



# Using the Wisdom of our Ancestors to Lead Us into the Future





*We are the  
Beaver Clan,  
and we will  
continue to build  
our Tribe by  
highlighting our  
history, teaching  
our philosophies,  
and creating a  
better future for  
everyone.*



## Welcome from Chief Anne

After a lifetime of watching our people struggle to survive as a tribal community, and with nearly a hundred years of work of my predecessors in pursuit of federal recognition, I can say that it is rewarding to note that recognition finally came in 2018. Right as the pandemic hit the Country, it was a stressful time. Yet, it was the best possible time for us; without the plentiful COVID funding, it could have taken us years to develop what we have today. Instead, we hit the ground running and were able to stand up our tribal government, and staff the departments essential to our work.

We began with Administration and have hired a cadre of highly professional staff for ten departments. To date our Finance Department manages over \$6 million annually and our Development Department raises \$1 to 4 million annually to support programs and projects. The Housing Department manages three programs; Economic Development manages two programs; Environmental and Natural Resources manages two programs; and Emergency Management is working to provide both EM training and public safety plus emergency supplies to help meet the needs of our community. Our new River Programs Department is establishing cultural and educational programs for our community, youth, and the public. Information Technology and Membership work to provide services for Tribal citizens.

When we completed the new Operations Building, we realized that we have nearly 12,000 square feet of space under roof making it the largest office building in King & Queen County except the courthouse. Immediately, we wanted to designate our facility as an Emergency Shelter for citizens in the northern end of King & Queen County. We installed commercial generators for the two buildings that are now connected, and are working with our local electric cooperative on a solar project to ensure that citizens in our area have a safe place to shelter including food, water, showers, and beds when needed. We are pleased to partner with the four counties in our service area, King & Queen, Caroline, Essex, and King William to increase the infrastructure in these rural localities by supporting their efforts to bring broadband connectivity, cell towers, and services for all citizens.

Partnerships are especially important to us. In 2021, we worked with the Chesapeake Conservancy to return 465 acres of ancestral land to the Tribe. Three Rappahannock towns were documented on Fones Cliffs by Capt. John Smith during his 1608 voyage up the Rappahannock River. The return and conservation of these sacred sites are imperative to the healing of our Tribe and provide an opportunity to engage the next generation. The Return to the River Program will educate them in conservation and traditional culture, preparing them for future tribal leadership. We partnered with U.S. Fish and Wildlife Service to hold the conservation easement and co-manage the land. In addition, we have partnered with them to transfer a building to the Tribe, which we will renovate and open to the public as the first Indigenous Conservation Education Center. It will provide public education in our Traditional Ecological Knowledge, history, and cultural practices. The Tribe purchased a 113-acre farm we call the Chief's House in Indian Neck, VA, in 1998. It was the home of three Rappahannock Chiefs, the center of tribal political life during Virginia's Indian Erasure Era, a tribal school, and apothecary for the community. We began efforts to restore the house in 2022, which is underway, and it will be used as a Healing Center to teach the public about traditional medicinal herbs and how they can be used to heal and fortify the body. We have built a greenhouse that will enable us to grow fresh foods and our traditional herbs for sale.

We look forward to the many ways we can build our economy through culture, education, contract services, and tourism to enhance the economic stability of our community providing jobs for both tribal and non-tribal citizens to elevate their quality of life.



  
Chief Anne Richardson

## What's Next?

2023 will hopefully bring new land additions to our Tribal ancestral homelands at Fones Cliffs. We are working in partnership with the Chesapeake Conservancy to acquire more than 1600 acres, all of which will be co-managed with the US Fish & Wildlife Service. In addition, we will launch a new River Programs Department, headed up by Assistant Chief Mark Fortune, which includes youth Return to the River programs and an Indigenous Environmental Education Center. We will continue to build the Indigenous Conservation Council for the Chesapeake Bay to provide training, technical assistance, and funding for tribes in the Chesapeake Bay watershed to protect/conservate sacred sites, ancestral lands, and mitigate climate change in those areas.

We are launching a new oral history program, In Our Own Voice: Capturing Stories of the Rappahannock Tribe, with our partners at VPM, Virginia's Home for Public Media. Studio and classroom training in effective interviewing, video, and audio production will help our citizens share and preserve their tribal and family stories for future generations.

### Life and Work of Rappahannock Chief George Luther Nelson

## INSPIRATION

1881 - 1920

*I started from here*

Chief George joined the U.S. Navy in 1916 and visited the globe aboard the U.S.S. Colorado and the U.S.S. Conestoga.

The tour exposed Chief George to a less social world outside Virginia and may have helped inspire his later activities.

George Luther Nelson met Polina Semanovich in 1908 following his trip around the world while serving in the U.S. Navy. The couple married on September 15, 1908 in Polina's hometown of South Whaley, Indiana.

Chief George earned a passport in 1919, located near Newsum. He was a self-reliant businessman.

As the 1920s began, Chief George and other Indian leaders formally organized demanding their civil and sovereign rights.

Attending a Native site conference in Delaware, from left, Rappahannock Councilor Robert W. "Black Hawk" Carter, a Chief of the Manokin Tribe (name unknown), and Rappahannock Chief George Nelson.

### Life and Work of Rappahannock Chief George Luther Nelson

## FIGHTING FOR JUSTICE

1920 - 1935

Chief George fought throughout the 1920s for justice. In April of 1920 the Rappahannock Indian Association was incorporated under Virginia law.

In the early 1920s Chief George was elected chief of the reconstituted Powhatan Confederacy, a pan-Virginia Indian alliance that included the Rappahannock, Mattaponi, Pamunkey, and Chickahominy tribes as charter members.

Chief George addressed the Confederacy's first convention in 1920 years.

*How doing from the original Powhatan Confederacy with other pan-Virginia Confederacy of the American Indians first first that the people of the same have qualified to be the Confederacy. Our desire like that of our forefathers.*

Chief George's anglo is located at the Smithsonian Institution.

Rappahannock and Mattaponi families at a powwow in Delaware.

Chief George aided U.S. President Warren G. Harding to secure equal rights for Indians and establish a Native American Congress with elected tribal leaders from across the country.

Chief George fought to educate his people, sending funds from the Virginia General Assembly and U.S. Congress for Indian schools.

When the time is about to arrive when the government of these United States, as the so-called guardian of the liberties of the world, were never in the world (that) sought over the Black Man it is about to come in a day, and that they should be by a public an general equal and rights with all privileges, legal social and political, as those enjoyed by the people of the United States and these Indians open their eyes that they can see for them.

### Life and Work of Rappahannock Chief George Luther Nelson

## LEGACY

1935 - TODAY

The United States of America recognized the Rappahannock, Chickahominy, Chickahominy - Eastern Division, Mattaponi, and Upper Mattaponi tribes, and the Nonacoon Nation in 2015. Rappahannock Chief Anne Richardson and Assistant Chief Mark Farnham led members of the Rappahannock, Chickahominy, Chickahominy - Eastern Division, Upper Mattaponi, Nonacoon, and Mattaponi tribes in prayer at a ceremony hosted by the U.S. Secretary of the Interior at Werocomoco, site of Chief Powhatan's original village.

The event celebrated the formal recognition of the tribes by the U.S. Congress, granting legal standing and status in relationships with the U.S. government.

