



**25th Anniversary Dinner**

**Monday, May 5, 2025**

**Hilton Hotel & Spa at Short Pump**

# Welcome Letter

**Dear Friends of VISAA,**

On behalf of the Virginia Independent Schools Athletic Association, it is my great pleasure to welcome you to our **Silver Anniversary Legacy Awards Dinner** as we celebrate 25 years of excellence in independent school athletics across the Commonwealth of Virginia.

Tonight is a moment to honor the visionaries, leaders, and educators who helped build VISAA into the thriving organization it is today. We recognize the extraordinary contributions of those who, through determination and collaboration, laid the foundation for opportunities that now benefit thousands of student-athletes each year.

I would like to extend a special thank you to Mark Yardis and our generous partners at Shamin Hotels for their incredible support in helping us host this special evening. Your partnership reflects the very best of our community — a commitment to service, excellence, and providing meaningful experiences for our students.

From our humble beginnings — gathering in snowstorms to draft our mission statement — to today's vibrant, statewide organization offering championships in 24 sports and serving 100 member schools, VISAA has remained true to its core values: promoting character development, inspiring excellence, fostering fair play, and building a spirit of respect and teamwork.

As we celebrate our past, we also look with excitement to the future. VISAA is committed to expanding opportunities for student-athletes, embracing innovation, and ensuring that athletics remain a powerful part of the educational journey in our schools. We honor the traditions that brought us here, and we boldly envision a future filled with even greater achievements.

Tonight, we come together to say thank you — to the leaders whose dedication made a difference, to the coaches who shaped lives, and to the communities that supported this vision every step of the way. VISAA's story is still being written, and because of each of you, it is a story of purpose, passion, and promise.

Thank you for being here to celebrate this important milestone with us.

With deep appreciation,



**Adam B. Brick**  
**Executive Director**  
**Virginia Independent Schools Athletic Association**

# Evening Order of Events

**6:30 PM**

## **Welcome & Invocation**

*Tom Burkett*

Head of School, Banner Christian School

Vice Chair, VISAA Board of Directors

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## **A Historical Conversation**

Moderated by *Gary Hess*

Featuring:

- *Dick Kemper*
  - *Karen Doxey*
  - *Max Gillespie*
  - *Lake Taylor*
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## **Silver Anniversary Legacy Award Presentations**

Presented by:

- *Gary Hess*
  - *Tom Burkett*
  - *Adam Brick*
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## **Silver Anniversary Legacy Honoree Comments**

- *Eric Gobble*, Secretary, VISAA Board of Directors
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## **Recognition of Richard H. Kemper, Jr.**

Presented by:

- *Gary Hess*
  - *Chad Byler*, Norfolk Academy
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## **Closing Remarks**

*Adam Brick*, Executive Director, VISAA

# **The Founding and Formation of VISAA: A History**

The Virginia Independent Schools Athletic Association (VISAA) was born out of a vision to unify and elevate independent school athletics across the Commonwealth. Prior to its formation, state championships for independent schools existed in fragmented forms—each sport operated independently under different names and standards. The creation of VISAA marked a critical step in building structure, credibility, and opportunity for student-athletes and schools alike.

## **The Initial Spark – 1997**

The momentum began on April 17, 1997, when Dick Kemper, then Athletic Director at St. Christopher's School, sent a letter to Independent School Conference Directors and State Tournament Directors, proposing the formation of a state-level association to govern and coordinate independent school athletics. The proposal emphasized the need for unified governance, fair play, and greater recognition of student-athlete accomplishments.

By the end of 1997, Kemper was joined by leaders like Bob Moore (VES), and together they began drafting the first version of the association's constitution, shaping the early governance structure. A letter sent on December 15, 1997, confirmed their commitment to reaching out to those interested in establishing a formal organization.

## **The First Statewide Meeting – February 4, 1998**

Despite a statewide snowstorm, the inaugural state organizational meeting took place on February 4, 1998, at St. Christopher's School. Those in attendance included influential figures such as:

- Dick Kemper (St. Christopher's School)
- Karen Doxey (Collegiate School)
- Eddie Bailey (Greenbrier Christian Academy)
- Max Gillespie (Hampton Roads Academy)
- Butch Keller (Huguenot Academy)
- Donna Satterwhite (North Cross School)
- Bob Moore (Virginia Episcopal)
- Ed McFarlane (Blue Ridge School)
- Win Palmer (Flint Hill School)
- Ron White (Greenbrier Christian Academy)
- Frank Thomas (Hargrave Military Academy)
- Dave Trickler (Norfolk Academy)
- Doug Tarring (St. Anne's-Belfield School)

Others invited but unable to attend included Micky Sullivan (Fork Union Military Academy), Joan Holden (St. Stephen's and St. Agnes School), Randolph Davis (Nansemond-Suffolk Academy) and Betty Jean Riddick (Nansemond-Suffolk Academy).

The attendees reviewed early documents including a proposed mission statement, committee structures, classification divisions by enrollment, and an outline for an Executive Committee. Bob Moore recorded the minutes, and Randolph Davis was later appointed chair of the Competition Committee, comprised of individuals already running championship events.

A follow-up letter was sent on February 10, 1998, along with a statewide survey to gather feedback from schools and further refine the proposed structure.

## **Building Structure – 1998–1999**

Over the course of 1998:

- VISAA's mission statement was refined.
- A final name—Virginia Independent Schools Athletic Association (VISAA)—was chosen.
- State divisions were established: Division I (enrollment 200+), Division II (under 199).
- Membership frameworks, dues discussions, and competition guidelines were developed.

On April 22, 1998, VISAA's second formal meeting was held to analyze survey results and finalize the framework. The commitment to building a sustainable, inclusive association was evident in the collaborative spirit of these early meetings.

## **Incorporation and Official Formation – 1999–2000**

The organizational foundation solidified in 1999:

- **January 1999:** Articles of Incorporation and By-Laws were drafted.
- **September 1999:** Articles were officially submitted.
- **October 1999:** Certificates of Incorporation were received.
- **November 1999:** The first Executive Committee was formed with regional representation:
  - **Northern:** Gary Schnell, Cas Blanchard, Joan Holden
  - **Western:** Bob Moore, Donna Satterwhite, Dr. Ed McFarlane
  - **Central:** Dick Kemper, Karen Doxey, Dr. Tom Aycock
  - **Eastern:** Chad Byler, Betty Jean Riddick, Dr. Ron White

That same month, the first formal meeting of the new Executive Committee took place. They discussed governance, state dues, office structure, and the timeline for full association rollout by 2000.

