management experience. Knowledge and proficiency in taking photos and AP style writing is preferred. Some evening and weekend hours required. Successful candidates will live in Osage County. Competitive wages and benefits. Please send resume to: The Osage County Herald-Chronicle, 527 Market Street, Osage City, KS 66523 or email to Catherine Faimon, faimonc@gmail.com.

REPORTER - The Bartlesville Examiner-Enterprise is looking for a full-time reporter to cover local news in northeast Oklahoma. Candidates should have experience taking photos as well as shooting and editing video, and know how to use social media to grow an audience. Preferred: Degree in journalism or related field; previous experience at a daily newspaper or other professional news organization. Send letter of interest, resume, three references and story clips to Doug Graham, News Editor, at dgraham@examiner-enterprise.com.

ADVERTISING

ADVERTISING SALES MANAGER -The Cowley CourierTraveler is searching for an advertising manager to oversee advertising sales and staff, sell to accounts and work closely with management to expand print and online products. Previous newspaper advertising experience preferred. Experience with creative software, digital marketing, website maintenance and social media a plus. The position will be located in Arkansas City, Kansas. Send resume to daseaton@ctnewsonline.com

RETAIL ACCOUNT EXECUTIVE – The Great Bend Tribune is seeking a full-time Retail Account Executive or Sales Team Leader to join their award-winning team. This strategic position will be responsible for bringing innovative advertising solutions to local businesses in Central Kansas. The right candidate will be a resourceful, performance-driven professional that has the tenacity to grow sales and market our customers. Computer and presentation skills are required for this position as well as a good driving record and reliable transportation. The ideal candidate will have experience selling both print and digital advertising with a proven track record of delivering meaningful and compelling solutions for clients. He/she must be a team player willing to inspire and be inspired by being part of a dynamic media company focused on customer service. Responsibilities include: Develop and maintain positive and productive relationships with our clients and staff, use professional selling techniques and marketing skills to close sales or upgrade existing accounts, increase and build client base, provide client feedback to internal team as appropriate, effectively communicate sales information and opportunities internally, calculate, input and maintain records of sales, attend training and meetings as appropriate, network with local community professionals and assist in developing

and growing market share. Compensation includes a base plus commission with established account list and benefits. To apply send your resume and cover letter to: Judy Duryee, Great Bend Tribune, 2012 Forest Ave., Great Bend, KS 67530 or email: jduryee@GBTribune.com

PRODUCTION

PRESS OPERATOR — Accepting resumes for Press Operator at progressive, family-run newspaper in Weatherford, Okla. Experience with Goss Community press helpful. Attractive compensation and re-location packages. Contact Phillip Reid at 580-772-3301 or email resume to Phillip@PhillipReid.net. (3-27)

FULL-TIME PRESS OPERATOR – Montgomery County Media, LLC is seeking a full-time press operator to join our printing team based in the charming and vibrant community of Independence, KS. The ideal candidate will have previous web press experience including printing of process color, GOSS press maintenance, and press make-ready. Solid work ethic along with mechanical skills and the ability to react quickly to print related issues is a must. We are willing to train the right person. Job requirements include: Current valid driver's license with clean driving record, color vision and depth perception, ability to lift a minimum of 75 pounds, ability to read and comprehend written and/or oral English instruction along with an ability to communicate effectively with team members. If interested, please send a resume with references included to josh@indydailyreporter.com. EOE.

PART-TIME PRESS OPERATOR – The Great Bend Tribune is seeking a part-time press operator to join our printing team. The ideal candidate will have previous web press experience, including print of process color and press make-ready. Good work ethics along with mechanical skills and ability to react quickly to print related problems. We are willing to train the right person. Job requirements include: • Current valid driver's license with clean driving record, ability to pass a written fork lift test and train on lift; • Color vision and depth perception; • Ability to lift a minimum of 75 pounds; • Ability to read and comprehend written and/or oral English instruction along with ability to communicate effectively with team members. To submit a resume with references or request an application contact jduryee@GBTribune.com.

PRINTING OPTIONS

The Manhattan Mercury can print your newspaper at a competitive rate, with award-winning quality. Contact Ned Seaton, 785-776-2200, ext. 255, or nseaton@themercury.com. Keep your printing in Kansas with a local, family-run business.

NEWSPAPERS FOR SALE

FOR SALE – Free distribution, niche publication located in Kansas. Owner looking to retire. The publication is profitable and has a strong print and digital presence. Serves a tri-state area. If interested, please email Emily Bradbury at ebradbury@kspress.com. Emily will then pass along your interest to the publisher.

Western Kansas county seat weekly. Solid advertising base. Progressive community with growing population. Inquire through KPA by emailing ebradbury@kspress.com

Informed citizenry is crucial to our way of life

Want to win a free KDAN for a local advertiser while promoting civic engagement and learning? Read on, friends. In September, the Annenberg Public Policy Center released the results of the 2022 Annenberg Constitution Day Civics Survey. The study revealed many blind spots for Americans when it comes to civic knowledge, but here were the highlights:



Emily Bradbury

❑ Less than half of U.S. adults (47%) could name all three branches of government, down from 56% in 2021 and the first decline on this question since 2016.

