



Voice of the Saponi

January 2024

Issue 169

If you would like to submit an article to us, please remember they are due on the 20th of each month prior to the month. (Ex November articles are due October 20th) Deadline at 4 p.m.

You may email articles to crrichardson@haliwa-saponi.com or feel free to mail them to :

Haliwa-Saponi Tribe
Attn: Newsletter Editor
PO Box 99
Hollister NC 27844
(252) 586-4017 ext.221

Haliwa-Saponi Indian Tribe's Annual Awards Banquet

The Haliwa-Saponi Indian Tribe's Annual Awards

Banquet is scheduled for Saturday, January
20, 2024 at 3:00 p.m. at the Chief W.R.

Richardson Tribal Government Complex.

Tickets for the banquet will go on sale on
December 15, 2023. Tickets are \$20.00
each, and only 100 tickets will be sold. If you
have questions, please call.

Dr. Joseph O. Richardson at 252-883-5258.

Upcoming Dates and Meetings

- **January 19-Haliwa-Saponi Tribal Meeting 6:30 p. m. Rev. C.H. Richardson Building.**
- **January 22- Haliwa-Saponi Tribal Council Meeting held at the Chief W. R Richardson Tribal Government Complex at 6:30 p. m.**
- **Committee Meetings**
- Finance Committee meetings are held the 1st Thursday of each month at 11:00 a.m. at the Chief W. R. Richardson Tribal Government Complex. Committee Chair: Karen Franco.
- Federal Recognition Committee meetings are held the 1st Tuesday of each month at 10:00 a.m. at the Chief W. R. Richardson Tribal Government Complex. Committee Chair: Chief Dr. B. Ogletree Richardson.
- Enrollment Committee meetings are held on the 2nd Tuesday of each month at 6:30 p. m. at the Chief W. R. Richardson Tribal Government Complex. Committee Chair: Rev. Michael Richardson.
- Princess Committee Meetings are held the 1st Monday of each month at the Chief W. R. Richardson Tribal Government Complex at 7:00 p.m. Committee Chair: Angela Richardson.
- Pow-Wow planning meetings are held the 4th Monday night of each month at 7:00 p.m. at the Chief W.R. Richardson Tribal Government Complex. Committee Chair: Vice-Chief Dr. Marty Richardson.
- Haliwa-Saponi Senior Citizens Organization meetings are held on the last Thursday of each month at 6:00 p. m. at the Old Council House. Committee Chair: Roena Daniel.
- Veteran's Memorial meetings are held the 4th Tuesday of each month at 7:00 p.m. at the Chief W.R. Richardson Tribal Government Complex. Committee Chair: Jewel Bissionnette.
- Education Committee meeting are held the 1st Thursday of each month at 6:30 p.m. at the Chief W.R. Richardson Tribal Government Complex. Committee Chair: Angela Richardson.
- Election Committee meetings are held the 3rd Tuesday of each month at 7:00 p.m. at the Chief W. R. Richardson Government Complex Building. Committee Chair: Montenia Lynch.
- By-Laws Review committee meetings are held the 1st Wednesday of each month at 6:30 p.m. at the Chief W.R. Richardson Complex Committee Chair: Attorney Joshua Richardson



POSITION DESCRIPTION

TITLE: Director/Chief Executive Officer

PERFORMANCE PROFILE SOURCE: Executive Professional

DEPARTMENT: Executive

REPORTS TO: Tribal Administrator

FLSA STATUS: Exempt Non-Exempt

SALARY: \$45,000

PRIMARY FUNCTION:

The Chief Executive Officer handles supplying leadership and direction in overseeing strategic planning and operation of the organization, in support of organizational mission and goals. Supplies leadership, direction, and support to the Advisory Board in developing organizational goals, reaching/distributing, and managing resources, and establishing policies. Supplies leadership and direction to staff management and partnership development in conducting the key roles.