By January 2000, VISAA was officially incorporated. A public accounting firm was engaged to begin filing for tax-exempt status, and a transitional executive leadership team — including Ed McFarlane, Butch Keller, and Karen Doxey — was tasked with writing and finalizing the By-Laws and operating framework.

## **Legacy and Vision**

Since its inception, VISAA has grown into a thriving state association, supporting state championships in 24 sports, representing 100 member schools, and championing values of fair play, student development, and academic-athletic balance.

Thanks to the foresight and determination of early leaders like Dick Kemper, Randolph Davis, Donna Satterwhite, and many others, VISAA has become a model for collaborative governance and student-centered competition.

From a snowy meeting in 1998 to a respected statewide organization today, the Virginia Independent Schools Athletic Association continues to uphold the spirit of its founding: providing independent school student-athletes with a platform to compete with integrity, grow with purpose, and thrive with opportunity.

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### **About VISAA**

VISAA is the governing body and championship organization for interscholastic athletics among member independent schools in Virginia. VISAA provides high-quality interscholastic athletic opportunities while upholding values of fair play, excellence, and character development. VISAA supports member schools by setting standards and fostering a positive athletic environment for student-athletes across the commonwealth.

### **VISAA Board of Directors**

Trip Darrin, Board Chair – Blue Ridge School  
Tom Burkett, Vice Chair – Banner Christian School  
Dick Kemper, Treasurer  
Eric Gobble, Secretary  
Doug Dillon – Guardian Christian Academy  
T.W. Johnson – Nansemond-Suffolk Academy  
Frank Kahrs – Grace Christian School (Staunton)  
Stephanie Koroma – St. Stephen's and St. Agnes  
Bob Leake – Virginia Episcopal School  
Gary Leake – Highland School  
Karen Moschetto – Fredericksburg Academy  
Mark Munford – Isle of Wight Academy  
Chance Reynolds – Fuqua School  
Jeanne Short – Cape Henry Collegiate  
Del Smith – Benedictine Schools of Richmond

### **VISAA Staff**

Adam Brick  
Bob Miller  
Donna Satterwhite  
Aaron Gregory

### **Silver Anniversary Legacy Award**

The Silver Anniversary Legacy Award recognizes the vision, dedication, and enduring contributions of those who laid the foundation of VISAA. The honorees embody the association's core values: fostering character development, inspiring excellence, and promoting respect and teamwork among diverse member schools.

### **Silver Anniversary Legacy Award Recipients:**

- Eddie Bailey (*in memoriam*), Greenbrier Christian Academy
- Cas Blanchard, The Potomac School & Bishop Ireton High School
- Chad Byler, Norfolk Academy
- Randolph Davis, Nansemond-Suffolk Academy
- Karen Doxey, Collegiate School

- Beth Fore (*in memoriam*), Fuqua School
- Max Gillespie, Hampton Roads Academy
- Eric Gobble, Trinity Episcopal School & The New Community School
- Joan Holden, St. Stephen's and St. Agnes
- Kathy Jenkins, St. Stephen's and St. Agnes
- Butch Keller, Huguenot Academy/The Blessed Sacrament Huguenot School
- Dick Kemper, St. Christopher's School
- Jim Koehr, Seton School
- Ed McFarlane (*in memoriam*), Blue Ridge School
- Bob Moore, Virginia Episcopal School
- Win Palmer (*in memoriam*), Flint Hill School
- Betty Jean Riddick, Nansemond-Suffolk Academy
- Betsey Rice, St. Stephen's and St. Agnes
- Donna Satterwhite, North Cross School
- Micky Sullivan, Fork Union Military Academy
- Doug Tarring, St. Anne's-Belfield School
- Lake Taylor, Pro-Bono Counsel to VISAA
- Frank Thomas, Hargrave Military Academy
- Dave Trickler (*in memoriam*), Norfolk Academy
- Ron White, Greenbrier Christian Academy



## **Gary Hess**

### **Emcee for the VISAA 25th Anniversary Dinner**

Gary Hess is the longtime Sports Director for Audacy Richmond, providing morning sports updates on WRVA since 1994 and anchoring news on Richmond's Morning News since 2019. A familiar voice on Sports Radio 910 The Fan since 1987, Gary is known as "The Voice of High School Football" in Richmond, where he has called 16 state championship wins for local schools.

Growing up in Richmond, Gary developed a profound understanding of the local sports landscape. Over the years, he has covered everything from the NFL, NASCAR, Virginia Tech and UVA football, ACC basketball, VCU and UR basketball, baseball, and the PGA Tour, to countless high school events across the Commonwealth.

In 1999, he was named Virginia's Sportscaster of the Year by the National Sports Media Association.

VISAA is honored to have Gary Hess serve as the emcee for tonight's celebration, bringing his passion for high school athletics and his deep connection to Virginia's sports community to this special milestone event.

## SILVER ANNIVERSARY LEGACY AWARD RECIPIENTS

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### Eddie Bailey (In Memoriam)

**Greenbrier Christian Academy**  
**Athletic Director | Director of Athletic Facilities**

Eddie Bailey served Greenbrier Christian Academy with distinction and passion for three decades, leaving an enduring legacy both on and off the field. Before his time at GCA, Eddie began his coaching journey in the community, leading Pop Warner football and dedicating years to Little League baseball at Olive Branch and Green Run. At GCA, he played a vital role in the baseball program, assisting Coach Gary Lavelle at the varsity level, while also overseeing athletic facilities and guiding the overall athletic program as Athletic Director.



Eddie was a family man through and through. He shared his life with his beloved wife Bonny and was a devoted father to Heidi (married to Andrew Riddick) and Stacey (married to Gary Vaughan). He was a proud and enthusiastic grandfather to Bailey, Ty, Peyton, and Tripp, rarely missing an opportunity to cheer them on from the sidelines.

His love for athletics extended to his favorite teams — the Virginia Cavaliers, Penn State, the Baltimore Orioles, and the Green Bay Packers — but perhaps nothing brought him more joy than maintaining GCA's fields and supporting student-athletes in their development.

Eddie played an instrumental role in the founding of the VISAA Softball State Playoffs, working alongside a small committee to create lasting competitive opportunities for private school athletes across Virginia. For Eddie, VISAA was about more than championships — it was about connection. He cherished the friendships he built with committee members from other schools and took pride in watching Greenbrier Christian Academy thrive in the tournament setting.

Eddie's legacy lives on through the lives he touched and the fields he tended with care.



