



Colonial Williamsburg News

COLONIAL WILLIAMSBURG'S PEOPLE AND PROGRAMS
Online at intranet/cwnewsonline/index.htm

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Foundation is on the Right Track, Reiss Tells Employees

During a meeting with employees in June, President and CEO Mitchell Reiss offered a progress update detailing the state of the Foundation. A year after initiating corrective actions to address a financial crisis, Reiss said the restructuring plan is working.

“Thanks to your hard work and dedication ... we are not only meeting our goals, we are actually starting to exceed them,” Reiss said.

As a result, withdrawals from the endowment have been reduced by \$36 million, to about 8 percent of the total balance rather than the 12 percent withdrawn just four years ago, and bringing us much closer to our goal of withdrawing only about 5 percent each year.

Doing so “would allow us to support all of our history and educational programming, while allowing the endowment to grow at the same time,” he said.

In 2017, we have set fundraising records, with the Colonial Williamsburg Fund approaching \$18 million, Corporate and Foundation Gifts surpassing \$3 million, Principal/Major Gifts topping \$5 million, Planned Gifts exceeding \$20 million, and Object Gifts totaling more than \$2 million—in addition to pledges being up by \$4 million from 2016.

The positive news was presented in the context of the Foundation’s core values: Courage, Inclusion, Relevance and Craftsmanship.

It took courage to admit there was trouble and begin the difficult but necessary steps to correct the situation while still pressing forward on major projects including the Art Museums expansion.

Demographics demonstrate the Foundation’s commitment to inclusion, revealing a more diverse Foundation today than at any time in the organization’s history. This includes not just employees, but membership on the Board of Trustees as well.

Guests see Colonial Williamsburg’s relevance, and that is a major reason why year-over-year visitation numbers were up in 2016 and 2017.

Regarding craftsmanship, the Foundation has focused on providing employees with the support they need to flourish professionally and hone their crafts.

Reiss said that no layoffs or reductions in the workforce were planned, and he announced new benefits for employees, including Roth retirement accounts and access to a 529 college saving plan so employees can save for their children’s education. Human Resources is also launching a “Spot Bonus” Program that will recognize outstanding accomplishments.

Kendrick F. Ashton Jr. Elected to The Colonial Williamsburg Foundation Board of Trustees



Kendrick F. Ashton Jr. was recently elected to the Board of Trustees. Ashton is the co-founder and co-Chief Executive Officer of The St. James, a Washington, D.C.–based

organization that develops and operates premium, large-scale sports, wellness and active entertainment destinations nationally.

He also serves as an adjunct professor of law at the George Mason University School of Law in Arlington. An alumnus of the College of William & Mary, Ashton was a founding member, chief operating officer and managing director of boutique financial services firm Perella Weinberg Partners.

Ashton serves on the boards of the National Urban League, the Dance Theatre of Harlem and the Anacostia Waterfront Trust. From 2012 to 2016, he was a member of the William & Mary Board of Visitors. As an undergraduate, he earned four varsity letters in football and was honored as an all-conference cornerback.



Butler Begins as Director of Public Safety

Robert K. Butler joined The Colonial Williamsburg Foundation as Director of Public Safety in June. Rob has extensive experience in community policing, having served as Assistant Police Chief in Portsmouth, Virginia. He brings a record of effective management and leadership, with excellent analytical and problem-solving capabilities.

HUZZAH! Staff Strives to Wow Weary Travelers



Front row from left: Ellen Jones, Keri Brimer, Veronica Bernal, Andreea Cillian, Hope Phillips, Michelle Robison, Laura Birster, Aulexu Walker, Angela Clark, Frank Kane, James Hill, Chef Antonio Friday, Michael Kirby. Back row from left: Raheen Ramsey, Alper Yesilyurt, Alexandru Jucan, Anthony Sellers, Marcus Pierce, Jonathan Hollins, Nathaniel Kelly, Arlon Mattison, Erin Herrington. Not pictured: Altana Harizacova

With new extended hours and a recently renovated dining room, Huzzah! offers family-friendly dining options close to Woodlands Hotel and Suites and the Visitor Center. In addition to the menu of reasonably priced meals, the youngest guests can enjoy a pizza-building experience, complete with a souvenir chef's hat and apron. The restaurant is a favorite for families just arriving for their Colonial Williamsburg visit. Manager Mike Kirby says his staff knows how to “read” guests and quickly make them comfortable and address their needs when they arrive. This expert staff serves as many as 250–300 diners each night. Huzzah! is open for dinner from 5 to 9:30 p.m., with a pizza menu available from 9:30 to 11 p.m.