❑ The number of respondents who could, unprompted, name each of the five freedoms guaranteed by the First Amendment also declined, sharply in some cases. For example, less than 1 in 4 people (24%) could name freedom of religion, down from 56% in 2021.

❑ More than half of Americans (51%) continue to assert incorrectly that Facebook is required to let all Americans express themselves freely on its platform under the First Amendment.

❑ But large numbers recognize other rights in the Bill of Rights and the veto process.

What can we do to help reverse this trend? We want to be a part of the solution. We, as an association of news publications, have a vested interest in having a civically engaged readership.

The survey “found a link between high school civics classes and civics knowledge. A regression analysis showed that people who said they took high school civics were more likely to know the answers to

six survey ‘knowledge’ questions, including naming the branches of government. The same held true for people who said they were greater consumers of the news, whether print, television, or online. The resilience of our system of government is best protected by an informed citizenry. And civics education and attention to news increase that likelihood.” (Annenberg 2019).

In partnership with the Kansas Office for Judicial Administration, the Kansas Press Association will host the 2nd Annual Kansas Civics Games on April 6, 2023 in Topeka. We are limited to 22 teams. Registration opens on Dec. 1, 2022 and the deadline is Jan. 15, 2023.

This is where you come in. Reach out to your local social studies and government teachers. If you, as a KPA member, sponsor a local team by paying their \$150 registration fee - you will be listed as an official sponsor of the Kansas Civics Games and will receive the official Kansas Civics Games 2023 T-shirt. If your team ultimately wins, you will receive a free KDAN network ad for the advertiser of your choice (an \$1,800 value). And you will earn one year of bragging rights among the membership, the best prize of all.

So let’s work together to raise the civic learning bar while engaging your local high school by sponsoring a team in the Kansas Civics Games. The \$150 registration fee is a small price to pay to help raise civic awareness and engagement in your community.

[Click here](#) for more information on the Kansas Civics Games and how to register.

Emily Bradbury is executive director of the Kansas Press Association.

Thomas

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ing as photojournalists for daily newspapers, they did it at a singular newspaper in a photo department defined by one photo editor: Rich Clarkson.

As the Kansas Press Association noted in its recent newsfeed item, seven of the 12 “worked at one time under the direction of Clarkson, who served for 25 years as Capital-Journal photo editor.”

With his insistence on high standards and recruitment of top-flight talent, Clarkson created a “coaching tree” at the Topeka newspaper that rivals any “coaching tree” in athletic circles.

It’s fitting therefore that Clarkson is inducted along with his past photographers: Carl Davaz, Jeff Jacobsen, Chris Johns, Brian Lanker, Jim Richardson, Gary Settle and Bill Snead. In addition to those who Clarkson mentored, Sandra Milburn, Gordon Parks, Charlie Riedel and Pete Souza also earned spots in the Hall of Fame.

Narrating the entire careers of these 12 photographers would fill this space for the next few months — if not a series of 12 books.

In addition to Clarkson, consider what they each have accomplished, just in these thumbnail accounts:

❑ Davaz, through his work in Montana, created a book, “Montana Wilderness: Discovering the Heritage,” the product of 15 months of visual reporting alongside two writers.

❑ Jeff Jacobsen’s work as photographer for KU Athletics provided Jayhawk fans with a running history of their teams, a collection of work that became a volume propped on my son’s bookcase.

❑ Chris Johns led the National Geographic magazine through some of its most accomplished years and photographed some of the publication’s enduring wildlife images.

❑ Lanker, whose photography career started in newspaper photojournalism, went on to publish vital books for any photojournalism library, including “I Dream A World: Portraits of Black Women Who Changed America.”

❑ For 32 years as a photographer and photo editor for the Hutchinson News, Milburn created award-winning work, including two images of tornado damage that earned national recognition.

❑ Gordon Parks is an American hero: a creative genius who worked in photography and filmmaking, rising from Fort Scott to Hollywood in a segregated America that demanded he fight for every step as a Black man.

❑ Richardson has trotted the globe, documenting vital stories for National Geographic, including ones about food instability and

ancient cultures.

❑ Riedel, a photographer for the Associated Press, has documented stories — natural disasters, international sports, Kansas everyday life — and continues his work today.

❑ Settle, a two-time Newspaper Photographer of the Year, worked for newspapers across the nation, allowing him to witness history for the New York Times, the Seattle Times and Chicago Daily News.

❑ Souza served as official White House photographer for presidents Ronald Reagan and Barack Obama before attracting a gigantic Instagram audience with his historic images and incisive captions.

❑ Snead sprouted from Lawrence roots into a photographer and editor who worked in Topeka, Chicago, Washington and Vietnam.

The list of names on this first hall of fame class is impressive for a state of any size.

That is especially true when you consider the names likely to be added in future years, such as W. Eugene Smith and Barbara Kinney.

For most people at the banquet, the applause sounded simply like hands coming together as a celebration.

For many of the photographers present, I imagine it reminded them of a different sound — the one that earned each of them the award: the sound of a camera shutter opening and closing thousands, if not millions, of times.