### Cas Blanchard

**Bishop Ireton High School | The Potomac School**  
**Athletic Director | Coach Mentor**

Cas Blanchard spent over 25 years championing student-athletes and promoting excellence in athletics at two of Virginia's respected independent schools. From guiding the Bishop Ireton varsity basketball team and leading the athletic department, to shaping countless middle school athletes at The Potomac School, Cas's coaching and leadership influenced generations of young people on and off the field.



At Bishop Ireton, Cas served as Athletic Director while leading the varsity girls basketball program. Upon moving to Potomac School, she wore many hats — co-Athletic Director and coach of a wide range of sports — impacting student-athletes across multiple disciplines. Her approach emphasized growth, sportsmanship, and joy in competition.

Outside of her professional role, Cas is an adventurer at heart. She enjoys scuba diving, hiking, swimming, walking, and catching live music — activities that reflect her love for exploration and community.

Cas played a vital role in the foundational years of VISAA, helping to develop the VISAA By-Laws — a complex undertaking given the diversity of school missions and league priorities throughout the state. She credits the vision of Dick Kemper and the collaborative spirit of her fellow Athletic Directors for the success of that effort. Cas is a member of the first class to be inducted into the VISAA Hall of Fame in 2017.

Her favorite VISAA memories are deeply personal — running girls' tennis and lacrosse tournaments and witnessing her own student-athletes compete in state championships. “It was a great feeling watching them compete at the state level knowing that I had a part in creating those opportunities,” she recalls.

To Cas, VISAA wasn't just about competition — it was about camaraderie. “I established so many incredible friendships with ADs across the state,” she says, “and it was always really fun to run into them at VISAA events.” Her career is a testament to leadership rooted in relationships and a commitment to student opportunity.

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## **Chad Byler**

### **Norfolk Academy**

**Director of Athletics | Physical Education Teacher | Coach |  
Committee Leader**

Chad Byler has dedicated over three decades to building character, excellence, and sportsmanship through athletics at Norfolk Academy. A valued member of the community for 32 years, Chad currently serves as the Director of Athletics and a middle school physical education teacher. His journey in athletics began at Messiah College, where he earned his bachelor's degree in sports medicine, pitched on the baseball team, and served as captain during his senior year. He later earned his Master of Science in Education at Old Dominion University, where he also served as a graduate assistant.



At Norfolk Academy, Chad has served in a variety of key roles, including Head Athletic Trainer, Associate Athletic Director, and coach for both basketball and baseball. His leadership and strategic vision have extended far beyond the school's campus. In 2005, Chad founded the VISAA Girls Soccer Tournament, and in 2010, he became Chairman of the VISAA Baseball Committee. He also served on the VISAA Executive Committee during its formative years.

In 2014, Chad was honored as Athletic Director of the Year by the Virginia Interscholastic Athletic Administrators Association (VIAAA), a reflection of his commitment to both student-athletes and the broader athletic community.

On receiving the VISAA Silver Anniversary Legacy Award, Chad remarked, “It has been an honor to be a part of VISAA for the past 25 years. I have learned so much from many of the people that are being honored. I am a very lucky person.”

Chad is supported by his wife, Eileen, and their two children, Courtney and David. When not on the sidelines or in the classroom, he enjoys playing pickleball and golf — sports that reflect his lifelong love of competition and camaraderie.

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## **Randolph Davis**

### **Nansemond-Suffolk Academy**

**Teacher | Coach | Athletic Director | VISAA Leader**

Randy Davis dedicated over four decades to shaping young lives through education, athletics, and leadership at Nansemond-Suffolk Academy. From 1978 until his retirement in 2020, Randy served as a teacher of social studies, economics, sociology, world geography, and history, leaving a lasting impact on generations of students in the classroom.



Randy was also a dynamic and passionate coach, guiding teams in basketball, cross country, football, golf, lacrosse, soccer, tennis, and volleyball. His broad coaching portfolio speaks to both his versatility and commitment to fostering student-athletes in every season. Beyond the sidelines, he served in multiple leadership roles at NSA, including Director of Boys Athletics, Director of Transportation, and Director of Student Activities.

Before his time at NSA, Randy served as an assistant men’s basketball coach at Virginia Wesleyan College from 1974 to 1978, laying the groundwork for his lifelong dedication to athletics.

Randy’s influence extended well beyond his school through his work with VISAA. He was an active and trusted member of the boys basketball committee and served as the director of the weekly VISAA basketball poll. Additionally, he served on the VISAA Executive Committee and football committee, was an original member of the VISAA boys tennis committee and served as the chair of the first competition committee — helping to shape fair play and high standards across the state.

Randy Davis is a true example of servant leadership, bringing passion, humility, and wisdom to every role he held, always with the aim of bettering the lives of student-athletes and the school communities he served.

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## **Karen Doxey**

**Collegiate School | Norfolk Academy**  
**Athletic Director | Coach | Teacher | Mentor**

Karen Doxey's 43-year career in Virginia independent schools is marked by remarkable achievements, unwavering leadership, and a deep commitment to integrity and sportsmanship. She began her career at Norfolk Academy, where she taught physical education and coached field hockey and lacrosse. But it was at Collegiate School where her legacy blossomed.

Serving as athletic director, associate and assistant athletic director, physical education teacher, and coach, Karen shaped Collegiate's athletic program into one of the state's best. Her coaching record is legendary: 882 wins, 239 losses, and 40 ties in field hockey and lacrosse. Her field hockey teams captured 19 League of Independent Schools titles and 8 VISAA state championships. With 641 career wins in field hockey alone, Karen ranks third all-time on the National Federation of State High School Associations' record list.

Collegiate honored her extraordinary contributions by naming the hockey field at its Robins Campus after her. Her career epitomized grit and grace — whether navigating the challenges of COVID-19 or coaching her team to another league title in her final season. Her teams didn't just win; they won the right way, earning multiple sportsmanship awards along the way.

Karen was inducted into the VISAA Hall of Fame in 2018. The VIAAA recognized her as the Athletic Director of the Year in 2000.

Karen credits her success to mentors like fellow Silver Anniversary Legacy Award recipient Dave Trickler. "Dave preached integrity, sportsmanship, do things the right way, don't take the expedient way, and don't compromise your principles," she said.

Despite her accolades, Karen remains deeply humble: "I don't want to be in the spotlight. I don't think it's anything special. It's just an opportunity I had. Look at the kids I've had who've gone on to do great things. I'm a coach. That's what keeps you grounded."

Karen Doxey's career is not just one of wins and titles — it's a legacy of leadership, mentorship, and a deep belief in the power of high school athletics to shape lives.