Behind the Scenes

You may not see them, but their work is vital

Keeping buildings and sites guest-friendly and attractive, as well as historically accurate, is a tall order. Our Building Trades department personifies our core value of craftsmanship as it paints sites and signs, and provides masonry, carpentry and millwork, all with a crew of 21 employees led by Manager of Building Trades Kenny Gulden. This hardy team also assists with holiday decorations and completes work during a rotating schedule of building closures throughout the year.



From left: Mark Smith, millwork shop; Chuck Sheppard, carpenter; Tim Liakakos, painter; Jim Scherger, millwork shop; Richard McKeel, painter; Steve Bynum, carpenter; Matt Maloney, painter; Bill Selk, carpentry foreman; Gentry Godwin, paint foreman; Glen Wilson, painter; Chris Phaup, masonry foreman; Andy McLean, mason; Curtis Shaw, painter; Anthony Austin, carpenter; Isaac Hyde, mason; Paul Temple, carpenter; Elvis Thomas, carpenter; Phillip Grindstaff, carpenter. Not pictured, Steve Daniels, paint foreman; Beth Brantingham, painter/sign painter; Pete Thomas, painter; and Kenny Gulden, manager, Building Trades.



Painting

The work includes painting the interiors and exteriors of sites, as well as priming and painting a first coat on millwork pieces before they're installed. The team includes a sign painter who creates not only graphics but also handpainted signs for sites in the HA. Painters have been working in the Gunsmith's Shop and painted the offices in the newly vacant Goodwin Building.



Masonry

Masons maintain the Foundation's miles of brick sidewalks, repair plaster throughout the Foundation, repair and install ceramic tile and make sheetrock repairs in our more modern buildings. They blend reclaimed bricks and bricks made in the HA, making repairs unnoticeable. One of the masons' current projects is the repair of the fireplace in Lightfoot Tenement.



Carpentry

Carpentry workers specialize in the use of modern tools to achieve 18th-century results, making repairs to buildings and offices and even handling issues with locks and keys. A recent project has been creating and installing the roof of the recently relocated pumphouse behind the Market House. The shingles were hand-chopped with a hatchet and took as much as eight hours to install each row.



Millwork

Millwork in the Historic Area includes building doors, window frames, siding, molding and casings. The millwork team builds and repairs benches with hand-carved armrests, Chippendale-style backs, turned legs and spindles. Moldings are custom made using special blades. Current projects include gates for the Palace maze and caps for posts throughout the HA.

TRAINING

Beginning August 2018, the Human Resources team will offer a condensed management development workshop.

The full-day workshop will cover the following topics: Staffing and Hiring, Counseling and Corrective Action, Employee Engagement and a discussion of resources that are available to managers. Registration is required. See the linked HR Training calendar for dates. Please contact Melissa Seabolt with any questions and to register (mseabolt@cwf.org, x7625).

A variety of training classes are available to employees, including a 1½-day new-hire orientation program. Course descriptions and calendar can be found on the intranet under HR/ Training. Registration is required for all courses three business days prior to start date. Please register by calling x7125 (general classes), x7005 (New Hire Orientation) or contacting Melissa Seabolt (x7625, mseabolt@cwf.org). Please also contact Melissa if you have training needs beyond these courses, as HR offers a variety of training sessions and workshops for groups.

HR Updates

UPDATE EMERGENCY CONTACT INFORMATION

To ensure we have the most current information on file, please provide and/or update your emergency contact information by filling out the [Emergency Contact Change Form](#) and sending it to Human Resources Records via email to pchampagne@cwf.org or via interoffice mail to Nealla Champagne at FSO 145.