KEY ROLES (Essential Job Responsibilities):

Leadership

1. Ensure the effective operation and delivery of programs within the Club and community:
 - Support the organization’s mission and principles; and
 - Maintain an environment that eases the achievement of youth development outcomes and uses outcome measures to prove effectiveness; and
 - Establish and actively supervise adherence to policies and procedures; and
 - Implement programs, services and activities that support youth development outcomes.

Strategic Planning

2. Implement a strategic planning process that results in the development and implementation of a quality strategic plan.
3. Evaluate opportunities for improvement and implement plans to improve using KPIs and data analytics.

Board Development

4. Connect, recruit, and develop effective board members.

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Chief Executive Officer Job Description

5. Ensure active participation by board members and support effective board roles and functioning. Ensure Board committee members are provided with the information and support necessary to fulfill their goals.

Resource Development

6. Ensure the annual budget approved with funding and the organization has adequate cash flow, by the Tribal Council.
7. Develop strategic plans to generate revenue through a variety of fundraising techniques. Distinguish, cultivate, seek donors. Oversee planning and implementation of seasonal events.
8. Supply guidance to staff and volunteers performing resource development functions.

Resource Management

9. Develop, implement, and actively inspect the Club's annual budget.
10. Implement administrative and operational systems to support effective operations.
11. Ensure productive and effective staff performance, with a focus on Club and child safety, supply guidance, feedback, and opportunities for professional development.

Technology

12. Develop and implement plans for updating existing technology and resources:
 - Obtain and/or distribute funds to implement and update existing technology and resources; and
 - Ensure the maintenance of Club technology and information management systems.

Partnership Development

13. Develop strategic alliances with community leaders and local officials. Develop collaborative partnerships with other youth serving organizations, members, parents, families, funders, and community organizations.

Marketing and Public Relations

14. Increase visibility of Club programs, services and activities and support public trust.

ADDITIONAL:

The Tribal Administrator may periodically assign special projects.

RELATIONSHIPS:

Internal: Support contact with Tribal Administrator, Tribal Council, Advisory Board, Club staff, volunteers, and Club members.

External: Support contact with potential and current donors, external community groups, parents, school officials, parents and school officials, and others as needed.

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Chief Executive Officer Job Description

SKILLS/KNOWLEDGE REQUIRED:

- Bachelor's degree from an accredited college or university preferred.
- A minimum of three years experience in managing programs or operations in a non-profit agency or Boys & Girls Club; or an equivalent combination of education and experience
- Thorough knowledge of the mission, goals, policies, programs, and procedures of Boys & Girls Clubs; the principles and practices of managing nonprofits; and resource development activities and sources of funding
- At least two-year experience working within Tribal Government, cultural sensitivity, and knowledge of Native American culture.
- Demonstrated ability to plan and implement effective operations.
- Leadership skills, including negotiation, problem solving and decision making.
- Effective communication skills, both oral and written
- Ability to create and support effective working relationships with the Advisory Board, staff, community groups and other related agencies.
- Basic knowledge of asset management including financial resources and property

PHYSICAL REQUIREMENTS/WORK ENVIRONMENT:

Please evaluate and describe any physical skills, abilities or working conditions required to perform the essential duties of this position, as required by the Americans with Disabilities Act.

DISCLAIMER:

Indian Preference:

Native American Indian preference shall apply pursuant to the Indian Self-Determination and Education Assistance Act (24 U.S.C. 450, et seq.), 25 CFR 271.44 and other relevant laws.

The information presented expresses the general nature and level of work expected of employees in this classification. These guidelines have, shall be understood as, a comprehensive inventory of all duties, responsibilities, qualifications, and goals needed by employees assigned to this job.

Approved by: _____
Executive Director Tribal Administrator Date



Haliwa-Saponi Indian Tribe

39021 Hwy 561 · P.O. Box 99
Hollister, North Carolina 27844
Phone: (252) 586-4017 · Fax: (252) 586-3918
Email: info@haliwa-saponi.com

Position: Human Resources Generalist / Procurement

Department: Human Resources

Supervised by: Tribal Administrator

Pay Range: \$24.88-\$34.83 Hourly/D.O.Q

FLSA: Part-time/Non-Exempt

Position Summary: Under general supervision of the Tribal Administrator, contributes to the efficient daily operation of the Human Resources/Procurement department by performing a variety of administrative duties, and human resource functions; maintains professionalism in all interactions with internal and external customers.