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## **Beth Fore (*in memoriam*)**

**Fuqua School (formerly Prince Edward Academy)  
Teacher | Coach | Champion | Mentor**

Beth Fore's legacy spans more than 45 years of excellence, dedication, and heart at Prince Edward Academy and Fuqua School. As a teacher, basketball coach, and softball legend, Mrs. Fore shaped not only elite athletes, but also remarkable young people.

Beth's softball coaching career is nothing short of historic. Under her guidance, her teams captured 16 conference championships and 6 state championships, finishing with an astonishing 535-114 overall record. She guided her teams through the sport's evolution from slow pitch to fast pitch and led four undefeated seasons — including the dominant 25-0 and 26-0 campaigns of 1994 and 1995.

In basketball, Mrs. Fore brought the same passion and discipline to the court, guiding her teams to 5 conference championships and amassing a 335-241 record. Whether on Al Smith Field or inside Gilmer Gym, her presence was one of strength, wisdom, and unwavering commitment.

Beth was more than a coach — she was a mentor and a guiding light. Known for her generous spirit and the life lessons she instilled in her players; she emphasized character above all. Her student-athletes recall the values she championed: hard work, discipline, accountability, sportsmanship, respect, and humility. She expected excellence in the classroom, on the field, and in life — and perhaps most famously, reminded all to “fear the wind sprint.”

Mrs. Fore's influence lives on in the many lives she touched, the values she instilled, and the championship banners that mark her storied career. Her legacy is one of inspiration, grace, and a love of the game that never faded.

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## **Max Gillespie**

**Hampton Roads Academy  
Teacher | Coach | Athletic Director | VISAA Trailblazer**

Max Gillespie dedicated his life's work to Hampton Roads Academy and the development of student-athletes across Virginia's independent schools. After graduating from the College of William and Mary with a degree in Government, Max joined the HRA faculty in 1980 as a government teacher and varsity boys basketball coach — launching a remarkable four-decade career.



As head basketball coach from 1980 to 2013, Max built a powerhouse program, collecting over 550 wins and regularly earning state tournament berths. While accolades were many, Max was most proud of the relationships he built with players and the mentorship he provided. In

recognition of his profound legacy, the basketball court at HRA's Spencer Gymnasium was named Max Gillespie Court.

Max also served as Athletic Director from 1981 to 2020. Under his leadership, HRA amassed 63 TCIS championships and 34 state titles, and in 2012 was named the Virginia Peninsula Athletic Program of the Year by *The Daily Press*.

Max's influence extended far beyond his school. He served on executive committees for both the VIAAA and VISAA, chaired the VISAA State Basketball Committee, and was instrumental in founding the VISAA boys basketball tournament in 1984. His efforts helped shape VISAA's statewide prominence and long-term success.

Among his many honors, Max was named 2002 VIAAA Independent School Athletic Administrator of the Year, inducted into the VISAA Hall of Fame in 2023, and enshrined in HRA's Athletic Hall of Fame and Wall of Honor with his wife, Karen. Their daughters, Kelly ('97) and Maggie ('01), are both HRA alumni.

In retirement, Max enjoys traveling, tennis, attending college basketball games, and spending cherished time with his grandchildren in the D.C. area.



## **Eric Gobble**

**Trinity Episcopal School & The New Community School  
Coach | Athletic Director | VISAA Contributor**

Eric Gobble's two-decade career in Virginia's independent schools reflects a steadfast commitment to athletics, leadership, and the student-athlete experience. From 2003 to 2015, Eric served at Trinity Episcopal School, coaching football and wrestling while also stepping into administrative roles as Assistant Athletic Director and Athletic Director.

In 2015, Eric brought his passion and leadership to The New Community School (TNCS), where he served as Athletic Director through 2024. Known for his mentorship, work ethic, and collaborative spirit, Eric was a powerful advocate for students and the mission of VISAA.

In 2017, the VIAAA recognized Eric as the Athletic Director of the Year. Eric was inducted into the VISAA Hall of Fame in 2023.

A pivotal VISAA moment for Eric was helping lead the process to hire the organization's first full-time Executive Director. He recalled the rewarding effort of the search committee that ultimately selected Adam Brick — a decision Eric saw as the culmination of years of vision and hard work, particularly that of longtime VISAA leader Dick Kemper. "Dick was such a firm believer," Eric shared, "that he instilled a confidence in the rest of us that what we were doing was important, relevant, and right."



Eric's contributions to VISAA were supported by the forward-thinking leadership at his schools. He is quick to credit Dr. Tom Aycok (Trinity) and Nancy Foy (TNCS) for encouraging him to give back to VISAA. "A rising tide lifts all boats," Eric says. "They believed in me, and in the mission of VISAA."

Now entering a new chapter, Eric has turned his lifelong love of football into a new career — joining the University of Richmond as an assistant football coach. He and his wife, Sarah, are proud parents of sons Ben (22) and Nate (19).

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## Joan Holden

### **St. Stephen's and St. Agnes School Head of School | Coach | Independent School Visionary**

Joan Holden's career spans over four decades in independent schools, marked by visionary leadership, deep compassion, and a steadfast belief in the power of scholar-athletes. After early roles at St. Paul's School and Groton School — where she served as a teacher, coach, Dean of Students, and Assistant Director of Admissions — Joan became Head of St. Agnes School in 1984. In 1992, she was named Head of St. Stephen's and St. Agnes School, a role she held with distinction until 2014.



Over 30 years as Head of School, Joan helped shape generations of young people and fostered a culture that celebrated academics, character, and athleticism. A passionate advocate for youth sports, she coached varsity field hockey and JV boys tennis at Groton, and inspired student-athletes through her own love of running, tennis, and pickleball — all of which she continues to pursue daily.

Joan played an integral role during the formative years of VISAA, where she and fellow visionaries brought to life a model that celebrated excellence, integrity, and opportunity in independent school athletics. "It was an exciting time," Joan reflected. "There was a vision, and we worked hard to fulfill it — promoting the scholar-athlete, fair play, and a love for sports in young people." She credits Dick Kemper as one of her greatest inspirations during that era.

Joan and her husband, John, are proud parents of four children — Ashley, Jen, Abigail, and William — and grandparents to seven. Though unable to attend the ceremony, Joan shared her heartfelt appreciation: "I am so, so honored. Thank you for this incredible recognition. I'll be there in spirit."

