

# Colonial Williamsburg News

COLONIAL WILLIAMSBURG'S PEOPLE AND PROGRAMS  
Online at [intranet/cwnewsonline/index.htm](http://intranet/cwnewsonline/index.htm)

Vol. 72, No. 1  
FEBRUARY 2019



## Spot Bonus Program Underway

The Foundation launched a spot bonus incentive program in December 2018 to recognize exceptional work by employees on a specific task or assignment. While not intended to replace merit pay, the goal of the program is to promote outstanding guest experience, productivity and performance by providing immediate, visible recognition of these contributions..

All employees except those on the Senior Leadership Team are eligible.

So far, eight employees have received bonuses in six divisions or departments: ERHI, Finance, Human Resources, Publications, IT and Operations. Bonuses were awarded based on the following criteria:

(1) Specific, exceptional employee contribution beyond the normal responsibilities of the job.

Examples:

- Exercises initiative by developing a new approach or task
- Goes out of his or her way to recognize a guest's needs through a hospitable action or education

- Takes initiative to develop and follow through on a difficult task not specifically required, but with an immediate benefit to the department
- Completes an important and difficult task in an exemplary manner

(2) Significant impact on division/  
Foundation goals and objectives

Examples:

- Applies original concepts to an unstructured assignment that significantly impacts a work group or has organization-wide benefits
- Performs outstandingly in a crisis situation
- Presents a business solution that results in real savings or revenue for the organization

Awards range from \$50 to \$1,000, depending on the employee's achievement.

Employees may be nominated by a management team member, whether inside or outside of the employee's division. Nominations are reviewed monthly.



Colonial Williamsburg



## *“Revealing the Priceless” Exhibit Opens Feb. 18*

In Raleigh Tavern's Daphne and Billiards rooms, an exhibit memorializing the African American men and women in Williamsburg between 1763 and 1785 will open Monday, Feb. 18 and continue daily through Dec. 31 from 9:30 a.m. to 4:30 p.m.

The exhibit features the names of 1200 African American individuals who lived or were in Williamsburg in the times we portray, as well as the names of 126 interpreters who have worked in African American interpretation since 1979.



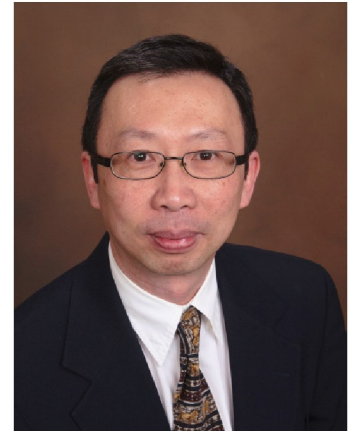
## Telemedicine offers live online physician visits



Telemedicine through Anthem and Optima is an affordable and convenient alternative to urgent care. With this service, you can consult with a medical provider by phone or video conference using the camera on your computer, tablet or smart phone. You can use it for conditions like ear infections, sinus problems and upper respiratory infection. Online doctors can prescribe medication when applicable and send the prescription electronically to the pharmacy of your choice. The service is available 24 hours a day, throughout the year. The cost for the online visit varies based on your health plan coverage. See the Comparison of Benefits for more information.

## Congratulations

In December, Kevin Patrick, chief financial officer, announced three promotions in the Finance Division:



*Henry Lai*  
Division Vice President of Finance



*Evon Crittenden*  
Treasury Supervisor



*Brian Partlow*  
Executive Director of Finance



## Archaeology Open House Shares Treasures Uncovered in Carter House Dig

In January, the Archaeology Department invited guests to view artifacts found in the excavation of a previously unidentified refuse dump between the Robert Carter House and the Governor's Palace. William & Mary students enrolled in the annual archaeological field school assisted with the excavation last summer.

A large collection of oyster shells, animal bones, fragments of pottery, glass and cast iron cooking pots — discards from a late 18th-century kitchen that was housed in the brick outbuilding — were on display at the Open House. The artifacts represent one of the richest archaeological assemblages excavated in Williamsburg, rivaling that of Charlton's Coffeehouse in artifact density. Post-excavation analysis of the

artifacts focuses on the related subjects of enslaved African culinary skills and gentry dining preferences.