This list of duties and responsibilities is illustrative only of the tasks performed by this position and is not all-inclusive.

Job Duties:

- Maintains records, files, materials, documents, and databases; enters data into Human Resources Information System; ensures all information is complete, accurate and updated.
- Research, reviews, and summarizes statistical reports; maintains integrity and security of confidential employee data.
- Develops advertising and recruiting practices to promote customer satisfaction for employees and candidates for employment.
- Recruits, screens, and interviews job applicants according to established policies and procedures facilitates communication between applicants, interview panel and manager.
- Performs reference, background, drug and other pre-employment checks and screenings on all potential new hires.
- Conducts new hire orientations; assists in processing status changes, new hires, miscellaneous changes, and termination checklists.
- Manages employee benefits and medical files; performs paper and system audits, as necessary.
- Attends meetings and seminars as required.
- Corresponds with internal and external customers in a friendly, courteous, and professional manner.
- Commits to continued professional development to acquire, hone, maintain, and/or advance the knowledge and skills needed for optimal job performance.
- Establish Tribal Procurement according to Super Circular 2 CFR policies, assist with contract development, internal controls for purchasing guidelines and thresholds.
- Other duties as assigned.



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Education and Experience:

- High School Diploma or GED.
- Bachelor's degree from an accredited college or university in Human Resources Management or a related field is highly preferred.
- One (1) to three (3) years' progressive work experience in Human Resources or Procurement Administration.
- One (1) to three (3) years' customer service experience.

Other Requirements:

- Must obtain and maintain Tribal Human Resources Professional (THRP) or Professional Human Resources (PHR) Certification within 180 days (6 months) of hire.
- Knowledge of the unique sovereign status of Indian Tribes and respect for tribal culture.
- Must have the ability to collaborate with people from diverse cultures, ethnic and socio-economic backgrounds and possess a basic knowledge of Native American communities and always maintain cultural sensitivity.
- Must have and maintain a valid North Carolina Driver's license and be insurable under the Tribe's existing automobile insurance policy.
- Must comply with the Haliwa-Saponi Tribal organizational policies.

Competencies:

To perform the job successfully, an individual should demonstrate the following competencies to perform the essential functions of this position.

- Job Knowledge- Knowledge of human resources in Indian Country; principles, practices, and trends in recruitment and employment; compensation and benefits; record-keeping systems; interviewing techniques; and applicable federal, state, county and local laws, regulations, and requirements.
- Decision Making- the individual identifies and resolves problems in a timely manner and gathers and analyzes information skillfully to make responsible decisions.
- People Skills - the individual maintains confidentiality, remains open to others' ideas, and exhibits willingness to try new things; ability to interact and maintain good working relationships with individuals of varying cultural and social backgrounds.
- Analytical Skills - Ability to analyze operational, statistical, and financial information and draw logical conclusions; compare and interpret data.
- Communication – Ability to communicate clearly both verbally and in-writing; ability to write clear and concise reports, memoranda, directives, and letters.
- Customer Oriented – the individual delivers excellent service to both internal and external customers in a friendly and courteous manner.
- Time Management – the individual prioritizes and plans work activities, uses time efficiently and develops realistic action plans.
- Meticulous – the individual demonstrates accuracy and thoroughness and monitors their own work to ensure quality.
- Adaptability – the individual adapts to changes in the work environment, manages competing demands, and can deal with frequent change, delays, or unexpected events.

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- Reliability – the individual is consistently at work and on time, follows instructions, responds to management direction, and solicits feedback to improve performance.
- Organized – the individual keeps clean and organized workspace and projects.
- Motivated – the individual inspires self and others about them to get the job done and follow through on tasks.
- Technology Skills – Operates various word-processing, spreadsheets, MIP, and database software programs in a Windows environment.