2019 WELLNESS CREDIT

Employees covered by CW health insurance still have time to earn their \$25/paycheck (\$650/year) wellness credit for 2019. To qualify, employees must get their annual physical and upload their explanation of benefits (EOB) provided by their health insurance company to the Viverae website no later than Dec. 1. Click [here](#) for more information.

Did you know...

There are plans underway to launch a refreshed and enhanced Employee Recognition Program?

On conducting an inventory of current offerings, HR determined that some of CW's existing programs to recognize employee service have been in place as far back as 1947, and most are based on tenure. While it had been a long-standing Colonial Williamsburg tradition to recognize employees with a Silver Bowl and/or a milestone service pin, these gifts had become quite expensive and recognized less than 5 percent of our employee population. Both of these offerings were discontinued in 2018. Later this year, we will survey employees and solicit your ideas for foundation-wide programs. Our goal is to establish programs that recognize employees in a manner that is inclusive of everyone.

CW In the News...



TLC's "Who Do You Think You Are?"

The June 4 episode of the TLC network's celebrity genealogy show "Who Do You Think You Are?" featured actress and singer Hilary Duff, who learned that she is descended from Virginia colony Lt. Gov. Alexander Spotswood. The episode featured Duff visiting the Governor's Palace and reviewing Spotswood letters from Special Collections.



The New York Times

The New York Times featured actor-interpreter Jeremy Morris in its Sunday, June 8 "Vocations" column, "Portraying 18th-Century Black Men in Colonial Williamsburg." In the item, Morris discusses his professional background and the experience of portraying Jack Booker, the enslaved servant of an 18th-century city postmaster.



Fox News Channel

On July 3, Fox News Channel's "Fox & Friends" national cable news network broadcast live from the Historic Area and featured segments showcasing Nation Builders Martha Washington and Thomas Jefferson, the Fifes and Drums, Historic Foodways, products, the Musket Range and Historic Trades.

Your Story: Kurt Reisweber

by Chuck Reusing

POSITION: Manager of Facilities Services

YEARS OF SERVICE: I now have more than 38 years of service with The Colonial Williamsburg Foundation. I began my career on April 29, 1977, when I was hired as a night auditor in our hotels, primarily at the old Williamsburg Motor Lodge. I did this for about three years and then left to attend Christopher Newport University.

I returned to the Foundation on March 20, 1983, when I was rehired as an Accounting Clerk in the Income Audit section. From the mid-1980s until 1986 I was an Assistant Supervisor of both Income Audit and Night Audit. From 1986 to 1989 I was the Night Audit Supervisor and I subsequently managed Income Audit from 1989 to 1992.

Between 1992 and 1997 I worked in General Accounting, doing fixed assets and bank reconciliations primarily.

WHAT I DO: I am responsible for overseeing the custodial activities of the Red Coats, supervising our vehicle maintenance program and daily bus operations, monitoring the operation of our main warehouse and serving as the financial person for the Colonial Williamsburg Operations division.

I serve as the Colonial Williamsburg representative on the Board of the Williamsburg Area Transit Authority (WATA) and as the Vice Chairman of the WATA Board.

The Facilities Services group also monitors CW Mail Center. With our waste removal contractor, Republic Services, we are also responsible for emptying the dumpsters located throughout the Historic Area.

WHAT I DO TO IMPROVE THE GUEST EXPERIENCE: Although I am not directly involved in the guest experience for the visitors to Colonial Williamsburg, the supervision of the Red Coats in the performance of their daily cleaning responsibilities is most important in enhancing the overall

guest experience. The Red Coats are responsible for the daily cleaning of our office buildings and the Liberty Lounge, trash pickup throughout the Historic Area, the cleaning of the golf course clubhouses at both the Gold and Green courses, the Spa, and the cleaning and stocking of our public restrooms throughout the Historic Area. I respond to any visitor complaints regarding the overall sanitation of our public restrooms.