The Commonwealth of Virginia recognized the Rappahannock, Chickahominy, Chickahominy - Eastern Division, Mattaponi, Upper Mattaponi, and Pamunkey tribes in 1983.

Chief George was a fierce advocate for education. Central Point Indian School was established by members of the Rappahannock Tribe for their children and operated from the 1920s until the 1950s.

Chief George and Polina Nelson celebrated their 50th Wedding Anniversary in 1938.

Chief George and Polina were married for more than 31 years and had 13 children.

Chief George passed away in 1920. Polina lived until 1965.

*Help us, Oh Great Spirit, that we may be true Red Men and Brothers. As we walk down the long trail of life, let us go hand in hand helping one another, unafraid, with trust and belief in their Oh Great Mystery, and in each other.*

— From the Rappahannock Council Fire Prayer

# The Life and Work of Chief George L. Nelson

EXHIBIT SPONSOR

# Virginia's Ethnic Cleansing Legacy: The Mad Science of Eugenics

### VIRGINIA'S ETHNIC CLEANSING LEGACY

## The Mad Science of Eugenics

In Virginia, the *mad-dog rule* attempted paper genocide. Native people in Virginia would no longer exist if their offspring lost their Indian identity. Indians were not white. Indians were just exterminated.

According to Virginia's Ethnic Cleansing Legacy, Indians literally could not exist as a people.

The Racial Integrity Act of 1924 prohibited interracial marriage, and defined a white person as one who has no trace whatsoever of any blood other than Caucasian.

*"As color is the most important feature of this form of registration, the local registrar must be sure that there is no trace of colored blood in anyone offering to register as a white person."*

Registrar of Vital Statistics Dr. Walter Puckler controlled birth certificates and marriage licenses with an iron fist, threatening with prison any anyone registrar who failed to implement his policies, and offering cash rewards to those who did.

Puckler changed, erased, destroyed, and attached as questionable any racial classification marked on Indians.

*"Some of these monoghs, finding that they have been able to sneak in their birth certificates unchallenged as Indians are now making a rush to register as white... All certificates of these people showing Indian or white are now being rejected."*

Puckler died in 1947 after being hit by a car in Amherst, Richmond, scene of his greatest atrocity: Virginia Indians.

Eugenists held that racial mixing would damage society. The *mad-dog rule* attempted paper genocide on all Indians in Virginia. They could no longer exist on paper if every official record denied their Indian identity. Indians were not white. Indians were not colored. According to Virginia's Ethnic Cleansing Legacy, Indians literally did not exist!

### VIRGINIA'S ETHNIC CLEANSING LEGACY

## Paper Genocide

Paper genocide included changing Indian birth registrations and census records. In one, a non-Indian paper of a person, under which Indians made it the community level about identity were often changed by businessmen in faraway places like Richmond, a land where Indian's documentation could be changed by someone who never met the person in question.

*"Our grounds upon which we registered your [birth] registrations cards were that we are unable to find in any historical references...any indication that there were any Rappahannock Indians or that any of those names we now have are records of our Indian ancestors... With the records of our office before us we cannot classify any of those who are recorded as colored and 'Free Negroes' as Indians."*

*"This child is not allowed to mix with white children. It cannot go to a white school and can never marry a white person in Virginia. It is an awful thing."*

*"County show not recognize Indians."*

In 1922 Adolf Fowell helped found the Richmond based Anglo-Saxon Club of America, a white supremacist political organization. Fowell and Fowell worked together to further the goals of eugenics in Virginia. Adolph Hitler used the principles created by Fowell in his Final Solution against the Jews during the Holocaust.

In 1943, while American servicemen - including many Native Americans - fought against the Nazis in Europe, Puckler wrote a letter to U.S. Commissioner of Indian Affairs John Collins, bragging about his records of Virginia Indians. "I am proud to say that the principles created by Fowell in his Final Solution against the Jews during the Holocaust."

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### VIRGINIA'S ETHNIC CLEANSING LEGACY

## Lingering Effects

The Civil Rights Act of 1964 outlawed discrimination based on race, color, religion, sex, national origin, and later sexual orientation and gender identity.

However, according to Rappahannock Chief Anne Richardson, it essentially excluded Indians. They still had no rights.

*"Civil Rights did not really help Native Americans in Virginia at first. We were still a marginalized community targeted by White racism and kept out of good jobs into the late 1970s. That's part of the Legacy!"*

— Rappahannock Chief Anne Richardson

Despite Brown v. Board of Education, Virginia's Massive Resistance to integration kept local Indian children out of public schools until the mid-1970s.

Virginia Indians in the 1960s. Like many Indigenous communities across the United States and around the world, responded to their continued political and social marginalization by banding together. The lingering effects of paper genocide in Virginia led to increased activism through collective efforts of Red Power.

People like Rappahannock Gary "Carm Frazier" Parker, a World War II combat veteran, joined the American Indian Movement (AIM) in the 1960s and 1970s to fight for Indian rights.

In 1971, Rappahannock Director Richardson left, and Chief Anne Richardson, was among those celebrating a decision by their Governor George Allen to strip the process by which Virginia Indians could convert their birth certificates.

A lingering effect of Virginia's Ethnic Cleansing is the disparity that many Virginia Indian communities experienced during the mid-20th century in order to escape racial persecution. The consequences of these decisions ripple through the contemporary Indian today.

*"I know with some of our people that went north, they actually changed their identity so that they would be able to get a job."*

— Rappahannock Tribal Council Chair Barbara Williams

The Commonwealth of Virginia has taken steps to address its history of racism toward native communities. There are some eleven state-recognized tribes in Virginia, and seven of those are recognized by the federal government. In 1982, House Bill Resolution 97 created the Virginia Commission on Indian, later called the Virginia Council on Indians.

EXHIBIT SPONSOR

# 2021

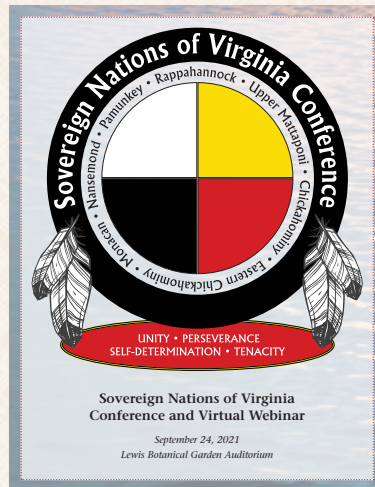
## was the 100th Anniversary of the Rappahannock Tribe's incorporation by visionary and warrior Chief George L. Nelson

While COVID was still present, challenging our health and interfering with our meetings and gatherings, we worked hard to keep our citizens healthy and updated, and to strengthen our infrastructure to maintain our tribal services.

It also included an historic celebration of our survival through a dark century of fighting to maintain our identity, our community, and our culture of working together for the good of all. Two historical exhibits were produced to tell this story:

- The Life and Work of Chief George L. Nelson
- Virginia's Ethnic Cleansing Legacy: The Mad Science of Eugenics

The year culminated in a newly created, successful Sovereignty Conference that was attended in-person and virtually by hundreds of people from tribes, state and local governments, and universities interested in the history of treaties with Virginia tribes.



# 2022

## brought our historic Return to the Rappahannock River at Fones Cliffs, the site of our ancestral homelands

Working in partnership with the Chesapeake Conservancy to raise over \$4 million to purchase the land, we finalized the acquisition of 465 acres on the Rappahannock River at Fones Cliffs, the site of our ancestral town of Pissacoack.