Work Environment/Physical Demands:

Office work performed in an office setting and occasionally in an outdoor environment. Evening and/or weekend work, as needed. Tight time constraints and multiple demands are common. Travel required for training, meetings, conferences, presentations, and other events. While performing the duties of this job, the employee regularly required to stand, walk, and sit; use hands to finger, handle, or feel; reach with hands or arms and talk or hear. The employee occasionally required to climb or balance, stoop, kneel, crouch or crawl. The employee may occasionally require lifting and/or carry up to 50 lbs.

Indian Preference:

Native American Indian preference shall apply and the Indian Self-Determination and Education Assistance Act (24 U.S.C. 450, et seq.), 25 CFR 271.44 and other relevant laws.

Signatures:

Approved by: Shalene Kanseah 12/19/2023
Executive Director Tribal Administrator Date

HR:

Employee signature below constitutes employee's understanding of the requirements, essential, functions, and duties of the position.

Employee: _____

New to the Community



Sweetgrass Tribal Nutrition is a locally owned Native American Smoothie and Goods Shop located at:

157 Gibbs Avenue

Hollister, NC 27844

252-629-1448

Facebook- Sweetgrass TribalNutrition

Serving a wide variety of nutritional smoothies and herbal tea products, high protein waffles, natural soaps, smudging supplies, crafts handmade by locals, jewelry, T-shirts, and more.



UNITED TRIBES OF NORTH CAROLINA

2024 United Tribes Scholarship Awards
Hattie J. Campbell

C/O United Tribes of North Carolina
Attention: Hattie J. Campbell/Waccamaw Siouan
Tribe P.O. Box 69
Bolton, NC 28423

American Indian Tribes and Organizations, Title VII Indian Education Program Coordinators, NC University Financial Aid Offices, High School Guidance Departments, and Community College Financial Aid Offices

United Tribes of North Carolina believes in promoting educational opportunities for American Indian Students. Since the creation of the United Tribes Scholarship Award, over \$120,500 has been awarded to deserving students pursuing higher education degrees. We are proud to continue this worthwhile tradition.

Applications must be **RECEIVED** by **FRIDAY, JANUARY 12, 2024**

If you have questions, please call Hattie Campbell, Coordinator, United Tribes Scholarship Awards Committee by phone at (910) 646-1817 or (910) 641-1476 or via Email at camplink34@gmail.com

North Carolina American Indian Fund Scholarship

(this is the scholarship which is generated from having the NC AI License Tag)

This a \$1,000 annual scholarship. (it can be renewed each year up to four years) In order to qualify for this annual scholarship you must be enrolled in a state – or federally-recognized tribe (with documentation), demonstrate sustained involvement in the American Indian Community and commitment to American Indian concerns and initiative, have family residency in the state. Be currently enrolled or planning to enroll in a post-secondary institution in NC, maintain a minimum 2.0 GPA and plan to pursue a 2 year or 4 year undergraduate degree as a full-time student at an accredited public, private or technical college or university.

TO APPLY:

Trianglecf.org

Click on “students”

Click on “scholarships”

Here you will find the North Carolina American Indian Fund Scholarship (this is the scholarship which is generated from having the NC AI License Tag) and a list of many scholarships which you maybe eligible for please complete the Scholarship Portal.

The 2024 Triangle Community Foundation Universal Application will open for scholarship applicants on January 4, 2024. The deadline for submissions is March 6, 2024.

Angela A. Lynch

NC American Indian Fund Scholarship Committee Member

IN MEMORY OF'S

*Happy Birthday in Heaven to Linwood Silver
January 27th
Always in our hearts
Love, Regina, your daughters, & grandchildren.*

The family of Johnnie Earl Richardson wishes to extend their profound gratitude and appreciation for the kind words, thoughtful messages of sympathy, acts of kindness and abundant prayers during their time of bereavement.

*Johnnie Earl Richardson
Sunrise January 3, 1956
Sunset September 2, 2023*



*Happy Birthday Earl
WE LOVE YOU
Gone but never forgotten.*

*Happy Birthday in Heaven
To Annie Mills and Leroy Richardson
January 17th*

HAPPY BIRTHDAY TO YOU !!!!!