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## **Kathy Jenkins**

**St. Stephen's and St. Agnes School**

**Legendary Coach | Mentor | Champion of Girls' Sports**

Kathy Jenkins is a name synonymous with excellence in independent school athletics. Since 1971, she has served St. Stephen's and St. Agnes School as a physical education teacher, coach, and mentor, shaping the lives of countless student-athletes over a remarkable career that spans more than five decades.

Kathy has coached basketball, tennis, and lacrosse, and while she transitioned from the classroom in 2020, she continues to coach — driven by a passion for competition, team building, and character development. Her influence extends beyond SSSA through her role as a director for St. James/Stars Lacrosse, and her dedication to promoting girls' sports at all levels.

Her favorite VISAA memory dates back to 1996, at the very first state tournament she attended. Her girls' team faced The Potomac School in Charlottesville during UVA's graduation weekend — a logistical challenge that led the two schools to share hotel rooms. "It was electric," she recalls. "The atmosphere, the opportunity, and the camaraderie made it unforgettable. I've attended many state tournaments, especially with my daughters who played field hockey. Each one was an honor."

Kathy is deeply grateful for VISAA's mission and impact: "VISAA has provided opportunities for student-athletes to experience the thrill of state-level competition, promoting fairness, excellence, and sportsmanship across Virginia. I'm honored to receive the Silver Anniversary Legacy Award and thankful for all VISAA has done for student-athletes."

Kathy and her husband, Henry, have four children — Ande, Brooke, Molly, and Alec — and she cherishes spending time with her grandchildren, especially while traveling and sharing in their joys.

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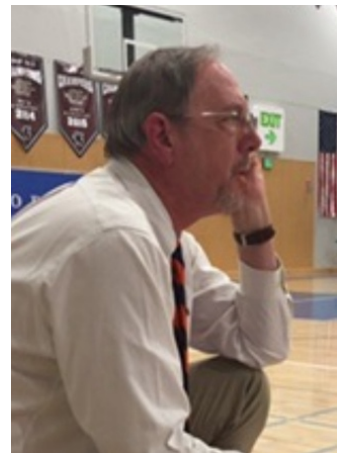
## **Butch Keller**

**Huguenot Academy/Blessed Sacrament Huguenot School |**

**Steward School**

**Administrator | Coach | Advocate for Athletics**

Over a 40-year career in education, Butch Keller served in nearly every role imaginable — from coach to Head of School — always with a commitment to excellence and student growth. Butch began his journey at York Academy (1981–82) before moving to Christchurch School (1982–94), then Huguenot Academy/Blessed Sacrament Huguenot (1994–2001), The Steward School (2001–07), and finally The Harker School in California, where he served from 2007 until his retirement in 2022.



On the field and court, he coached boys and girls basketball, golf, and baseball, always emphasizing character and teamwork. Off the field, he served as Head of School, Head of Upper School, Admissions Director, Athletic Director, and Dean of Students — leaving an indelible mark on every school community he touched.

Butch played a key role in shaping VISAA's early development, particularly through his work on the state basketball tournament executive committee. Reflecting on VISAA's growth, he said, "The support of VISAA in bringing continuity across the state athletic programs was immeasurable. It provided the platform and opportunity to learn from the experience and wisdom of others — something that truly enhanced all programs across the state."

When asked about a favorite memory, Butch immediately cited the countless meaningful conversations he had with Dick Kemper over the years — a friendship rooted in shared purpose and vision.

Butch and his wife Jane are the proud parents of five children — Casey, Micah, Sam, MaryEllis, and Matt — and eight grandchildren, who are the joy of his retirement. Today, Butch spends his time golfing, boating, fishing, and enjoying a good book.



**Dick Kemper**

**St. Christopher's School | Founding Executive Director of VISAA  
Visionary | Coach | Builder of Community**

Dick Kemper is more than a name in Virginia independent school athletics — he is the cornerstone. A beloved fixture at St. Christopher's School from 1964 to 2006, Dick served as Athletic Director, varsity football and basketball coach, JV tennis coach, and assistant athletic director, shaping the lives of countless students through sport, leadership, and service.

In the late 1990s, Dick had a bold vision: unify independent school athletics under one statewide organization. Despite skepticism from many, Dick's unique ability to bring people together, paired with his determination and charm, turned a dream into reality. Through his efforts, the Virginia Independent Schools Athletic Association (VISAA) was born.

He fondly recalls the first VISAA organizational meeting during a snowstorm in 1997 at St. Christopher's, a moment that captured the passion and perseverance of those who believed in the vision. He went on to become the first Executive Director of VISAA, laying the foundation for what would become one of the most respected state associations in the country.

Still active today as an at-large member of the VISAA Board of Directors, Dick also teaches certification courses for athletic administrators across Virginia and the nation. He is widely known across the Commonwealth — it's nearly impossible to walk through Richmond without hearing someone say, "Hi Coach."



The VIAAA honored Dick as the Athletic Director of the Year in 1998. Coach Kemper was a member of the inaugural VISAA Hall of Fame class in 2017.

Dick and his wife Sue Roub Kemper are the proud parents of Richard III, Kelly, and Kristin, and even prouder grandparents of five grandchildren. Known as Pop Pop and Gigi, they cherish their time together — especially at the beach, their favorite place to unwind.

VISAA would not be what it is today without the heart, leadership, and unwavering commitment of Dick Kemper.

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## **Jim Koehr**

### **Seton School | VISAA Swim Coach | Visionary Volunteer Leader**

Jim Koehr has spent over two decades shaping the sport of swimming across Virginia's independent schools — all as a volunteer. Since 2000, Jim has served as Seton School's swim coach, guiding the boys' and girls' teams to remarkable success. Along the way, he also gave his time and talent to Highland School, Wakefield Country Day School, Renaissance Montessori, and most recently, Trinity School at Meadow View (2023–24).



His dedication is unmatched — never accepting a paycheck, Jim poured his energy into developing student-athletes and advancing the sport statewide. Under his leadership, Seton's girls' swim team won 6 VISAA Division II State Championships (including four consecutive titles from 2008 to 2011) and the boys' team captured 4 state titles, with additional state runner-up finishes on both sides.

His favorite memory? The 2006 VISAA State Championship Meet at UVA, where Seton's boys captured the first-ever Division II state title — with two of his sons, Kevin and Sean, playing pivotal roles. It was a defining moment for VISAA Swimming and the Koehr family.

Jim served as Secretary of the VISAA Swim Committee for 14 years, helping guide the sport's growth. He also won VISAA Swim Coach of the Year twice and oversaw Seton's girls swim team winning its conference championship 23 consecutive years.

Jim holds a B.S. in Mechanical Engineering from the University of Notre Dame and an MBA from the UVA Darden School of Business.

