



# 2017-2018

ANNUAL REPORT



# chamber RVA

SERVING THE RICHMOND REGION

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IT'S BEEN A  
**GREAT**  
**YEAR**

SEE WHAT  
WE'VE BEEN  
UP TO!



KYM GRINNAGE - VICE PRESIDENT & GENERAL MANAGER, NBC12/WWBT





EXECUTIVE COMMITTEE



**KYM GRINNAGE**  
NBC12/  
WWBT

CHAIR



**PAT GOTTSCHALK**  
Williams Mullen

CHAIR ELECT



**CLIFF FLEET**  
Community  
Volunteer

VICE CHAIR



**OWEN MATTHEWS**  
Kings Dominion

TREASURER



**NED MASSEE**  
Croatan  
Advisors

IMMEDIATE PAST CHAIR



**POLLY WHITE**  
Gather

CABINET FORUM CHAIR



**ED BAINE**  
Dominion  
Energy

APPOINTED



**RODES BOYD**  
Siemens

HYPE CHAIR



**FRANKIE BUTLER**  
True North  
Advisors

HANOVER CABINET CHAIR



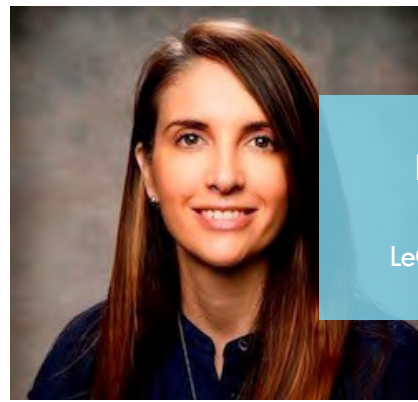
**DEVON CUSHMAN**  
Captial One

RICHMOND CABINET CHAIR



**KRISSY GATHRIGHT**  
Apple REIT

LEADERSHIP DEVELOPMENT CHAIR



**KATJA HILL**  
LeClairRyan

INNOVATION CHAIR



**KEN JOHNSON**  
JMI

APPOINTED



**JP LAFORS**  
ndp

MEMBER VALUE CHAIR



**MATT PLAUGHTER**  
First Citizens  
Bank

HENRICO CABINET CHAIR



**DUNCAN STEWART**  
McDonough,  
Bolyard, Peck

CHESTERFIELD CABINET CHAIR



**KEN WAYLAND**  
ndp

BRANDING CHAIR



**CAL WHITEHEAD**  
Commonwealth  
Strategy Group

GOVERNMENT AFFAIRS CHAIR

EXECUTIVE COMMITTEE



# connecting the dots

# FUTUREVA

Through the efforts of many, the Richmond Region is now recognized on the world stage. We've hosted international sporting events. We've created an environment of arts and culture. More and more businesses are attracted to our area for Richmond's economy and quality of life.

Our goal is to make this process sustainable by building a robust future workforce.

Through conversations with corporate leaders and independent research, we have identified 18 industry clusters that drive employment and our economy. In talks with business leaders, all of them identified workforce demand as a pressing need, with 100% agreeing there is a skills gap preventing them from finding qualified workers.

We created FutureVA as a dedicated fund to enable the Chamber to do four distinct things:

- 1

**CREATE A MORE ROBUST LOCAL TALENT PIPELINE**
- 2

**ENHANCE OUR ABILITY TO ATTRACT TALENT**
- 3

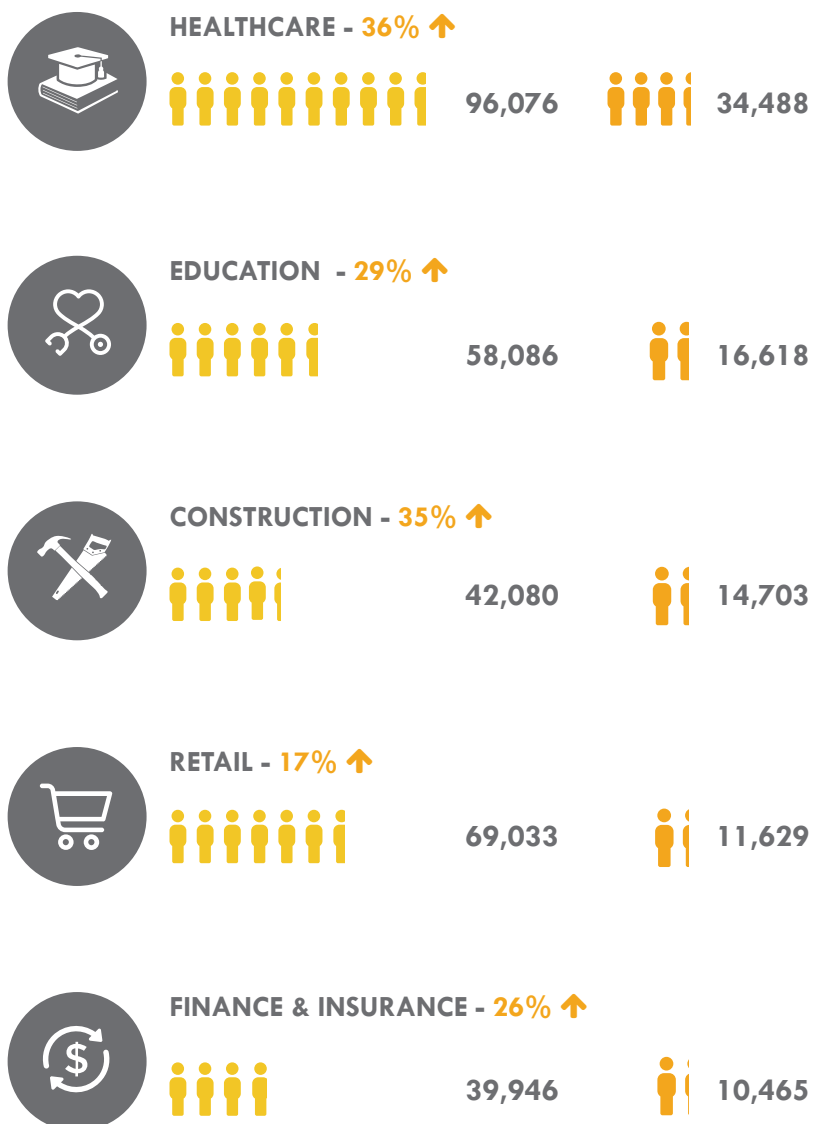
**FOSTER REGIONAL SUSTAINABILITY**
- 4

**IMPROVE OUR QUALITY OF LIFE**

Our next steps will model the successes of our peers across the country, creating programs in the area's middle and high schools to start the career conversation earlier. Innovative programs will create career academies that meet our educational requirements while developing the human capital that will expand our opportunities in the 21st century.

## SKILLS GAP ANALYSIS

= 10,000 People    = Current Employment  
 = Estimated # of Employees Needed Over the Next 10 Years



### TOP INDUSTRY CLUSTERS

Our research has uncovered these industries to be most in demand, noting that Information Technology is represented in all sectors.

- OTHER CLUSTERS
- Government
  - Business Management
  - Transportation & Warehousing
  - Manufacturing
  - Mechanical
  - Information Technology
  - Tourism
  - STEM
  - Real Estate
  - Media
  - Legal
  - Utilities
  - Marketing