Recovered personal possessions of enslaved Africans working on the Carter property were also featured at the event, including an Indo-Pacific cowrie shell and several small glass beads — relatively rare finds that the enslaved in 18th-century Virginia frequently wore as jewelry.

Also displayed were several intriguing pieces of dressed stone that may have originated from the neighboring Governor's Palace, perhaps from the Palace's renovation in the early 1750s, or its demolition in the 1780s.

The already massive assemblage will grow larger this summer when the investigation continues.



## Behind the Scenes with the Colonial Williamsburg Historians



Inside the Finney House, historians Cathy Hellier and Kelly Arehart delve into the stories of Williamsburg that are still being uncovered.

These scholars find the truths that become part of interpreters' presentations and support the research of others as well. Sometimes they respond to interpreters' requests for information; sometimes they notice something in a primary source that can add depth to what is already known. And sometimes, a gap in the knowledge that exists sends them on a research quest.

"Some of it is serendipitous," said Peter Inker, the executive director of interpretive program development who oversees the department. "Patterns crop up and that leads to more discoveries. That's how we discovered that kitchens under buildings were not as rare as we thought."

The historians' work helps guests find the story that will resonate with their own lives. They are dedicated to telling the stories that haven't been told before, and feel an obligation to speak for those who haven't been heard.

Mindful of the trust guests place in museums, the stories told in the Historic Area are well-researched.

"We have to watch out for 'presentism,' or judging the past based on our current morality and assuming that figures from the past had the same perspective we do," Hellier said.

In addition to their research for the interpretative programming, the historians also partner with stakeholders and IT in the development of an integrated website.

"We are moving toward more historical research rather than focusing strictly on training, even as that training continues," Inker said. "Our historians will serve as guest lecturers of sorts, supporting rather than planning training."

Concentrating on content will give this group more time for research — both their own and that of frontline employees who benefit from the historians' support with documentation, evaluating sources, and preparations for professional development grants and conference presentations. The historians also support Foundation research fellows.

The historians also support our Publications department by fact-checking *Trend & Tradition* magazine and helping to develop books such as the updated CW guidebook, currently in progress.

In collaboration with Carl Childs, executive director of Education, Research and Archives, the historians are working to make information available to researchers in digital form.

Inker explained, "There's a new pattern of working in research now. Most research is 'born' in a digital format instead of print being transformed or converted into digital forms. Databases include more metadata that can be used by the Foundation and the general public."

Hellier agreed. "Technology has changed what content is available as more collections are online and as databases reveal formerly obscured information."

There are caveats, however, Arehart added. "Online research is easier, but you have to know what you're looking for. Words may have different meanings in other times and contexts. The word 'undertaker' before the 19th century meant someone undertaking a job — a contractor — not a mortician. Researchers need guidance from someone with deep background. Even experienced historians can get overwhelmed."

Having a good research question is key, Hellier says. "We can guide others toward good sources. We're trained in deep background in primary and secondary sources. Researchers need con-





## Behind the Scenes *cont'd...*

text — the big picture. We can help there.”

“Researchers need to think about who created the source and why, who the intended audience was and how that may change how reliable the information is,” Arehart added.

The historians can help researchers to create structure and categorize their research findings. This involves a range of skills beyond simple access to the data, Inker said.

Just in the past year, the group researched content supporting the Raleigh Tavern display celebrating 40 years of African American interpretation. Arehart completed intense research and wrote the copy for the exhibit. Inker used the copy to produce the exhibit which includes the names of 1,200 African Americans who lived in Williamsburg or are mentioned in documents as being in the town. One wall of the exhibit will list those names to honor those individuals. Inker said, “Often, all we have are their names.” The exhibit also honors the 126 interpreters who have portrayed African Americans in Colonial Williamsburg over the last 40 years.

## Meet the Historians



Peter Inker studied at the University of Wales at Cardiff, and began as an archaeologist before coming to public history and museum work. He is especially interested in how cultures change and how we can re-interpret artifacts. He began in Williamsburg on a project using GIS mapping to develop maps and three-dimensional virtual models and is especially interested in how we represent research beyond paper and print.