He and his wife Colleen are the proud parents of 12 children, including multiple Seton swimmers. And in a lighter moment of fame, Jim was crowned champion of the Fauquier Times–O'Brien's Irish Pub Irish Jig Competition in 2024.

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## **Dr. Edward McFarlane (*In Memoriam*)**

### **Blue Ridge School**

**Educator | Coach | Headmaster | Founding Contributor to VISAA**

Dr. McFarlane was a gifted educator, compassionate leader, and foundational figure in the Virginia independent school community. His life's work—shaped by a deep commitment to learning, athletics, and service—left an indelible mark on thousands of students, faculty members, and institutions, including the Blue Ridge School, where his legacy continues to inspire.

Born in Pittsburgh, Pennsylvania, Ed McFarlane was a standout student-athlete. He graduated from Bellevue High School and earned a basketball scholarship to Slippery Rock University, where he was named an NAIA All-American and was later inducted into the university's Athletic Hall of Fame.

His early teaching and coaching journey spanned institutions across Pennsylvania, Ohio, and West Virginia, including Marion Center High School, Slippery Rock University, Cuyahoga Community College, and Davis & Elkins College, where he is also a Hall of Fame inductee. These experiences forged in him a deep love for mentorship and student success.

In 1985, Ed's relationship with Blue Ridge School (BRS) began when he and his wife, Nancy, joined the school community following their son Todd's enrollment. Initially trading faculty workshops for room and board, Ed soon took on roles as a classroom teacher and assistant basketball coach, quickly becoming a respected and beloved presence on campus.

After a brief return to Davis & Elkins to fulfill a sabbatical, Ed was back at Blue Ridge in 1988 as Director of Development, and by 1992, he had been appointed Headmaster, a role he held with distinction until his retirement in 2000. Under his leadership, Blue Ridge flourished in both academics and athletics, and he remained an advisor and mentor to the school long after his official departure.

Ed was also a key founding member of VISAA. As a trusted leader in VISAA's early years, he helped shape the governance and mission of the association, serving as a regional representative on the first Executive Committee and lending critical insight to the structure and vision of the organization.

Ed is survived by his beloved wife of 55 years, Nancy, his daughter Amy, his son Todd (BRS '86), and four grandchildren—Garrett, Trent, Tatum, and Alexa.

Dr. Ed McFarlane was a true servant leader, and VISAA, along with every community he touched, is better because of his life and leadership.

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## **Bob Moore**

**Virginia Episcopal School**  
**Coach | Athletic Director | Leader**

Bob Moore has built a distinguished career in education and athletics, grounded in service, mentorship, and vision. A graduate of the College of Wooster, Bob began at Virginia Episcopal School (VES) in 1989, where he would serve until 2000 — including a tenure as Director of Athletics and head varsity football coach.



In 2000, Bob joined the faculty at Noble and Greenough School in Massachusetts, where he has worn many hats over two decades: Director of Athletics, Assistant Dean of Students, Concussion Management Coordinator, and Director of Safety Management — all while continuing to coach across a wide range of levels and sports.

Bob's coaching resume includes an impressive list of roles: college football, varsity basketball, freshman basketball, jv tennis, middle school basketball, and middle school football. Throughout his work, Bob has inspired athletes and fellow coaches with his belief in professionalism, preparation, and the broader value of athletics in education.

His connection to VISAA runs deep. "My aspiration to be a professional and effective athletics administrator was inspired and solidified by the work and vision of the veteran ADs I was fortunate to work with," he shared. One of his most rewarding moments was participating directly in the development of VISAA, a memory he calls "tremendous."

Bob and his wife Diane Cullen Moore have two daughters, Karly and Melissa. In his free time, Bob enjoys family history research, golf, and drawing — a balance of reflection and creativity that mirrors his leadership style.



## **Win Palmer (*In Memoriam*)**

**Flint Hill School | St. Stephen's School**  
**Basketball Coach | Athletic Director | Foundational Leader in VISAA**

Win Palmer was a legendary coach, leader, and mentor whose passion for athletics and unwavering dedication to student development left a legacy across three states and multiple generations of athletes.

Born in Athens, Greece and raised in Chevy Chase, MD, Win grew up in a tight-knit, sports-loving family. He attended the University of Notre Dame, where he served as Head Manager for the men's basketball team under the iconic Digger Phelps. That experience launched Win's career in coaching, starting with an assistant role at St. Stephen's School in Virginia — and just one year later, at only 23 years old, he became Head Coach.

Win's career spanned nine years at St. Stephens, eleven years at Flint Hill School, and twenty-three years at Sewickley Academy in Pennsylvania.

He compiled a phenomenal coaching record: 704 wins to 317 losses (.690 winning percentage), six state basketball titles (four in Virginia, two in Pennsylvania), and three state golf championships. He also coached girls basketball, golf, softball, and more. Win was a two-time Washington Post Coach of the Year and two-time Pennsylvania Coach of the Year.

As an athletic director, Win's mentorship shaped not just athletes, but entire school cultures. He was known for demanding and modeling excellence, integrity, sportsmanship, and unity. He played an integral role in the founding and early growth of VISAA, helping to lay the foundation for the organization's credibility and success.

Coaching his sons was a cherished joy for Win, and his enthusiasm for the Boston Red Sox, golf, and good pizza was infectious. He is survived by his beloved sons Matthew (Nina) and Tyler (Melissa), and is remembered as a coach, leader, and father who gave his all to every community he touched.

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## **Betsey Rice**

**St. Stephen's and St. Agnes School  
Coach | Educator | Volleyball Committee Leader**

For 33 years, Betsey Rice brought energy, leadership, and care to St. Stephen's and St. Agnes School as a physical education teacher, head varsity volleyball coach, and throws coach for boys and girls in shot and discus.



Betsey was instrumental in shaping the competitive landscape of volleyball in VISAA. Working alongside fellow honoree Donna Satterwhite, she served on the state volleyball committee, a crucial role that involved ranking and selecting teams for state tournaments, organizing events, and choosing all-tournament and all-state players. Betsey is a member of the St. Stephen's and St. Agnes Hall of Fame.

"I really loved seeing the growth of volleyball in the state," Betsey reflected. Her passion for the sport and her commitment to excellence helped elevate volleyball to a new level across Virginia.

She brought deep joy to her role as a coach and committee member, enjoying the chance to travel, meet teams, and witness the evolution of girls' sports in independent schools. Through her work, Betsey helped create a culture that celebrated opportunity, hard work, and team spirit — a lasting impact that continues to ripple throughout VISAA athletics today.