Another area that I am involved with that relates to the overall guest experience is in regard to our daily bus operations from the Regional Visitor Center to the various stops in the Historic Area and our museums. We have excellent service from our bus drivers and from our bus operations supervision, but guest interaction is limited to perhaps 15–30 minutes to and from the Historic Area. This is still an important function and does contribute in a big way to the overall positive guest experience.

MEMORABLE EXPERIENCES: One of my most memorable experiences occurred in the 1980s when Led Zeppelin had reservations to stay at our Motor House while in town for a concert. They arrived at the hotel at about 3 a.m. Because of their notoriety, the guest names were all substituted

with aliases and no rooming list was made in advance. Robert Plant became quite upset over the fact that we had no rooming list prepared in advance of their arrival, but we had no names to assign to individual rooms. Mr. Plant began yelling at me, saying, “Why are you so apathetic?” We eventually assigned members of the Led Zeppelin group to their individual rooms, providing a hastily typed (on a typewriter) rooming list, and another member of the group apologized to me the next day about the conduct of Robert Plant. This was an evening I will never forget.

BIGGEST ACCOMPLISHMENT: Because of my financial background and experience at Colonial Williamsburg, I have been involved in monitoring the financial expenditures of several large capital projects within the Foundation. This includes the renovations at the Williamsburg Lodge and the refurbishing and upgrades made at the Kimball Theatre in the past. I was also involved in the expenditures for our Spa and its associated indoor pool. I played an important role in developing the Automotive Services Facility (on Route 60 East) as well.

I received a Silver Bowl for my 25 years of service to the Colonial Williamsburg Foundation in 2000 and am also a member of the Raleigh Tavern Society (since 2008).

INTERESTS/HOBBIES: I have a strong interest in photography and a passion for railroads, both past and present. Over the years, I have authored 11 published books on railroads, including “Virginian Rails, 1953–1993,” “Southern Railway in Color, Volume 3,” “Trackside around Norfolk” and “CSX Power in Color, Volumes 1–3.” My latest book, “The RF&P-CSX Merger in Color” was published early this year, and I have authored another book on railroads that will be published later in 2018. Many of the photographs in these books were taken by me.

If These Walls Could Talk: John Brush's Hinge

By Jeffrey Klee



The decades before the outbreak of the Revolution was a period of significant architectural change in Williamsburg, as old houses were improved and new ones erected in a stylish new manner. A few signs of Williamsburg's earliest years—the 1700s and 1710s, that is—survived this change in taste, such as the hinges on the back of a door to one of the bedchambers in the Thomas Everard House. These foliated H-L hinges were installed for the house's first owner, John Brush, in 1718. And while they might look like ordinary H-L hinges, such as those throughout the ground floor, closer inspection shows them to be artifacts of that earlier era.

They are carefully ornamented, with tri-lobed terminals at each end; and all along their edges, a blacksmith worked the sides with a series of bevels and filed nicks. Such lively decorations

were common on prosaic parts of buildings throughout the English-speaking world in the 17th and early 18th centuries. Joists, principal posts and heavy beams were often left exposed and treated with chamfers and decorative stops. Door hardware might be elaborately finished with filings, bevels and trefoil terminals. But by the late colonial period, changing ideas about what constituted politeness in architecture demanded that the mechanical and structural parts of buildings be hidden. Joists were discreetly covered in smooth lath and plaster surfaces while hinges were concealed behind door casings.

Two other pairs of such hinges survive on the second floor of the house, out of reach of Thomas Everard's extensive interior improvements of the 1750s and the 1770s. Upstairs, they were out of public view, where the dictates of architectural fashion held less sway than in the parlor and the dining room. Their location in out-of-the-way rooms also means that they are difficult for the public to see on tour but we reproduce one of them here in living color.

Community News



Ninety-nine candidates representing 41 countries of origin took the oath of allegiance at the Capitol on June 14. The ceremony was the first to be held on the Duke of Gloucester side of the Capitol building. Colonial Williamsburg actor-interpreter Mary Carter, who portrays Nation Builder Aggy of Turkey Island, gave welcome remarks, and Senior Vice President of Core Operations Ghislain d'Humières delivered a keynote address. The event was hosted in partnership with the Daughters of the American Revolution and U.S. Citizenship and Immigration Services. The ceremony received news coverage from the Virginia Gazette, WYDaily, WAVY-10, WRIC, CBS6, WTKR and NBC29.