Cathy Hellier trained to teach English, began at CW as a “hostess” and worked with the York County Project, transcribing county and court records and writing biographies of county residents. Her research on enslaved male domestics, or “waiting men,” serves as the basis of her dissertation for a Ph.D. in American Studies she hopes to complete in 2019 at William & Mary.



Kelly Arehart’s expertise includes Virginia law, 18th-century medicine and death practices, and currently, she focuses on slavery and the effects of religion on behavior. She began here as an interpreter, later worked in the Teacher Institute, and portrayed Anne Shields. After completing a doctorate at William & Mary, she managed interpretation for the George Washington Foundation at Ferry Farm, returning to CW in July 2018.



## Winter Training Underway

ERHI has been conducting winter training in 16 sessions spread over eight weeks to prepare approximately 350 employees to engage guests with carefully researched content.



*Congratulations to Ghislain d’Humières, who recently became a United States citizen.*



# Your Story: Valerie Deichsel

by Chuck Reusing

**POSITION:** Historic Area Events Coordinator

**YEARS OF SERVICE:** I moved to Williamsburg from Southern California and began working with the Colonial Williamsburg Foundation in May 2012, so I have been here for almost seven years. I was promoted to my present position in March 2014.

**WHAT I DO:** I work with Bill Schermerhorn, creative director of CW events, and Robert Currie, director of entertainment, to coordinate signature and annual events sponsored by Colonial Williamsburg.

The Foundation sponsors four signature events each year in the Historic Area, including Grand Illumination, July Fourth, Halloween and Mr. Jefferson's Palace Garden Party. These are generally our larger events that are more demanding in terms of planning, and these events generally go on for a full day.

Some of our annual events include Presidents Day weekend, Drummers Call weekend, Memorial Day, Veterans Day, the Naturalization Ceremony at the Capitol and the Christmas Tree Lighting Ceremony at Market Square. Non-ticketed events, including Grand Illumination and July Fourth, are open to the public, witnessed by thousands of visitors to the Historic Area.

I am present at each of these events from start to finish, making sure they are conducted on schedule and that the right people are in the right places at the right time.

My job is primarily one of logistics, knowing who will be participating, what their needs are and where they will be staying if from out of town. I also need to know if barriers are needed in the Historic Area and adjacent roadways, and if we need public toilets, utility markings and stages for performers.

There are many details that go into the planning for each event to ensure that it is conducted in the most professional and efficient manner possible.

My normal work week is Monday through Friday, but that varies during our signature and annual events, many of which are in the evenings, on weekends and throughout the day. I also keep track of our expenditures to make sure that we stay within our allotted budgets.

**WHAT I DO TO IMPROVE THE GUEST EXPERIENCE:** Many of our events are witnessed each year by thousands of visitors to Colonial Williamsburg, especially Grand Illumination and the July Fourth commemoration for single events. We need to make sure that our visitors enjoy the entertainment we have provided for them and that they remain safe while they are in the Historic Area. Although my work is essentially behind the scenes, as I mentioned earlier, we receive excellent cooperation from our Colonial Williamsburg staff as well as from local and state law enforcement agencies, and our local fire department and first responders. Without a total team approach, these events could really not occur.



**MEMORABLE EXPERIENCES:** One of my most memorable experiences occurred during my first year as the Coordinator of Historic Area Events, July 4, 2014. The first mortar that was test fired before the event happened to be fired straight at me. This was obviously a very scary experience, in addition to being memorable. I am stationed behind the scenes during our July Fourth fireworks show, wearing the required safety goggles and observing the program as it is happening.

**BIGGEST ACCOMPLISHMENT:** Moving here from California in 2012 with my husband and small child and before I had secured a new job. Being born and raised in the Los Angeles area, it was quite a transition moving to Williamsburg. I do love 18th-century history, however, and do have a degree in history from Loyola Marymount University in Southern California and am in a job that I truly love.

**INTERESTS/HOBBIES:** I love skateboarding and used to love to surf when I was in California. I also love listening to music. My husband and I also have three children, a boy who is now 10 and attends Matthew Whaley Elementary School, and twin boys, who are now almost 4. They keep me busy.