## **Betty Jean Riddick**

### **Nansemond-Suffolk Academy**

**Coach | Athletic Director | Advocate for Girls' Athletics**

Betty Jean Riddick dedicated 40 years to Nansemond-Suffolk Academy, playing a transformative role in the advancement of girls' sports and the growth of the school's athletic programs. She served as Girls Athletic Director, Athletic Director, and Alumni Director, leading with warmth, commitment, and high standards.

As a coach, Betty Jean guided teams in basketball, softball, golf, cheering, and even helped start the cross-country program — a testament to her pioneering spirit and belief in expanding opportunities for student-athletes.

Her favorite VISAA memory is being inducted into the VISAA Hall of Fame in 2018, a reflection of her decades of leadership and tireless work. “Many people worked very hard to make VISAA what it is today,” she shared — and she was undoubtedly one of those people. Betty Jean was named the VIAAA Athletic Director of the Year in 1999.

Betty Jean credits VISAA with helping her form lifelong friendships through many shared moments, meetings, and tournaments. She enjoys traveling, attending church functions, and spending time at the beach — moments of joy earned through a career dedicated to building others up.

She is especially close with her nephew, Jeremy Branch, and her extended school family, who continue to benefit from her legacy.

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## **Donna Satterwhite**

**North Cross School | VISAA Executive | Champion for Girls' Sports  
Coach | Athletic Director | Statewide Leader in Independent School  
Athletics**

Donna Satterwhite is one of the foundational leaders in girls' athletics in Virginia's independent schools. Over a remarkable 40-year career at North Cross School (1971–2011), Donna coached and led programs in volleyball, girls basketball, tennis (boys and girls), softball, field hockey, and cheerleading — shaping not only athletes, but entire programs.



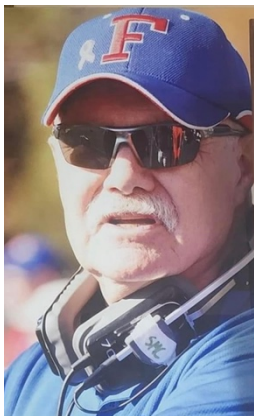
From 1975 to 2011, Donna served in progressive leadership roles as Head of Girls' Athletics, Director of Girls' Athletics, and ultimately Director of Athletics. She was a trailblazer in expanding opportunities for female athletes and raising the bar for interscholastic sports at independent schools.

Donna's impact extended far beyond her campus through her work with VISAA. She served as a Western Regional Representative and assistant executive director. Donna is currently on the VISAA staff as the Director of Sports Committees.

She played a critical role in facilitating and overseeing VISAA's state championships — helping grow new tournaments, build equitable structures for competition, and foster participation across the Commonwealth. "It was exciting to be part of the conversations that formed a state association," Donna said. "The goal was always to increase athletic opportunities for our students — and it was rewarding to connect with so many dedicated athletic directors across the state."

Donna is a member of the VISAA Hall of Fame and was named the VIAAA Athletic Director of the Year in 2001.

In her spare time, Donna continues to indulge her favorite pastimes - gardening, reading, and spending time with her family — a well-earned balance after decades of service to student-athletes and the independent school community.



### **Micky Sullivan**

**Fork Union Military Academy | VISFA Co-Founder | Coaching Legend  
Head Football Coach | Athletic Director | Hall of Famer**

Micky Sullivan has defined what it means to dedicate a life to coaching, mentorship, and athletic excellence. A 1967 graduate of Fork Union Military Academy, Micky returned to his alma mater after playing football at East Tennessee State University, where he helped his team achieve an undefeated season and a 1969 Grantland Rice Bowl win.

In 1975, Micky began his legendary coaching and teaching career at Fork Union, serving in multiple coaching roles across football, basketball, wrestling, and baseball. After a brief break, he returned in 1983 as the Head Prep Football Coach, where he led the Blue Devils for nearly 30 years. His coaching record? An astounding 200-118-3, eight VISAA State Championships, and nine VISFA Coach of the Year awards. In 2013, he capped his career by coaching in the prestigious Under Armour All-American Game.

Micky also served as Fork Union's Director of Athletics from 1995 to 2016, helping elevate its athletic programs across all sports, from state titles in track and field and swimming to playoff success in basketball and baseball.

But his influence reaches far beyond the scoreboard. Micky was a founding figure in the Virginia Independent School Football Association (VISFA) — an organization that would eventually merge into VISAA. He coached future stars like Heisman Trophy winner Eddie George and Heisman finalist Chris Perry, both of whom went on to become first-round NFL draft picks.



Micky is a dual Hall of Famer, having been inducted into both the VISAA Hall of Fame (2017) and the FUMA Hall of Fame (2022). Despite these accolades, when asked what he is most proud of, he says without hesitation: his family.

Micky married Kathy Neely in 1971. Together they raised three daughters — Kate Melton, Emily Morris, and Laura Owens — who, in his words, “turned out to be great women, wives, and mothers.” The couple now enjoys spending time with their six grandchildren: Addison, Drew, Neely, Kellen, Brody, and Hayes.

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## Doug Tarring

### St. Anne’s-Belfield School VISAA Founding Leader | Coaching Icon

A founding pillar of VISAA athletics, Coach Doug Tarring has dedicated over 50 years to shaping the landscape of independent school sports in Virginia. His impact as a teacher, coach, administrator, and mentor transcends championships—he has built programs, inspired generations, and helped define the standards of excellence that guide VISAA today.



Coach Tarring’s legacy at St. Anne’s-Belfield School (STAB) is nothing short of transformative. When he arrived, the school’s athletic program was a modest operation. Through visionary leadership and relentless dedication, Coach Tarring built STAB into a **premier prep school powerhouse, capturing multiple state championships** across numerous sports and establishing a culture of excellence that endures to this day.

His contributions to lacrosse, which have made him a nationally respected figure, include 9 VISAA State Championships, Head Coach of the U.S. Lacrosse U19 World Cup Team, leading the U.S. to a gold medal, mentor to numerous High School All-Americans, many of whom advanced to NCAA and professional levels, and a recipient of multiple Coach of the Year awards.

But Coach Tarring’s influence extends well beyond the sidelines. He played a critical role in the formation of VISAA, helping draft its foundational framework and shaping its governance in the early years. His leadership was instrumental in securing state-of-the-art athletic facilities at STAB, ensuring athletes had the resources to compete at the highest levels.