An April 1 celebration brought donors, partners, and friends together with the Secretary of the Interior, Deb Haaland

to mark our historic Return to the River.

National, state, and local print publications, as well as online and broadcast news outlets picked up the story. High profile media like *Audubon Society Magazine*, *American Archeology Magazine*, *CNN*, and the Soledad O'Brien TV show, *Matter of Fact*, carried our story to a national audience.



Chief Anne Richardson and Secretary Deb Haaland at the celebration.

It even reached across the Atlantic to *Arte*, the European Culture TV producers, who sent a team to Virginia to visit the river and interview the Chief - now known across the country as the *LandBack Lady*. Interviews with Chief Anne are still in high demand to share our story of reconciliation and healing with the ancestors of Colonial settlers who took our lands along the river.

Our decision to conserve the river property was celebrated by conservation advocates, leading to requests for speaking engagements with the Biodiversity Funders Group and Native Americans in Philanthropy in Washington, DC, and the National Diversity in STEM Conference in San Juan, Puerto Rico, among others.



Richard Remmer, Secretary Deb Haaland, Dr. Carol Angle, Chief Anne Richardson, and Joel Dunn viewing Fones Cliffs from the River.

*The Tribe is committed to helping the country reach the goal of conserving 30% of the nation's land and water resources by 2030.*



*This historic reacquisition underscores how Tribes, private landowners, and other stakeholders all play a central role in this Administration's work to ensure our conservation efforts are locally led and support communities' health and well-being.*

– Deb Haaland, Secretary of the Interior

**465 Acres**

returned to the Rappahannock Tribe

**\$1.4 Million**

ad equivalency in publicity to nearly a billion readers worldwide

**Engagement by Interior Department**

address by Interior Secretary Deb Haaland

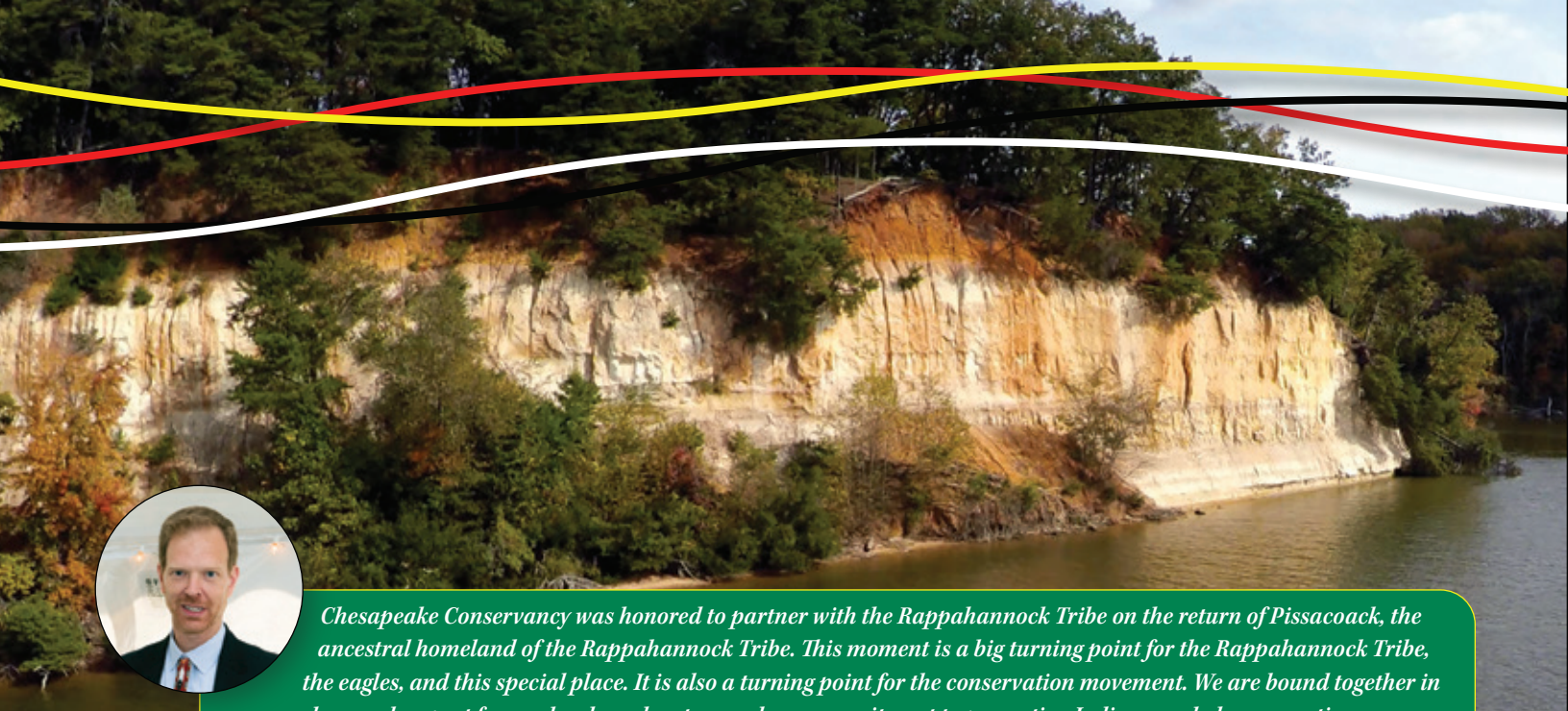


*If you were here at this spot in August 1608, you might have witnessed the Rappahannock Tribe defending their territory against English explorers. What ensued over the next 400 years reminds us of the capacity of humans to mistreat each other, but more so of the immense resiliency of the human spirit which has brought the Rappahannock people back to this magnificent place where they once thrived and where they will again thrive.*

*On behalf of the Angle family, we are grateful for the means and opportunity to help the Rappahannock Tribe, the Chesapeake Conservancy, and the Department of Interior to work together as a team to conserve Fones Cliffs and to help the Rappahannock Tribe return to their River.*

– Dr. Carol Angle





*Chesapeake Conservancy was honored to partner with the Rappahannock Tribe on the return of Pissacoack, the ancestral homeland of the Rappahannock Tribe. This moment is a big turning point for the Rappahannock Tribe, the eagles, and this special place. It is also a turning point for the conservation movement. We are bound together in our love and respect for our lands and waters and our commitment to promoting Indigenous-led conservation.*

– Joel Dunn, President & CEO, Chesapeake Conservancy



Our second annual Sovereignty Conference in 2022 focused on Indigenous Led Conservation and brought over 500 participants, as well as

funding support to create an Indigenous Conservation Council for the Chesapeake Bay. Organizations and agencies are now seeking Indigenous Ecological Knowledge as an effective response to the climate crisis.

Strides were made in the Governor's office and the Virginia General Assembly in 2022. Governor Ralph Northam signed Executive Order #82, which states Virginia's obligation to consult with tribes before granting state permits for projects that may impact their cultural, historic, and environmental interests. Advocacy in the General Assembly also brought changes to allow The Virginia



Chief Anne speaking in favor of Governor's Executive Order #82



Vince Reynolds, Jerry Fortune, and Governor Northam at Reception

Land Conservation Fund to accept applications directly from Tribal Governments to purchase land for conservation purposes. They awarded us a grant of \$500K to help us purchase additional land at Fones Cliffs. In addition, the Virginia Black, Indigenous, and People of Color Historic Preservation Fund was established in code to protect and support Virginia's historically underserved and underrepresented communities and the cultural and historical sites associated with them. The fund will provide grants for the acquisition, protection, and rehabilitation of tribal lands and historic and archaeological sites of significance associated with Virginia's Black, Indigenous, and People of Color.