\$1 Million Anonymous Challenge Grant for Infrastructure Needs: Three Mini-Campaigns

An anonymous donor has generously pledged to match \$1 million on a one-to-one basis for three mini-campaigns in support of Colonial Williamsburg’s infrastructure priorities. These projects are critical to the Foundation’s operations, employee and guest experiences and ultimately, the pursuit of our educational mission. We welcome contributions of any size toward our goal of raising \$1 million, which will help ensure that these behind-the-scenes needs are met and Colonial Williamsburg remains an extraordinary place to visit. To receive the matching funds, we must meet these goals by Dec. 1, 2018.



Mechanical Systems

Electricity, boilers and the HVAC systems that regulate building environments are crucial mechanical elements that are required every day of the year. Funds donated to this mini-campaign will support the replacement of mechanical systems at the James Anderson House (site of the Armory), the Bindery and the Levingston Kitchen, as well as the Raleigh Tavern. We must raise \$537,500 to fulfill this mini-campaign.

Building Improvements

Funds donated to the building improvements mini-campaign will be used to replace the roofs of the Lightfoot Tenement, the Raleigh Tavern Kitchen and the Raleigh Tavern Laundry, and to renovate the Robert Carter Brick Quarter interior. We must raise \$137,500 to fulfill this mini-campaign.

Landscape Restoration

Updating key portions of the Historic Area streetscape and landscaping will make it safer for guests and residents, and will help preserve iconic structures by reducing the amount of grit and gravel that is tracked into our buildings. Funds contributed to this mini-campaign will be used to improve the landscaping and access paths on the Capitol grounds, restore the deteriorating bulkhead of the Governor’s Palace canal and revitalize the streetscape from Palace Green to Merchants Square. We must raise \$325,000 to fulfill this mini-campaign.

The Fourth of July by the numbers

Guests enjoyed a spectacular fireworks display as we celebrated our Nation’s birthday.



SPECTATORS IN CROWD
20,000+



TICKETS SOLD
3,000+



SHELLS LAUNCHED
986



MAXIMUM FIREWORK HEIGHT
600 feet



MAXIMUM FIREWORK DIAMETER
45 feet



Military Outreach

Colonial Williamsburg hosted Project Hero, a national nonprofit organization dedicated to helping veterans and first responders affected by traumatic brain injury, for their Ride 2 Recovery event on June 1.

Remarks were given at Liberty Lounge by Mayor Paul Freiling and Colonial Williamsburg actor-interpreter



Jay Knowlton as Brigadier General Peter Muhlenberg. The event took place on the second anniversary of the Liberty Lounge's official opening.

Liberty Lounge has proudly welcomed more than 117,000 visitors through June 30, including 1,825 visitors over Memorial Day weekend alone.

Community and media outreach of Liberty Lounge and Memorial Day military offerings resulted in news coverage from The Virginian-Pilot, WRIC, NBC-12, WVEC-13, NPR, Virginia Gazette, Daily Press, WECT, WDAM-7, WAVE, WMC-5, WBTV-3, NBC 12, Military Trader and others.

Thanks to community outreach efforts, the Virginia Peninsula Chapter of the Military Officers Association of America and the Military Order of the Purple Heart presented checks in May.



Junior Interpreter Jared Fox and Intern Morgan O'Brien, who both work in the Artificer's Shop, share a smile as they work. Photo courtesy of Fred Blystone

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Bruton Heights Open House

Tour our Corporate Campus

Tuesday, August 28

3:30 to 6 p.m.

Watch your email for an invitation

Employee Yard Sale

Saturday, September 8

(Rain date: Sunday, September 9)

8 a.m. to 12 noon

Corner of First Street and

Capitol Landing Road



Longtime Foundation volunteer Bill Little passed away in May. Bill volunteered for CW in the Anthony Hay Cabinetmaking Shop, the Gunsmith's Shop, and in Furniture Conservation, where he built many antique reproduction pieces used in the public areas of the Historic Area buildings.