# If These Walls Could Talk

## Paint Analysis at Wetherburn's Tavern

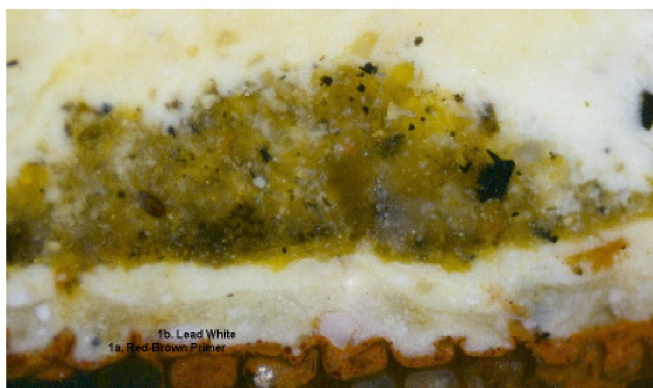
by Emily Campbell

Every January, we start the process of selecting buildings to be painted and researching the proper paint colors for the exterior. With just a pinhead-size sample of paint, our analyst can determine the various generations or layers of paint on a building. Our original structures are crucial for paint study because in many cases they have remnants of 18th-century paint. Using magnifying technologies and additional testing, our analyst can study the composition of the paint, the relative age of the paint and the color. This information tells us which color to select.

Additionally, we use the evidence from our original buildings to inform our color selections for our reconstructed buildings. Our original buildings tell us a lot about 18th-century paint colors. It is our goal to continue learning from the evidence in an effort to achieve historic accuracy.

You have probably noticed there have been several color changes to the buildings over the last decade. This is due to new findings from paint analysis. Like all of our research at Colonial Williamsburg, paint analysis is ongoing. New technologies have become available to our lab and we have made discoveries that changed our interpretation of paint. A good example of this research is Wetherburn's Tavern.

About 20 years ago, Wetherburn's Tavern was painted bright white with dark brown shutters and doors. This was a misinterpretation of white oil paints of the 18th century. Paints were generally made from linseed oil, which gives it a yellow tone. The bright white color is typical of whitewash, a lower status coating for structures and inappropriate for Wetherburn's Tavern. The tavern would have been painted in an oil paint



*Wetherburn's paint sample at 200x magnification*

in the 18th century to protect the wood and to denote the status of the building on Duke of Gloucester Street.

In 2000, architectural researchers completed a thorough investigation of the building. This included taking new paint samples to analyze. At that time, researchers found a red-brown, oil-based paint layer that had been directly applied to the wood. It had considerable dirt build up on its surface and showed signs of weathering. This indicates that it was the first layer of paint to have been applied and that it was exposed to the environment, making it appear as a finish coat. This was a good argument that the building was originally painted red-brown. This wasn't an unreasonable theory because there were many buildings painted entirely red-brown in the 18th century. Wetherburn's Tavern was painted red-brown to reflect the new findings.

In 2017, Wetherburn's Tavern was selected to be painted so we took that opportunity to re-examine the paint evidence. Our analyst took additional samples and cross-referenced them to the findings from 2000. During this process a protected area of siding was found. The samples from this protected area did not show the dirt build up or weathering seen on the other samples. We could now see an oil-based white layer applied directly on top of red-brown primer. The white layer does not appear on other samples because the extensive weathering almost completely stripped it from the building. The decision was made to repaint to match our latest findings, to give our visitors the most accurate depiction of an 18th-century cityscape. The colors also serve remind us there is always more to learn from our walls, if we continue to listen.



# In the News



*Williamsburg was named among The New York Times' 52 places to visit in 2019.*



*The global travel technology company Expedia selected Williamsburg as one of the "top 19 must-see destinations in 2019."*



*American Rifleman (NRA Magazine) ran a collection of articles on the CW gunsmith shop and gun collections. These articles are featured prominently in their January issue.*

3. Colonial Williamsburg, Williamsburg, Virginia  
Jump more than 200 years back in time to experience life during the American Revolution. This living history city seeks to preserve the ways of the past as it actually happened in the 18th century. The free district is populated by costumed interpreters, restored buildings and a working farm that reflects the culture of early America. Visitors can watch a reenactment of the Signing of the Declaration of Independence or learn about historical gardening techniques.