## Our Mission

To preserve Rappahannock Culture while elevating the social, economic, and spiritual well-being of our people.

## Vision

To re-create a thriving community where we will be able to enjoy social, economic, and political equality once again.

## Values

We are all servants of the earth, first to ourselves, then to family, next to our tribal community, and then to humanity.

We are a mere link in the circle of life. Reciprocity recognizes our responsibility to ourselves, but also to the remaining links in the circle by providing for others along the journey of life.

Our values are best represented by the Law of Reciprocity: one should take nothing without giving something back, taking only what is needed to ensure enough for others. This deeply embedded belief embodies the spirit of our people and shows the way we approach tribal development.

Freedom of the spirit to be, move, and work without restrictions from the dominant society leads to an increase in creativity, respect, and responsibility to the entire community.

Through kinship relations, citizens share a greater sense of peer responsibility for future development and success of projects they have designed.

Because our elders have brought the Tribe thus far, we have tremendous respect and honor for their contributions to the survival of the Tribe. Therefore, we embrace their proven methods of management, strategy and care for our Tribe and the community around us.



Members of the Tribal Council Kirk Richardson, Reeva Tilley, Barbara Williams, Teresa Custalow, Col. John Fortune, Vince Reynolds with Chief Anne Richardson and Asst. Chief Mark Fortune

## Tribal Officers



**G. Anne Richardson**  
Chief



**Joseph Mark Fortune**  
Assistant Chief



**Faye Fortune**  
Secretary



**Paula Pitts†**  
Treasurer

## Tribal Council



**Barbara Williams**  
Tribal Council Chair



**Teresa Custalow**

*The Rappahannocks are known for long-term, traditional leadership. Most Members have served 20+ years on Council.*



**Colonel John Fortune**



**Herbert Vincent Reynolds**



**Kirk Richardson**



**Reeva Tilley**

† Paula Pitts passed away in 2022. We honor her for her 5 years of service.

## Tribal Constitution

Cultural Heritage Partners has assisted the Tribe in developing the foundational structures required for the establishment of our Sovereign Government. A part of that responsibility is to establish the governing documents of our Tribal Nation, which is built upon the three branches of government model:

- A. **Executive:** led by elected Chief Anne Richardson and Assistant Chief Mark Fortune
- B. **Legislative:** led by elected Tribal Council
- C. **Judicial:** led by elected Tribal Council

## Administration

Chief Anne oversees tribal departments and has employed seasoned professionals with a track record of excellence to strengthen and build our capacity to administer funds, manage operations, and to develop and implement successful programs and economic development projects. With the addition of Executive Assistant Rex Jones to our staff, administration is more efficient and effective, allowing Chief Anne to focus on planning and oversight.



Rex Jones

## Building Capacity

Consultants and partners have assisted in training tribal leaders and staff in establishing policies and procedures that meet government regulatory requirements as a standard template for guiding how we work with excellence.

## Partnerships

Capacity building has included partnerships that we have built over the past few years. We are members of United South and Eastern Tribes, which has been a major contributor in providing training and support of our ability to respond to issues related to tribal governance and program building. The National Congress of American Indians has kept us informed and engaged on the national agenda in Indian Country and has advocated for policy and legislative reforms to support the advancement of Tribal Nations.

*Building a solid foundation and strengthening our capacity to provide essential services to our tribe and our region.*



## 150 Tribal Citizens

provided survey input

## 82 Tribal Citizens

participated in three Focus Work Groups

## 12+ In-person and Virtual Meetings

conducted to discover, discuss, and decide priorities

## 3 Priority Levels

for programs and projects

## 1 Master Plan Adopted

representing the will of the Rappahannock People

# New Master Plan guides community and economic development

Christopher Carney facilitated a yearlong planning process that resulted in a new Master Plan, which was developed by Tribal citizens and Council and approved by the Tribe at the June Tribal meeting.



*Chris Carney planning session with Tribal Council members*

In 1994, we surveyed our citizens to determine the greatest need among our people. The survey showed that revitalization of our culture due to a growing decline in knowledge of our traditions was the greatest concern.

We surveyed the Tribe again in 2021 and utilized focus groups from our citizenship. Cultural revitalization was still the most important priority of our people.

## Cultural programs to be established or enhanced:

- Education for adults, youth, and children
- Expanded Return to the River Program
- Arts - including beading, dance, drumming, pottery, and regalia-making
- Development of enhanced River Programs for youth and the public
- Traditional Harvest Festival and Pow Wow

## Other top priorities include:

- Self-sufficiency with independent, sustainable income
- Leadership development for our Youth Leadership Council



## 1500 Visitors and 75 Dancers

from Pennsylvania, Maryland, North Carolina, and Virginia

## Drumming Groups

from four states

## 10 Pow Wow Committee Members

- Reese Fortune (chair)
- Jacob Fortune-Deuber
- Skylar Tilly
- Chad fortune
- Jerry Richardson
- Erika Pitts
- Phillip Parker
- Katelyn Robinson-Walsh
- Leah Fortune-Larson
- Mark Fortune

# Harvest Festival and Pow Wow

After a hiatus of thirteen years, we ventured once again into hosting our annual Harvest Festival and Pow Wow. Our partner, Belle Grove Plantation, offered their site and assisted us in the marketing, ticket sales, and logistics of the two-day event. Visitors enjoyed the brisk fall weather to learn about our traditional drum and dance ceremonies to celebrate our Tribe's abundance.

The Rappahannock Youth Leadership Council took on the responsibility for planning and running the event, with Reese Fortune as Chair of the Pow Wow Committee.



Reese Fortune



Tribal volunteers cooked and served delicious Indian tacos and other traditional foods.

The Rappahannock Dancers joined those

from other tribes to showcase traditional and fancy dances. The event netted a profit to support the Tribes cultural programs. Kudos to all of them for a job well done!



## 30+ Tribal Citizens

youth and adults participated

## 20 New Regalia

in traditional, fancy dance and jingle dress styles

## 2 Sewing Professionals

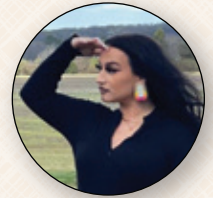
volunteered to help participants

## Special Thanks to Ann Bell!

With love and gratitude for her faithful and generous support, without whom the workshop would not have been possible.

# Regalia-Making Workshops

While most of our adult citizens and our Rappahannock Dancers have traditionally danced at our Pow Wows and others in the region, many of our youth had not been involved in recent years. Ashlee Harless, Chief Anne's granddaughter took on the task of planning and implementing regalia-making workshops.



Ashlee Harless



More than thirty youth and adult citizens learned about dancing and regalia styles through a Power Point that Ashlee researched and developed. Participants helped each other take body measurements, designed motifs, chose colors, and planned their personal regalia. The materials and instruction included leather, beads, and ribbons, as well as traditional bead looms used to make belts, earrings, necklaces, and applique decoration. They learned how to cut and lace



together deerskin hides to make traditional male and female regalia. They designed and made fancy dance and jingle dress dance regalia.