If you would like your name or a loved ones name to be published please email Carol Richardson at crrichardson@haliwa-saponi.com, mail or bring by the office. If you do not submit your birthday or a loved one, we can not publish it in the next month's newsletter.



January 2- **Kmira A. Richardson**
January 3-**Johnny Earl Richardson (D)**
January 6-**Bluesky Mills (D)**
January 8-**Melanie Pena**
January 9-**Chris Anstead, John D. Hedgepeth (D), Keith McGee**
January 10- **Yashone Francis, Irene Richardson, Laura Richardson**
January 11- **Elder Elaine Silver, Shadonna Richardson**
January 12- **McKenzie Akira Francis, Aiyana Lindsea Lynch**
January 13-**Klecy Jean Carter, Blondell Lynch, Edna Richardson**
January 14-**Constance Brinkley**
January 15- **Shelly Richardson, Ruth Ealing, Amy Bissonnette**
January 16-**Sheila Richardson, Angie Lynch**
January 17-**Dana Lynch, Deke McGee**
January 20-**Bernella Dela mora**
January 23- **Brenda F. Richardson (D)**
January 24-**Charlotte Richardson, Jasmine Brinkley**
January 25-**Patrina Richardson**
January 27-**Henry "Snake" Lynch**
January 28-**Dr. Joseph O. Richardson, , Brian Lynch, Cricket Richardson**
January 30-**Connie L. Hedgepeth (D), Ronnie B. Lynch (D),**
Chief Dr. B. Ogletree Richardson, Earl Evans

Congratulations to Kmira A. Richardson for winning 1st place in both the school & district Science Fair at Warren Early College High School in the month of December. Kmira will be competing in the Regional Science Fair in Wake County during the month of February. We are so very proud of you Kmira. With love, Mom & Dad Pamela & Robin Silver, brothers Trevon, Kamryn & Kaidyn, Grandparents Dellie & Nathaniel Richardson, Bettie Silver and Aunt Tiffany Richardson.





HAPPY ANNIVERSARY
Happy 1st Anniversary to
Danielle and Kevin Rudd
On January 20, 2023



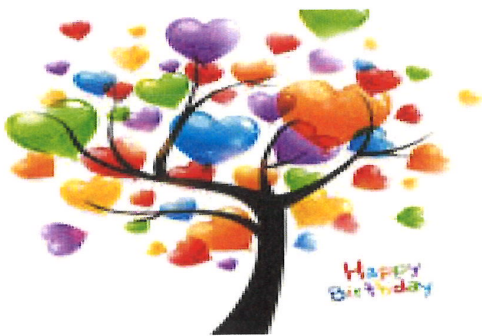
HAPPY 70TH BIRTHDAY



TO CHRIS ANSTEAD on JAN. 9TH
MAY YOU BE BLESSED WITH MANY
MORE

ENJOY YOUR SPECIAL DAY

Love From Your Family: Jackie,
Cateshia, Kiowa,
Jordan, Chloe,
Leilani
WE LOVE YOU!!



Happy Belated Birthday to:
Amber Richardson- December 14th
Maybelle Richardson- December 18th
James Brinkley- December 31st



**Haliwa-Saponi
Senior Citizens
Group
On the go to the
Festival of
Lights**



On Tuesday December 5, 2023, the Haliwa-Saponi Senior Citizens Group went on a magical drive to the Festival of Lights at Hill Ridge Farm in Youngsville. Everyone enjoyed the Christmas light show and really got into the spirit of Christmas.

Halifax Community 15th Annual Native American Heritage Month Celebration

We are extremely proud of our representatives who recently attended the fifteenth Annual Native American Heritage Month celebration at Halifax Community College. Brandy Lynn Freeman and Keyara Hedgepeth did an outstanding job as the Mistress of Ceremony.