Headsets and scripts are available at the Visitor Center for several of the area's attractions, including the popular orientation film "Williamsburg - the Story of a Patriot" and programs held in the Heritage Auditorium and the Virginia Room of the Williamsburg Lodge. The Colonial Williamsburg Foundation provides a free interactive *Sign the Pledge* that visitors can download onto their smartphones or tablets to explore life during the American Revolution.

*Miracle Ear lists Colonial Williamsburg as #3 on their list of Best Places to Visit When You Have a Hearing Loss.*

**Gorsuch Named as Trustee of Colonial Williamsburg Foundation**  
U.S. Supreme Court Justice Neil Gorsuch has been named to the board of the Colonial Williamsburg Foundation.

WILLIAMSBURG, Va. (AP) — U.S. Supreme Court Justice Neil Gorsuch has been named to serve as chairman of the Colonial Williamsburg Foundation.

The announcement was made by the high court by one of Gorsuch's law clerks on Feb. 27. His clerks are based on the 10th U.S. Circuit Court of Appeals and at the U.S. Department of Justice or occasionally in private law firms.

Colonial Williamsburg is the world's largest living history museum.

In a statement released by the foundation, Gorsuch said the colonial Williamsburg is a place where people can reconnect with our nation's founding principles on the very ground where they were forged.

Federal Supreme Court Associate Justice Anthony Kennedy is also a trustee of the foundation.

Copyright 2019 The Associated Press. All rights reserved. This is a web page and not a print page. DISCARD. PRINT OR REPEAT. SLID.

*The announcement of Supreme Court Associate Justice Neil Gorsuch's election to the board of trustees was picked up by more than 100 outlets nationally, including: US News & World Report and The Washington Post.*



## Infrastructure Campaign a Success

Last fall, an anonymous donor pledged to match \$1 million on a one-to-one basis for three mini-campaigns in support of Colonial Williamsburg's infrastructure priorities. To receive the matching funds, we needed to meet this goal by Dec. 1, 2018.

Not only were we successful in raising almost \$137,000 more than the set goal, those donations were secured almost a month before the deadline. The fundraising total, including the anonymous donor's match, was \$2,136,847.

Using these funds, the Foundation can proceed with a number of needed improvements:

- Replacing mechanical systems at the James Anderson House (the site of the Armoury), the Bindery, the Levingston Kitchen, and Raleigh Tavern;
- Replacing roofs on the Lightfoot Tenement, Raleigh Tavern Kitchen and Laundry and renovating the Robert Carter Brick Quarter interior; and
- Improving the landscaping and access paths on the Capitol grounds, restoring the bulkhead of the Palace canal, and revitalizing the streetscape from the Palace Green to Merchants Square.





## Williamsburg Boasts Champion Big Trees

Thanks to arborist Charles Gardner's efforts to get them recognized, half of the champion trees in our area are located on Colonial Williamsburg properties. That includes a Virginia Champion Ogechee tupelo behind the Colonial Nursery (center photo) and a National Champion jujube behind the Charlton House (right).



## Library Hosts John Simcoe Exhibit

"The Final Campaign: John Graves Simcoe and the Queen's Rangers in Virginia," an exhibit of materials related to the British invasion of Virginia under Benedict Arnold, opened recently in the John D. Rockefeller Jr. Library. The exhibit features materials from the John Graves Simcoe collection, including battle depictions, illustrations of soldiers, a copy of Simcoe's Journal of the operations of the Queen's Rangers and Lafayette's account of the action at Spencer's Ordinary. Also included are uniform buttons from members of the Queen's Rangers.

The exhibit is free and open to the public through June 21 and may be viewed during the library's regular business hours, Monday–Friday from 9 a.m.–5 p.m. excluding major holidays.



## Library Honors Volunteers

On Friday afternoon Jan. 4, John D. Rockefeller Jr. Library staff hosted a "12th Night" reception to honor its team of dedicated volunteers. Library volunteers assist the library staff in a wide variety of activities such as scanning and indexing of records, organizing Lektriever research files, processing new materials, creating databases, identifying and labeling archival photographs, staffing the front desk and directing researchers, transcribing oral histories,

inventorying the collection, and documenting the Foundation's history by photographing activities and programming.