The workshops quickly became a busy hub of Tribal citizens, young and old, some who brought regalia that needed reworking, some who came

to help sew for those who needed assistance, and some who had never used a pair of sewing scissors or a needle or ever thought they could own a traditional leather dance regalia.

# Return to the River Youth Program

COVID interrupted our annual youth cultural revitalization program, however during 2022 we raised funds and revamped the program to include camp outings at our lands on the River, as well as traditional hunting and fishing.

We have plans to restart a successful program with the Maritime Field School, funded by the National Park Service in 2019. The youth learned from a former Colonial Williamsburg staff member to make traditional fish nets and weirs for fishing. A biologist took the youth to the river and taught them to identify various species and organisms under the micro-scope and their habitats. He also taught how salinity occurs in the river, where and how to test for it, and how to identify various marsh plants and trees. They even started working on a dugout canoe! These things and more are planned for 2023.



# Community Garden

A quarter acre of land at the Tribal Center offered the Tribe the opportunity to create a community garden. Using sustainable practices and information from soil and site assessments done by Acela Biotek, tribal volunteers prepared the soil, planted the seeds, weeded, and cared for the garden through the summer. Tomatoes, peppers, squash, beans, herbs, greens, and sunflowers were provided to tribal citizens and staff free of charge. Heirloom seeds

and propagation will carry on our tradition of providing fresh food for our community.



## 12 Volunteers

prepared the soil, planted, weeded, and harvested

## 17 Varieties

of vegetables and herbs grown and harvested

## 20 Happy Recipients

of fresh herbs and vegetables.



# Chief's House Restoration Project

Grants from the National Park Service, the Virginia Department of Historic Resources, the

Commonwealth History Fund of the Virginia Museum of History and Culture, and the Mary Morton Parsons Foundation are allowing us to rehabilitate the Otho S. and Susie P. Nelson House or Chief's House.

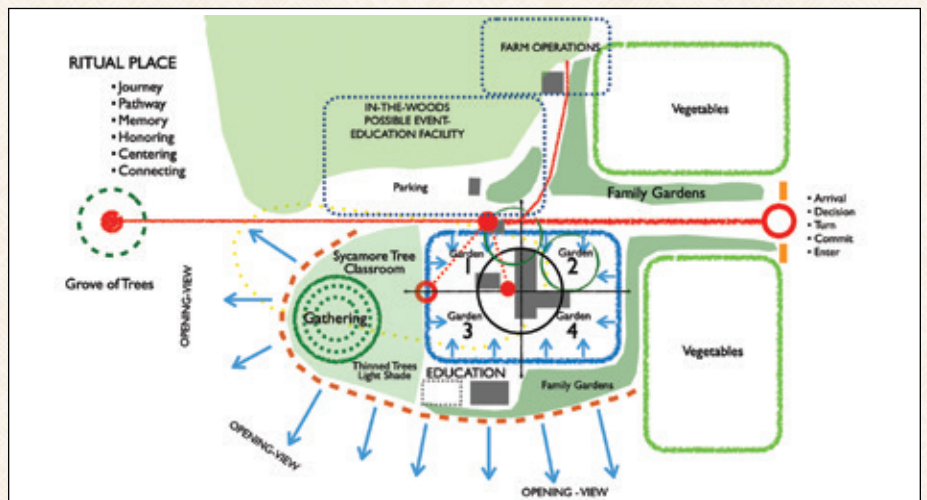
The Chief's house is an early 18th century farmhouse listed on the National Register of Historic Places that served as a school, tribal government, cultural preservation, operating farm, and apothecary for the Rappahannock Tribe through the 20th century.



*The Healing Center will re-establish the Chief's House and farm as a spiritual and social center for the Tribe offering a window into Tribal history and culture — celebrating a home where the past and the future become one.*

– Architect Terry Ammons, Principal, StudioAmmons Inc

When finished, the site will become the Rappahannock Healing Center, where we can share our traditional medicinal healing practices. With a working farm and education center, the Center will also become a house museum and venue for us to tell the story of our survival after we were removed from our ancestral home on the Rappahannock River.



## Chief Anne Richardson

has served as Chief of the Rappahannock Tribe since 1998, the first woman Chief to lead a Tribe in Virginia since the 1700s. As a fourth-generation chief in her family, she brings to her position a long legacy of community leadership and service among her people.

Chief Anne's skills in reaching out to national, state, and local government, business, nonprofit, and individual resources are considerable as evidenced by the Tribe's governance and organizational accomplishments. When the Tribe was acknowledged by the federal government in 2018, she led the work to stand up the government and built a highly qualified professional team of Tribal citizens and non-natives to lead the departments. Her charge to these leaders is to build services for their Tribal citizens and the surrounding counties for the good of all.



### *Outstanding Preservation Achievement Award for the Chief's House*

On September 23, 2022  
Preservation Virginia  
Board Chair,  
Gennie Keller presented  
Chief Anne with the  
Outstanding Preservation  
Achievement Award for  
the Chief's House.



*As the first woman Chief to lead a tribe in Virginia since the 18th century, Chief Richardson has worked tirelessly to preserve and educate the public on the history, culture, and traditions of the Rappahannock Indian Tribe and tribal nations in Virginia. She is committed to ensuring that Rappahannock tribal youth know and understand their history and traditions.*

– Preservation Virginia Award



Chief Anne at Werowocomoco, site of Chief Powhatan's original village. The 2018 event celebrated the recognition of the tribe by the U.S. Congress.

## Archeology Program

This year's archaeological projects included some field work, a lot of laboratory and archives work, and the completion of several articles about the Rappahannock landscape for publication.

Field work included two weeks at the Locust Grove Site, located on the south side of the Rappahannock River east of Urbanna. Work at this site, which was funded by a very generous grant from the Virginia Department of Historic Resources, collected information about stone and ceramic artifacts dating between the 12th and 16th centuries. The recovery of a single blue glass bead could suggest the site was occupied into the early 17th century and was possibly associated with Opiscopank, mapped by Captain John Smith in 1608. Thanks are due to the Prichard Family, whose members graciously permitted access to their property for the testing.

During a semester-long fellowship in garden and landscape studies at Dumbarton Oaks,

### *Mark E. Mack Community Engagement Award*

On January 7, 2022 the Society of Historical Archeology presented Dr. Julia King and Chief Anne Richardson with The Mark E. Mack Community Engagement Award which honors individual researchers or research project teams who exhibit outstanding best practices in community collaboration, engagement, and outreach in their historical archaeology and heritage preservation work.



Julie King reviewed the hundreds of bits of archaeological information collected over the past five years as part of mapping the Rappahannock landscape. With Chief Richardson's help and the help of other tribal members, King was able to identify relationships between widely scattered Indigenous sites and features along Cat Point Creek and tie these features together using the summer and fall solstices. Stay tuned for a report on this exciting finding.

Finally, King, Scott Strickland, and Chief Richardson had an article accepted in the prestigious journal, *William and Mary Quarterly*. The article discusses how the tribe and its archaeologists used oral history, ecological information, historical records, and viewshed to challenge scholars' earlier understandings of Rappahannock political authority in the 17th century. The article is slated for publication in the January 2023 issue.