# occupational demand estimates over the **NEXT TEN YEARS**

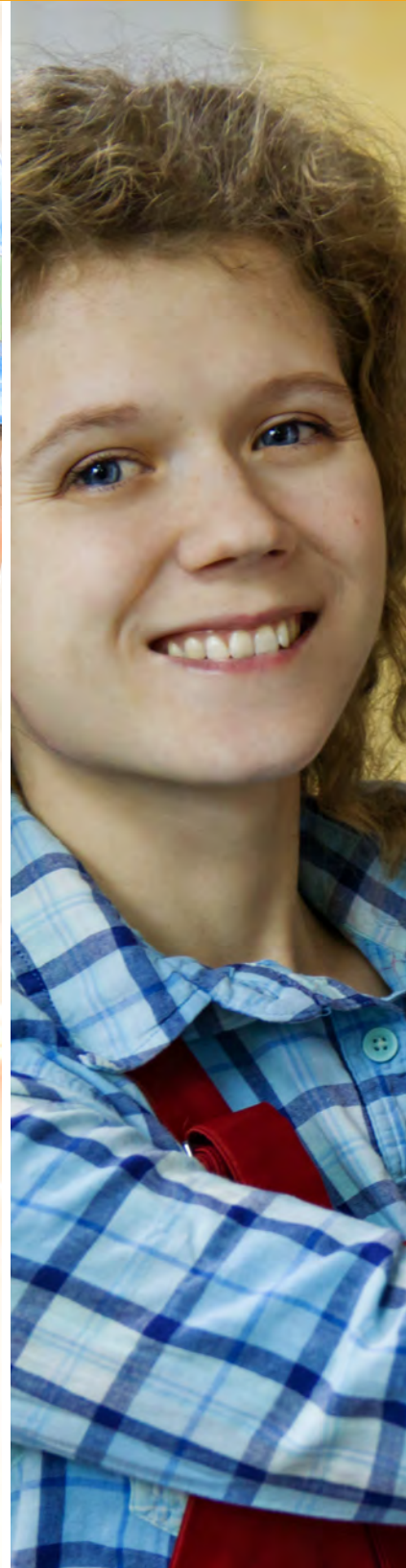
## TOP 10 GROWTH OCCUPATIONS

- 1 Healthcare Support Occupations
- 2 Personal Care and Service Occupations
- 3 Healthcare Practitioners and Technical Occupations
- 4 Community and Social Services Occupations
- 5 Computer and Mathematical Occupations
- 6 Construction and Extraction Occupations
- 7 Education, Training, and Library Occupations
- 8 Management Occupations
- 9 Legal Occupations
- 10 Business and Financial Operations Occupations

&

## TOP 10 REPLACEMENT DEMAND OCCUPATIONS

- 1 Office and Administrative Support Occupations
- 2 Sales and Related Occupations
- 3 Business and Financial Operations Occupations
- 4 Transportation and Material Moving Occupations
- 5 Healthcare Practitioners and Technical Occupations
- 6 Education, Training, and Library Occupations
- 7 Management Occupations
- 8 Production Occupations
- 9 Food Preparation and Serving Related Occupations
- 10 Construction and Extraction Occupations





thank you to our  
**FUTUREVA** ADVISORY COUNCIL



**CHARLIE AGEE**  
Board Member  
ChamberRVA Foundation



**ELIZABETH CREAMER**  
Vice President of Workforce Development and  
Credential Attainment  
Community College Workforce Alliance



**EDWARD BAINE**  
Senior Vice President-Distribution  
Dominion Energy



**ROBERT DORTCH, JR.**  
Director, Community Innovation  
Robins Foundation



**SCOTT BLACKWELL**  
Chief Community Engagement Officer  
The Community Foundation  
Serving Richmond and Central Virginia