The Rockefeller Library has a longstanding volunteer program. Volunteers were first introduced Jan. 8, 1986, which predates the formation of Colonial Williamsburg's formal volunteer program started by Human Resources department. In 2018, the Rockefeller Library's 35 volunteers logged nearly 3,500 total hours of service.



# Hennage Renovation



From Jan. 2 until mid-April, the Hennage Auditorium will undergo upgrades as part of the donor-funded \$41.7 million museum expansion and renovation project.

Improvements include new acoustical paneling, an expanded backstage area and green rooms for performers, and improved lighting capabilities.



## Milestone Dinner Honors Longtime Employees and Welcomes New 20-Year Club Members

At the 2018 Milestone Anniversary Dinner in the Virginia Room, the 20-Year Club welcomed 26 new members.

**Craig Joseph**, door attendant at the Williamsburg Lodge, was a 25-year honoree.

**Albert Skutans**, senior conservator of furniture in Collections, was the sole 50-year honoree.

For a full list of those honored, see the event program on our intranet at <http://intranet/2018TwentyYearClubbook.pdf>

# Fifes & Drums Awards Announced



*Hal Gill (left) and William Parks (right) celebrate with 2019 Tricorn Scholarship recipient Sydney Lord (center). This award has been presented by the alumni organization The Tricorn Foundation since 2006.*

The Fifes & Drums of Colonial Williamsburg held its Annual Meeting Feb. 2 and announced the winners of four awards given in memory of past Fifes & Drums members. Clockwise from upper left: William Seabolt III, Sr. Corps Drum Section Leader, received the Talmadge Alphin Scholarship, given to drummers who are high school seniors; Evan Utne, a Qualified Corporal in the Jr. Corps, received the Richard Carter Award, presented to the most promising young drummer as chosen by the drum instructors; Ann Ryan Gareis is the first female recipient of the Tommy Williams Award, chosen by a vote of the entire corps; and Joseph Fochtman, a Sergeant in the Sr. Corps, received the Andrew Outlaw Scholarship, awarded to fifers who are high school seniors.







## Tax Help Available

*Free Tax Preparation  
and Electronic Filing*

IRS-certified volunteers will assist employees with their federal and state tax returns from Feb. 2 – April 13 at 306 S. Henry St. Help will be available from 2 to 5:30 p.m. on Tuesdays, Wednesdays and Thursdays, and from 9:30 a.m. to 1 p.m. on Saturdays.

For more information, call 757-220-7029 and choose option 3 or send an email message to [wmsbrgvita@gmail.com](mailto:wmsbrgvita@gmail.com)

---

## IT and Salvation Army



As a way to show their Christmas spirit, IT employees wanted to help a member of the

Colonial Williamsburg family. Through the Salvation Army, the department was able to make a donation intended specifically for a fellow employee. The department's employees collected \$600 for the family, which they converted into gift cards. The Salvation Army delivered the gift in time to help an anonymous colleague enjoy the holidays.

## Volunteers Serve Throughout the Historic Area



*New volunteer Les Vrabel moved here from Florida recently and enjoys his time as a volunteer in Foodways.*



*Bob and Mary McBride are ambassadors in the Historic Area, meeting and greeting guests and answering their questions.*



*The Tuesday morning quilters (MaryLou Rowe, Dee Glenn, Freda Atkins and Nan Losee) roll a quilt on the quilt frame. Frances Burroughs leads this creative crew.*

---

Colonial Williamsburg News is published by the Office of Internal Communications for Colonial Williamsburg employees.

Send correspondence to: Colonial Williamsburg News, GBO 209, or email to [kalbertson@cwf.org](mailto:kalbertson@cwf.org).

**Editor in Chief** Catherine Whittenburg, x7726

**Editor** Kerri Albertson, x7174

**Contributors** Katie Appel, Kelly Arehart, Patricia Barner, Chris Beitzell, Emily Campbell, Samantha Castagna, Carl Childs, Anna Cordle, Sharon Dorsey, Charles Gardner, Thomas Green, Tracey Gulden, Stephanie Hasselbacher, Catherine Hellier, Peter Inker, Jane Lloyd, Jody Macenka, Katherine McDonald, Karen Pruden, Chuck Reusing, Lacey Sasgen, Jenna Simpson, Joe Straw, Dana Tomlin, Angela Taormina, Nicole Trifone, and Rachel West.