# Tribal Archives

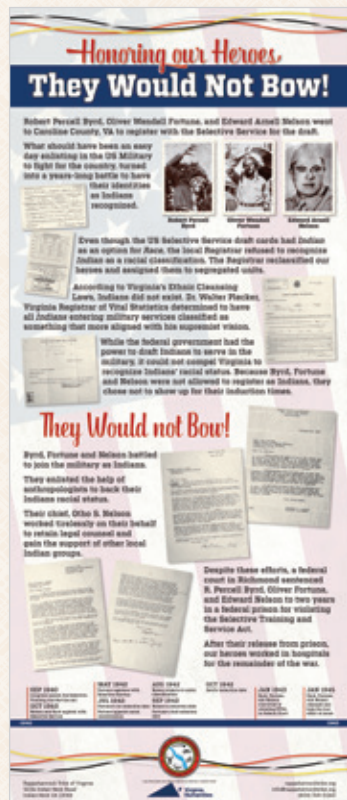
A tribal archive was established in 1996 to preserve and catalogue antique documents and artifacts related to the Tribe's history, traditions, and genealogy of more than seven generations of Rappahannocks.

We received funding to purchase furniture, equipment, collections management software, and storage materials and to pay an intern to help with the cataloging and digitization. We moved our records into a dedicated room in the new operations building.

Lucy Hatcher, studying at Virginia Commonwealth University, spent her fall semester photographing, digitizing, and uploading the meta data to the software.



Chief Anne and Archive Consultant, Dr. Claire Rosenbaum inspect the digital archive equipment



She also completed another panel exhibit, Honoring Our Heroes: They Would Not Bow! that tells the story of brave tribal citizens who refused to give up their Indian identity as they sought to serve the country during WWII.



Lucy Hatcher

Over the next five years, this collection will continue to be catalogued and digitized in preparation for exhibits to be included in our virtual museum and at the Tribal Center. More research and artifacts being returned to the Tribe are enhancing our abilities to tell a more complete story of our history both past and contemporary.

400+

documents and photographs digitized and preserved

Dozens

of archival quality storage boxes and folders purchased

3 Grant Awards

to fund the preservation and archival work

State of the Art

archival quality camera and lighting system and software purchased



## Program areas to support the Master Plan —

### Increase tribal self sufficiency

1. Federal/state/local contracting
2. Bottled spring water
3. Agribusiness

### Build a system of cultural heritage and preservation

1. Land acquisition, management, and conservation
2. Return to the River, leadership, education, and tourism
3. Community outreach and conferences
4. Marketing, history, culture, and traditions



NATIVE AMERICAN  
BUSINESS DEVELOPMENT  
INSTITUTE (NABDI)

## Economic Development for Sustainable Sources of Income

Sustainable income development through business ventures and government contracting is a high priority to reduce the Tribe's dependence on federal appropriations and grant funding.

Our new professional economic development team includes Director Carolyn Fortune and Brian McCann, Contract Specialist. The overall goal of the program is to create opportunities for Tribal members to step in and manage businesses that will generate revenue and profit for long-term sustainable income for the tribe, and to develop job skills and business opportunities through our for-profit arm, Rappahannock Enterprises, for tribal citizens.



Brian McCann

In the area of federal contracting, we are working with the Small Business Administration to finalize our 8(A) status, which allows us to compete against like-sized businesses for federal, state, and local contracts. In 2022 we identified teaming partners willing to subcontract to the tribe and began pursuit of nine federal opportunities.

We have conducted a market research study to evaluate the market potential for a bottled spring water product offering. Results from the study indicated that the concept had market acceptance. Our next step is to conduct a hydrogeological study of the capacity of our historic spring and the environment to determine if it is a viable source. Pending the results of the hydrogeological study, we will begin seeking regulatory review and approvals to develop the spring.

## Rappahannock Food Sovereignty Program

Our mission is to encourage and inspire the Rappahannock people to return to the agrarian culture of their ancestors, building upon the values of self-sustainable life for our community. The program involves workshops teaching hands-on traditional knowledge of the Three Sisters planting practices that our ancestors used as main staples for nutritional survival



such as beans, corn and squash as well as other staples. Today, agricultural scientists refer to it as Companion Planting, and studies have found the many values of its use to grow, harvest, and use traditional medicinal plants in harmony with the seasons for the optimal care of the body, mind, and spirit.

Specifically, our people lived on the land using these cultural and spiritual practices that integrated a lifecycle approach aligning with celestial signs, prayers, tribal legends, place, planting, care, and harvesting practices for thousands of years. We believe that returning to these practices protects our health and provides food security for families during times of disasters, whether natural or man-made.

A new greenhouse will help integrate these practices with economic development by marketing our products to the general public for income to the Tribe, which will help to sustain this Program for our community.

## Carolyn Fortune

Ms. Fortune, a Rappahannock Tribal citizen, has over 30 years of experience in executive leadership and management positions for strategic business growth and overall operations. Her proven history resulted in exceeding corporate revenue growth and profit goals and future development opportunities.

Previously Ms. Fortune worked with other Tribal organizations and government contractors to provide leadership and guidance for operations, business development, and best practices which resulted in corporate growth of \$100 million dollars in revenue and double-digit profit on a yearly basis. She provided management for multiple program directors and managers through effective communication, coaching, training, and establishing goals to develop employees as leaders. This created a high-performance team that ensured excellent Contract Performance Rating Scores (CPARS) on a consistent basis.

Ms. Fortune has continually applied her experience to assist Tribal Organizations to develop and maintain successful contracts and long-term sustainable income.



**632 Acres**

of Tribal lands to manage

**2 New**

forest plans being developed

**7 New**

partners



## Environmental Resources

Director Jack Ryan joined our staff in early October. Coming from a background with the US Fish & Wildlife Service, he lost no time in working with them to walk our new river lands to assess invasive species and discover opportunities for habitat development. Working

with the Rappahannock River Valley Wildlife Refuge to strengthen our "Forever Partnership" is a major part of Jack's work.

He began erosion control and wild bird restoration projects at the Tribal Center, greenhouse sites, and at the new river lands, as well doing a major trash cleanup on all properties. Forest management plans are being developed for the Fones Cliffs and Chief's House properties. We are participating with the Smithsonian's Environmental Research Center's river herring research. Most importantly, Jack is learning Indigenous Environmental Knowledge that he can use alongside his traditional western training.

Advocating for the environmental needs of the tribe include meetings with the Virginia State Water Control Board, the Deputy Secretary of the Army Corps of Engineers, the Regional Tribal Operations Committee of the EPA, Virginia Institute of Marine Science's Living Shoreline Summit, and Lead and Copper Rule consultations with the EPA.

## Jack Ryan

Mr. Ryan holds bachelor's and master's degrees in Environmental Studies from VCU. He has worked for the U.S Fish and Wildlife Service in the restoration of endangered aquatic species including river herring and freshwater mussels. He worked to grow and release these critical species back into their native habitats after years of extirpation and published his restoration project in a scientific journal.

Jack's passion is getting his hands dirty growing, building, and protecting habitat for native species. His goal is to work in the field planting trees, hatching fish, removing invasives, and supporting biodiversity so the ecosystem that supported the Rappahannock people can do so again. Working with the Rappahannock tribe has allowed him to simultaneously help human communities and ecosystems in need.