We were honored to have our very own Rev. Michael Mills, Chairman of the HCC Board of Trustees, and Chenoa Richardson Davis, Halifax County Commissioner, as guest speakers who gave greetings during the celebration. Additionally, Maria Richardson, Director of the NC Commission of Indian Affairs' American Indian Workforce Development Program, introduced the esteemed speaker of the day - Dr. Ogletree Richardson, Chief of the Haliwa-Saponi Indian Tribe.

The presence of Haliwa-Saponi dancers added a remarkable touch to the celebration. We extend our heartfelt gratitude to Halifax Community College event planning committee for their efforts in coordinating this year's successful celebration. A special mention goes to Brandy Lynn Freeman for assisting and organizing the event.

We would also like to recognize Mills on Wheels, they served delicious frybread and Saponi stew to all the attendees after the event and Erica Evans Purse owner of Dirtroad Creations by Erica showcased her Native crafts.

Overall, it was truly a fantastic day filled with cultural appreciation and unity.

~ Lindell Lynch, Administrative Assistant



Haliwa-Saponi Tribe pushes for federal recognition in Congress.

(Spectrum 1)

BY REUBEN JONES WASHINGTON, D.C.
PUBLISHED 3:38 PM ET DEC. 13, 2023

The Haliwa-Saponi Tribe is based in what's known as "The Meadows" of Halifax and Warren counties in eastern North Carolina.

What You Need to Know

- Haliwa-Saponi Tribe is recognized by the state but doesn't have full federal recognition.
- The tribe is based in Halifax and Warren counties.
- Rep. Don Davis has introduced legislation to grant tribe federal recognition.

Its history runs deep.

"Our tribe predates the forming of the United States," Haliwa-Saponi Chief Bruce Ogletree Green Richardson said.

The community of more than 4,000 people are descendants of five tribes that merged in the 1700s.

While the state recognized the tribe in the 1960s, it has yet to get the same treatment federally.



"We deserve to be treated equally with the other historic tribes," Richardson said.

About 25 years ago the tribe says it applied for federal recognition from the Bureau of Indian Affairs. But the bureau asked for additional information, which the tribe says is difficult to track down.

"A lot of the documentation has not survived time because of theft, because of courthouses

burning down during the Civil War," Haliwa-Saponi Tribe Vice-Chief Marvin Richardson said.

It's why the tribe is attempting an alternative route.



This summer Democratic U.S. Rep. Don Davis of North Carolina introduced legislation to grant the tribe recognition. Richardson says that would bring resources like housing, health care and education.

The bill has not advanced to a vote in the House, and similar legislation was introduced under Davis' predecessor G.K. Butterfield.

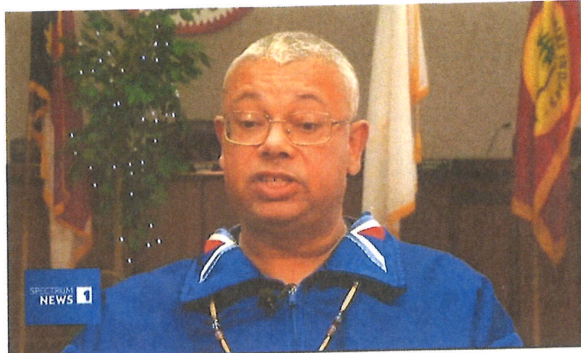
"Congress has the authority," Davis said. "This is the next step for resources that would potentially open resources up for this incredible community."

North Carolina recognizes eight tribes, but only one, the Eastern Band of Cherokee Indians, has full federal recognition.

Spectrum News 1 has reported on the Lumbee tribe's push for recognition, which has drawn support from both President Joe Biden and former President Donald Trump. That legislation hasn't gotten out of Congress.

But the Haliwa-Saponi plea often doesn't get the same attention.

For this small community, it's not just the title it's seeking, it's acceptance.



"It's all about pride. It's all about being on equal level with other recognized tribes throughout the United States," Marvin Richardson said.

Our
Strong
leaders

Vice-Chief Dr. Marvin Richardson
and
Chief Dr. Ogletree Richardson

Our Tribal Council and Staff always represent our people well.



