



Dear Lumbee Citizens,

As we approach the April 23, 2025 deadline set by President Trump's Executive Memorandum, I had two additional consultation meetings with Department of Interior officials in March as they work to prepare their report about avenues for full Federal Recognition for the Lumbee. The DOI officials have been very welcoming and enthusiastic while consulting with us. They have also heard our concerns regarding our ability to receive full Federal Recognition. I look forward to the DOI's report and working with them and Trump Administration officials to finally get our tribe across this goal line. As Chairman, I stand on the shoulders of so many of our ancestors who began this journey in the 1800's and I take their memories and hard work with me every day.

When I became Chairman, I prioritized our employees feeling respected and having a good work environment. During my time, we have increased our staff's cost of living wages as well as contributions into their 401K to help strengthen their retirement packages. Under my administration, employees are able to have their birthday off each year and we have given them the week from Christmas to New Years off to spend time with their families. We also host food trucks on almost every Friday in the Spring and Summer of the year to allow them access to food directly on the campus without having to leave. We also have two employee gatherings each year to honor those with work anniversaries and to say "Thank You" for working hard for our people. These changes have boosted moral and pushed our retention rate to 85%.

Another area of employee focus is on staff development. We worked with UNC Pembroke officials, such as Dr. Lawrence Locklear, Museum Director Nancy Strickland Chavis and retired Indian Education Cultural Coordinator Kenny Clark to offer professional development sessions focused on tribal history and cultural enrichment. I believe it is important that the staff knows our history. Every day, we have tribal citizens who come in for services and they ask our employees about different items related to our tribe's past and this training enhances their ability to support our citizens. Having a good work environment, competitive benefits package, and career development opportunities is important to the human resources side of our operation. More importantly, making the Tribe a good place to work is vital to our long-term stability and overall progress.

I appreciate the opportunity to serve as Chairman of the Lumbee Nation. I love you all.

A handwritten signature in black ink, appearing to read "J. Lowery".

John L. Lowery  
Chairman

**OFFICE OF THE LUMBEE TRIBAL CHAIRMAN**

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