*The Fish and Wildlife Service is in the forever business. We want wildlife and their habitats to be present and healthy, forever. We expect our partnerships, like the special relationship we have with the Tribe, to be around forever too. We focus on what's actually important for the next decade and for future generations.*

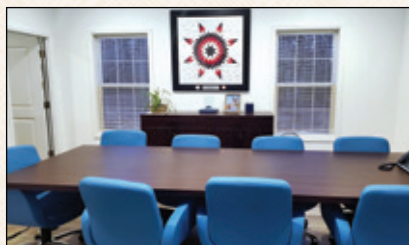
– Bill Crouch, Deputy Refuge Manager  
Eastern Virginia Rivers National Wildlife Refuge Center

## Buildings and Grounds

The Tribal Center, completed in 1997, was ready for updated flooring, new doors, and sidewalks. We built a new Operations Building to house our growing departmental staff and provide conference and training rooms, a staff break room, and a second kitchen. The building is fully accessible, with ramps, an elevator, and accessible bathrooms, so all Tribal citizens can visit and take care of their business safely.

A crosswalk from the elevator connecting to the administrative offices of the Tribal Center is currently under construction, which will make communications between departments more efficient. A new garage, with bays for storage and maintenance of the Tribe's tractor and vehicles as well as storage for emergency services and equipment was finished in 2022.

On the docket for 2023 are the completion of the parking lots and driveways and improving outdoor lighting.



**2 New**

buildings completed

**11 New**

staff offices

**1 New**

system of accessibility implemented

## 50 Cots

for shelter during emergencies

## 12

walkie-talkies

## 8 staff

trained in first aid

## 6 New

emergency partners

## 5 Emergency

generators

## Emergency Management Services

The COVID pandemic suggested a heightened need for better coordination of emergency services, communication, and coordination with tribal and regional teams during all types of emergencies. Our new department is led by Director Steven (Steve) L. Nelson. Steve is a Tribal citizen and the grandson of Chief George Nelson. He developed an Emergency Operations Management Plan, a Tribal Crisis Communication Plan, and participated in and adopted the Middle Peninsula All Hazards Mitigation Plan, all of which were adopted by Council.



Communications is a major concern of emergency management. We deployed MSAT Satellite Phone system in vehicles and one in office, obtained one portable Satellite Phone, established analog phones to serving elevator and as backup system. We also met with communications personnel from the Rappahannock Tribal Service Area and VA State Police STARS radio system and opened communication about gaining access to the county LMR system. The Department of Homeland Security's Cyber and Infrastructure Security Agency conducted an evaluation of our Tribal Center and is assisting with communication options and forming plans to increase our overall security.

Preparations for emergencies includes obtaining first aid supplies for offices and Emergency Management vehicle, outfitting buildings and vehicles with new fire extinguishers, obtaining twelve simple 2-way walkie talkies, obtaining 50 cots for shelter use, and maintaining five generators for Tribal needs.





Director Nelson is a member of the VA Emergency Management Association, a board member for the Emergency Management Alliance of Central Virginia, participation in Resilience Adaptation Feasibility Tool (RAFT), and is working closely with Virginia Department of Emergency Management, Federal Emergency Management Authority, Department of Homeland Security, and Department of Energy. Steven also assisted with event planning, logistics, security plans and safety for tribal events.

## Steven L. Nelson

Mr. Nelson was appointed Director of the Rappahannock Tribe's Emergency Management Department in March of 2020. As the Director, he oversees the Tribe's disaster preparedness, response, and recovery activities.

Mr. Nelson has served in various capacities in emergency services since 1980 and holds accreditations in Fire Administration from the University of Alaska. He has served as a Firefighter and Emergency Medical Technician in California and Alaska. He enjoys flying and holds a Commercial Pilot, and Remote Pilot license. As a member and former Squadron Commander of the Civil Air Patrol, he has served as a Mission Pilot, Emergency Services Officer, Mission Radio Operator, and Training Officer.

In addition to building a new department from the ground up, Mr. Nelson is responsible for navigating the Emergency Management Department's government-to-government relationships. and for building strong partnerships with community members and neighboring emergency service providers.



### *Recognition for Exemplary Work*

awarded to Steven Nelson  
December 15, 2022



*Steven Nelson strives to educate others about tribal nations and works tirelessly to support Rappahannock Tribal Citizens and the Tribe's Emergency Management Program. He continues to strengthen communications and build relationships between the Tribe, surrounding localities, and state and federal agencies. He brings an untiring passion for emergency management, public service, and tribal nations to everything he participates in.*

– Amanda Weaver, Virginia Department of Emergency Management, Region I

## 300 COVID

supply packages and testing kits delivered

## 168 COVID

relief checks delivered

## 142 New

citizen photo ID cards processed

## 75 Home Visits

to elders and homebound citizens

## 13 Tribal

Council and full Tribe meeting minutes prepared for official records

## Member Services

Federal recognition in 2018 brought new photo IDs for all tribal citizens and a new member management software system.

Membership Services

Manager, Faye Fortune, collected and updated citizen contact data and issued new IDs.

Moving into a new office in the Operation Building meant reorganizing citizen records, sending notifications of 2022 Tribal Taxes, and tracking down citizens who have moved and not yet forwarded new addresses. Faye assisted with the move of the archives to the new library and spends hours with citizens in person and on the telephone to answer questions and assist them with paperwork.

She is the central contact for the tribe through the website, so spends time every day answering inquiries for speaking engagements, new membership, member needs and other tribal business. Faye is the coordinator for tribal citizens requesting help with medical needs with Indian Health Services.



## Faye Fortune

Ms. Fortune was born and raised in Indian Neck, VA and is a citizen of the Rappahannock Tribe. She earned her Associates Degree in Business Administration from Rappahannock Community College. She moved to New Jersey in 1974 and worked for Sony Music Entertainment as a Customer Returns Manager until 1991. During that time, Faye traveled to Virginia regularly to participate in tribal events. She married in 1989 and had her son a year later. In the beginning of 1991, she and her family moved back to Indian Neck where Faye worked voluntarily for the Tribe as Tribal Secretary.



She is a dancer for the Rappahannock Dance Group and has participated in many tribal presentations and served on several tribal committees. Faye also worked as a caregiver for an elderly tribal member and an elderly disabled friend. In 2012 she was hired as Mail Clerk at the Northern Neck Regional Jail. In 2019, Faye started working for the Rappahannock Tribe as the Membership Clerk and continues to be their Tribal Secretary of almost 30 years.



# Housing and Elder Care Programs

Major home rehab projects were completed in 2022 with our Housing and Urban Development funding, including the well and septic system program. Director Johnson and Jerry Fortune, Housing Project Manager, work together to determine what needs exist, triage the most critical projects, plan the projects, and work with contractors to get the work completed. At the end of the year, two more projects were still on the docket. We know that 42% of tribal elders' houses still need significant repairs - sixteen more that we will rehab in the coming year.



*Jerry Fortune*

Communicating and meeting the needs of tribal elders is an ongoing process. Faye Fortune works with Susan and Jerry to deliver weekly to those who are not able to shop for groceries on their own. The food is donated to us from Broadus Church, Hebron Campus and Healing Eagle Clinic, and we augment it with purchases of needed protein, fruits, and vegetables. Christmas and birthday gifts offer additional opportunities to visit with the elders and to ensure that their basic daily needs are being met. A 2022 Tribal survey told us that social gatherings - meals and cookouts - are important to our elders to remain connected to the Tribe. We hosted an Elder luncheon in November and have plans to continue regular gatherings in the new year.