Those who have worked with or played for Coach Tarring speak of him not just as a coach, but as a builder of character. He has mentored hundreds of athletes and countless coaches, instilling values of discipline, leadership, humility, and perseverance.

A former player once shared, “I had the distinct honor of coaching for two Hall of Fame legends—Howdy Myers at Hampden-Sydney and Doug Tarring at STAB. Both men built legacies, not just programs. Coach Tarring’s influence reaches far beyond the field—he created a standard of what school athletics should aspire to be.”

Doug stands as one of the most important figures in the history of independent school athletics in Virginia. His life's work has helped build VISAA from the ground up, and his legacy will continue to guide and inspire for generations to come.

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## **Lake Taylor**

**Pro-Bono Legal Counsel to VISAA | St. Christopher's School  
Attorney | Coach | Advocate for High School Athletics**

Lake Taylor has made meaningful contributions to high school athletics both on the field and in the boardroom. From 1992 to 1995, Lake served as head wrestling coach and assistant lacrosse coach at St. Christopher's School, where he was named Prep League Coach of the Year three times and led the wrestling team to its first-ever state championship.

Lake's involvement with VISAA continued beyond his coaching years. At the invitation of Dick Kemper, Lake became pro bono outside counsel for VISAA, providing expert legal guidance during critical phases of the organization's development. "It has allowed me to stay involved with high school sports," Lake shared. "These experiences taught me the discipline, competitiveness, and mindset that have helped shape my professional life."

As a partner at McGuireWoods, one of the nation's top law firms, Lake continues his dedication and service to VISAA as pro-bono legal counsel. He serves as Chair of the firm's Securities and Capital Markets department and Co-Leader of the Public Company Advisory practice group. His practice focuses on securities law, corporate finance, mergers and acquisitions, and corporate governance. He has deep experience advising public companies on SEC compliance, stock exchange matters, and complex transactions. Lake previously chaired the Virginia Bar Association's Section of Business Law and its Committee on Business Organizations.

Outside the office, Lake enjoys saltwater fly fishing, cycling, and playing old man lacrosse. Most of all, he treasures watching his daughters Nancy and Ellie compete in their own athletic pursuits, alongside his wife Sallie.

Lake's dual legacy as a coach and legal advisor continues to shape VISAA's foundation of professionalism and excellence.



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## Frank Thomas

### Hargrave Military Academy

**Coach | Administrator | Alumni Leader**

Frank Thomas is a proud graduate of Hargrave Military Academy (Class of 1987) whose career has been defined by a deep loyalty to the school that shaped him. A standout baseball player during his student years, Frank returned to Hargrave after earning his bachelor's degree from Averett University to help guide the next generation of student-athletes.



Frank has held numerous coaching roles at Hargrave, including head jv baseball coach, assistant varsity baseball coach, and the head varsity baseball coach, a position he still currently holds.

He also spent time as an assistant coach at Averett University (1995–1996), further building his experience and commitment to player development. In 2000, Frank's leadership was recognized when he was named VIC Baseball Coach of the Year.

Beyond the diamond, Frank has made a lasting impact in the classroom and campus life. He has served Hargrave as a physical education and health teacher, assistant athletic director, student activities director, and now as **alumni director**, helping to bridge past and present generations of Hargrave Cadets.

Frank's journey — from student-athlete to leader and mentor — reflects his belief in the power of athletics and character development. His continued work at Hargrave keeps alive the traditions of excellence and honor that define the school's mission. True to his passion and core, Frank was unable to be at tonight's dinner because he is coaching his team in the conference playoffs.



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## Dave Trickler (*In Memoriam*)

### Norfolk Academy

**Legendary Coach | Director of Athletics | Champion of Character**

Dave Trickler dedicated over three decades of service to Norfolk Academy, leaving a legacy that continues to shape the school's culture and values. As Director of Athletics for 22 years and a coach for 35, Dave was a pillar of the Norfolk Academy community and a transformative figure in Virginia high school sports.

As head coach of the varsity boys basketball team from 1966 to 2001, Coach Trickler amassed 573 wins and two state championships, making him one of the most successful coaches in the school's history. He also led football and baseball teams, taught world history, and served as Chairman of Field Day and the Norfolk Academy Sports Camp Board.

More than wins, Dave focused on developing character. He instilled values like “poise and effort” in his players, urging them to become better people and teammates, letting the “scoreboard take care of itself.” His lasting influence is honored annually through an award in his name, presented to the student-athlete who best exemplifies unselfish play.

Known for his charismatic spirit, Coach Trickler was remembered as “a master communicator” and “the consummate gentleman.” His motto, “It’s a great day to be a Bulldog,” remains a beloved phrase on campus today. Norfolk Academy’s current Director of Athletics, Chad Byler, called him “an exemplary ambassador for the school and its athletic program.”

Dave Trickler is survived by his children: Tyler, Stefanie (NA ’85), and Brian (NA ’89). His legacy lives on through the countless lives he shaped, the programs he built, and the enduring spirit he left at Norfolk Academy and across VISAA.

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## **Dr. Ron White**

**Greenbrier Christian Academy | VISAA Founding Board Member  
Administrator | Basketball Coach | Organizational Architect**

Dr. Ron White has been a dedicated leader in Virginia’s independent school community for over four decades. Since 1983, he has served Greenbrier Christian Academy in numerous roles, helping to build a strong athletic and academic culture rooted in faith, discipline, and service.



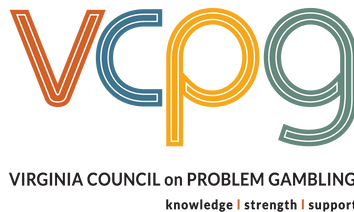
Before arriving at Greenbrier, Ron spent 14 years coaching varsity basketball in Dallas, Texas, where he developed a deep appreciation for the life lessons taught through sports. At Greenbrier, he continued to pour into students’ lives while taking on major leadership responsibilities, including serving on the original VISAA Board of Directors.

Dr. White was instrumental in crafting the first VISAA constitution and by-laws, a foundational task that helped bring structure, fairness, and credibility to independent school championships across Virginia. His work — often behind the scenes — helped transform VISAA into the thriving organization it is today.

Of his service, Ron said, “I enjoyed the professional friendships I made while on the board and my work with Dick Kemper over the years.” His pride in VISAA’s growth is palpable: “It is a very good organization and serves our schools well.”

Ron and his wife Carol have shared 57 wonderful years of marriage, and together they have raised two children, Brian and Wendi, and are blessed with eight grandchildren. When he’s not serving his school community, Ron enjoys golf and water sports and continues to cheer for the organization he helped build from the ground up.

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