Article submitted by: Lindell Lynch
Administrative Assistant



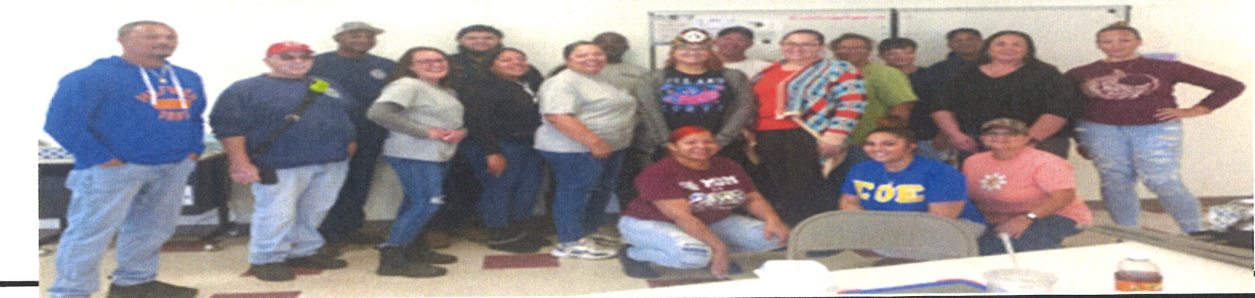
JUNIOR MISS HALIWA

2023-2024

Hello! Greetings! As the year winds down and the holiday slowly approaches, I wanted to share a few of my goals I was able to complete this month. I was able to visit the tribal school and read to our future generation, MC & showcase our culture with my peers at the native American. program at Hollister Elementary School and assist with our Native Heritage Program at HCC. With the help of some awesome volunteers, Arcola Fire Department and Chief Glenn Pulley we

collaborated to feed 91 elderly people in our local community that were shut in, disabled, or needed some love and holiday cheer! This meant a lot to me! I love educating others about our culture but giving back to my community is where my heart is. I was also able to meet briefly with Michael Wray to discuss bullying and how I firmly stand against it. I also inquired to see if there were any other funded programs that could benefit the youth in our community. Lastly, I attended our tribal tree lighting to fellowship with my people! I was able to pass out popcorn to show gratitude to some of the people who constantly support my efforts and ideas! I appreciate all my people and I pray from my heart that each of you have a safe and blessed holiday! Merry Christmas

Love “your” JR Miss Haliwa Saponi **Keyara Lashae Hedgepeth**







HAPPY NEW YEAR
2024!

Stamp
Here

What's Inside This Month

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- Page 10- In Memory Of's & Special Birthdays**
- Page 11- Birthdays**
- Page 12-Anniversaries & Special Birthdays**
- Page 13- Seniors Outing & Indian American Heritage Celebration**
- Pages 14 & 15- Federal Recognition FYI**
- Page 16- Junior Miss Haliwa**
- Page 17- Haliwa-Saponi Tribal Seal**

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Congratulations to Tosha Silver!

Tosha graduated on December 8, 2023, from the University of NC at Pembroke with a Master's Degree in Business Administration. She received her Under Grad in Business Administration at NC Wesleyan University and Associates in Office Systems and Certificate in Bio Works Process Technician at Vance Granville Community College.

Tosha is the daughter of Vessa Silver and the late Phillip Silver Sr. She is the granddaughter of the late Randolph and Alease Silver and the late Otis and Mainer Harris. Tosha has two sons Warren Lynch Jr. and Jaylon Settles; one sister Renea Silver; and one brother, the late Phillip Silver Jr.

Way to go Tosha!!

We are so proud of you and your accomplishments!!

Love from your Family and Friends!

Congratulations

Congratulations to Tosha Silver on her new position with the Haliwa-Saponi Indian Tribe as the Housing Coordinator. It's always inspiring to see individuals stepping into new roles and being eager to learn and grow. We wish Tosha all the best in her new position and hope that she thrives in her new role as she continues to make positive contributions to the tribe and community.