Susan also administers the Housing Assistance Program, which is funded by the US Department of the Treasury. This program allows down payment assistance for first time homebuyers provided by nonprofit or government entities for low to moderate income families.

## Susan Johnson

Ms. Johnson, Director of Housing since 2020, is a Rappahannock Tribal citizen who has devoted her life to volunteering in her tribal community as well as serving with a faith-based team doing missions and outreach on the Navajo Reservation in Arizona.



She was employed by the Federal Reserve System as a financial analyst for 20 plus years and employed by a non-profit as a housing counselor for 12 years. In that position she served and managed ten counties, administering mortgage assistance, rental assistance, emergency utilities assistance, and homeless prevention programs.

### 125 Visits

to elders and homebound citizens

### 37 Elders

provided input on their housing and care needs via Tribal survey

### 16 Home Rehab

projects completed

### Well and Septic Systems

three replaced and one repaired

### 2 First-time Homebuyers

received down payment assistance



## 500 Zoom

meetings/audio visual systems managed for Tribal Council, staff, and Tribal citizens

## Daily Trouble Shooting

technology and training for staff and Tribal citizens

## 100+ Set Ups

of sound and video/ PowerPoint presentations for events, trainings, and meetings

## 20 New

workstations set up

## 2 Live Stream

virtual and in-person conferences for 800+ people



## Information Technology

Kenny's priorities have been to increase security with passwords, multi-factor authentications, and sign-on manager on all web services and applications. He has also created secure remote access and collaboration capabilities on the Tribe's files.

He troubleshoots connectivity and access challenges for all staff and many of the Tribal citizens in the area. He was instrumental in the success of the two Sovereignty Conferences and worked with the VPM team to ensure that participants could attend the live online sessions. Throughout the year, Kenny set up and managed the audio-visual systems for all Tribal meetings - virtual and in-person.

In addition to regular maintenance, upkeep, and moderation of the Tribe's website, Kenny plans a complete rebuild of the site in 2023.



## Kenneth Michael Richardson

Mr. Richardson, a Rappahannock Tribal citizen, joined the staff as Director of IT in July 2021. Kenneth is responsible for planning, coordinating, and controlling computer-related activities and systems. He helps the tribe to determine its IT needs and find effective, sustainable, secure solutions.

A large part of his job also involves assisting staff members with anything technology related. His first project in 2021 utilized the newly installed broadband internet to sync Tribal staff shared files so that staff members can access them remotely when out of the office and continues to monitor all aspects of the tribe's hardware, software, website, etc., and is always looking for ways to improve.

Kenneth is a thoughtful, technically minded individual who loves interacting with and solving problems with computers. He graduated summa cum laude from VCU with a degree in Computer Science in December 2020 and interned with a local non-profit, IT4Causes, in his senior year at college. His two loves are computers and animals.





## Fund Development

While fundraising for the Tribe is primarily grant proposal writing, other critical functions a typical development team provides includes strategic planning, event management, and public relations. During 2022, Director Patricia (Pat) Morris assisted the Tribal Council during their Master Planning project by coordinating planning sessions and Work Group research (Culture, Economic Development, Youth), and drafting the final Master Plan.

Pat worked with the Chesapeake Conservancy, the National Fish & Wildlife Foundation, and the Department of the Interior's Advance Team to plan and

manage our April 1 Return to the River celebration and coordinated the subsequent media interviews with Chief Anne.

She also coordinated and managed both annual Sovereignty Conferences with the assistance of Tribal staff. A discussion of Virginia tribal Chiefs after the 2022 conference led to the establishment of a new Indigenous Conservation Council for the Chesapeake Bay. Pat worked closely with Chief Anne and representatives from Pew Charitable Trusts, which generously provided start-up funding for this new initiative.

## Patricia Morris, MPA

Ms. Morris serves the Rappahannock Tribe of Virginia with 30+ years of experience in board governance, fundraising, grant writing, communications, and marketing. She has devoted her nonprofit career with several local and statewide organizations to ensuring the sustainability of human services, early childhood education, and arts & culture organizations. She has served on boards of 16 nonprofit organizations, most of them in leadership roles.



Pat's employment experience includes being the owner of a child development center and 15 years as a buyer for national retailers. She holds a Master of Public Administration from VCU and earned her first National Certification as a Fundraising Executive in 1999. She was honored with the 2012 Nina Abady Award, which is bestowed by Virginia Association of Fund-Raising Executives for excellence in ethical fundraising.

## 39 Proposals

submitted; 5 proposals denied

## 30 Grants

Awarded in 2022:  
\$1,692,738

## 4 Proposals

Pending: \$1,527,000



## Finance and Human Resources

With CFO, Kathy Jones, leading the finance department, and with the dedicated work of Pam Davis, Senior Accountant and Procurement Officer, and Julie Coleman, Project Manager, great progress has been made to sure up our financial and human resources systems.



Pam Davis



Julie Coleman

In the financial realm, we completed our audits with no findings or recommendations from 2019 to 2021 and set up our new database transitioning from Quick Books to the MIP Funding Software. We developed a new monthly financial package for Council that includes a detailed grant schedule and developed new procurement process and policy. All grant reports were

submitted timely and accurately through the year, and new operating procedures were developed.

We created a new consulting contract agreement template and built a new management systems standard manual. We also submitted applications to the federal government for a negotiated indirect cost rate for 2022 and 2023 that can provide additional funds in grant awards for overhead expenses.



Rex Jones, Kathy Jones, and Pam Davis in the Accounting Office.

To assist our tribal citizens with their income taxes, we completed IRS Volunteer Income Tax Assistance site testing and certification. This allows us to set up a computer station that citizens can use to prepare their taxes and for us to help them use the IRS software.

Staff benefits are now completely set up - Medical, Dental, Vision, Short Term Disability, and Life Insurance, and a new 401K retirement savings account to which the Tribe contributes a small percentage of salaries. Staff salaries and benefits are now competitive with regional markets, which will help us attract and keep great employees on our Dream Team! We have updated the employee handbook and created a new confidentiality agreement.

## Kathy Jones, MBA, JD

Ms. Jones, Chief Financial Officer, is from Alaska. She worked at Deloitte and Touch CPA firm after graduating from University of Alaska Fairbanks, UAF with her Bachelor's in Accounting.

After a few years there, she then worked for roughly 20 years at the major healthcare provider in Alaska. She managed all funding, donations, grants, and state and national funding. During that time, she received her MBA specializing in Information Technology and then her Juris Doctor JD, specializing in Contract and Healthcare Law.

Kathy relocated to San Diego, CA, where she worked for the Campo Tribe of Mission Indians and secured their indirect rate retroactive 4 years and brought them into compliance with all funding sources.

Most importantly, Kathy is a proud mother of 5 grown children. One son (Kenny) and four daughters (Barbara, Kendall, Saleena and Rakina) and has 2 granddaughters and 4 grandsons.





## Rappahannock Tribe

5036 Indian Neck Road  
Indian Neck VA 23148

(804) 769-0260

[rappahannocktribe.org](http://rappahannocktribe.org)  
[info@rappahannocktribe.org](mailto:info@rappahannocktribe.org)