**KATHRYN FESSLER**  
Director, Corporate Citizenship  
Altria Client Services



**MARGARET ANN BOLLMEIER**  
President  
Medical College of Virginia Foundation



**PAT GOTTSCHALK**  
Partner  
Williams Mullen  
Chair, FutureRVA



**LESTER BROWN, III**  
Product Regulatory Integration Specialist  
Altria



**KYM GRINNAGE**  
VP/General Manager  
NBC12/WWBT  
Chair, ChamberRVA



**MITCH HADDON**  
President and CEO  
ColonialWebb



**RHODES RITENOUR**  
Vice President  
External and Regulatory Affairs  
Bon Secours Health System



**MARK HOURIGAN**  
CEO  
Hourigan



**LISA RUGGLES**  
Senior Vice President of Global Research  
CoStar Group



**NED MASSEE**  
Sole Proprietor  
Croatan Advisors  
Chair, ChamberRVA Foundation



**JOHN VITHOULKAS**  
County Manager  
Henrico County



**BARRY MATHERLY**  
President and CEO  
Greater Richmond Partnership



**JIM UKROP**  
Co-Founder, Managing Director  
NRV



**LESLIE PARPART**  
Director, Community Relations  
CarMax, Inc.









## PARTNER LEVEL MEMBERS

**HEIDI ABBOTT**

Hunton Andrews Kurth

**PHILLIP AVANT**

SunTrust Bank

**EDWARD BAINE**

Dominion Energy

**VICTOR BRANCH**

Bank of America

**PATRICK BUTLER**

Proxios

**BILL CASEY**

Capital One Bank

**MATT CLARKE**

Wells Fargo

**JASON DILLON**

Richmond Times-Dispatch

**DIANE FLANNERY**

McGuireWoods LLP

**MARK HOURIGAN**

Hourigan

**SARAH KNAKMUHS**

Philip Morris, USA

**GREG LOWE**

HCA Chippenham Hospital

**OWEN MATTHEWS**

Kings Dominion

**TED OSWALD**

M&T Bank

**GARY RHODES**

Reynolds Community College

**JEFF RICKETTS**

Anthem Blue Cross Blue Shield

**RHODES RITENOUR**

Bon Secours Health System

**DOUG ROTH**

BB&T

**LISA RUGGLES**

CoStar Group

**MAC STUCKEY**

CarMax

**KEN WAYLAND**

ndp

**NEIL AMIN**

Shamin Hotels

**KEN AMPY**

Astyra Corporation

**GARY ARMSTRONG**

Virginia Commonwealth Bank

**SHERRIE ARMSTRONG**

The Community Foundation  
Serving Richmond & Central Virginia

**NATHALIA ARTUS**

Union Bank & Trust

**JOHN ASBURY**

Union Bank & Trust

**STEVE BARIL**

KVCF Solutions

**MAGGI BECKSTOFFER**

MBM Marketing

**RODES BOYD**

Siemens

**LESTER BROWN**

Altria

**JUNIOR BURR**

Canterbury Enterprises

**FRANKLIN BUTLER**

True North Advisors

**LAKSHMI CHALLA**

Challa Law Offices

**KELLY CHOPUS**

Robins Foundation

**MARK CREERY**

Data Directions, Inc.

**KEVIN CURRIE**

Hometown Realty

**DEVON CUSHMAN**

Capital One

**TIM DAVEY**

Timmons Group

**DEBORAH DAVIS**

VCU Health System

**CLIFF FLEET**

Community Volunteer

**MOSES FOSTER**

West Cary Group

**KRISSY GATHRIGHT**

Apple Hospitality REIT

**PAT GOTTSCHALK**

Williams Mullen

**ED GRIER**

Virginia Commonwealth University School of Business

**KYM GRINNAGE**

WWBT/NBC12

**JULIE GUSTAVSSON**

Keiter

**GRETA HARRIS**

Better Housing Coalition

**KATJA HILL**

LeClairRyan

**BRIAN JACKSON**

Hirschler Fleischer

**KEN JOHNSON**

Johnson, Inc.

**ROB JONES**

Alliance Group

**JAY JUNG, JR**

BB&T Capital Markets

**NEIL KESSLER**

Troutman Sanders

**JP LAFORS**

ndp

**ROBERT LINDGREN**

Randolph-Macon College

**NED MASSEE**

Croatan Advisors

**AMY MILLER**

Vaco Richmond

**MARK MULLINIX**

Federal Reserve Bank of Richmond

**CHRIS MUMFORD**

The Martin Agency

**ALLISON O'BRIEN**

Long & Foster Corporate Real Estate Services

**TODD PARNELL**

Richmond Flying Squirrels

**MATT PLAUGHER**

First Citizens Bank

**KIM RANGE**

Federal Reserve Bank of Richmond

**GENEVIEVE ROBERTS**

Gallagher HR & Compensation Consulting

**BERNARD ROBINSON**

Networking Technologies + Support

**JOHN SARVAY**

Florican

**MARTHA SHOTWELL**

Koontz Bryant Johnson Williams

**MATTHEW SIMMONS**

Capital Ale House

**DUNCAN STEWART**

McDonough Bolyard Peck, Inc.

**DAPHNE SWANSON**

Junior Achievement of Central Virginia

**DOUG WHITE**

Gather

**POLLY WHITE**

Gather

**CAL WHITEHEAD**

Commonwealth Strategy Group

**LEIGH WOODS**

Capital One

**JOHN ZEHEB**

Ukrop's Homestyle Foods



# THANK YOU

to our supporters

whose annual contributions in membership, sponsorship and community building support strategic initiatives aimed at moving our region forward.

TOTAL CHAMBER INVESTMENT = 50K+



Altria



Anonymous Donor

## SPONSORSHIP INVESTMENTS



Altria



Dominion Energy

PIVOTAL  
(\$25K+)

CHAMPION  
(\$10K - \$24,999)



SUPPORTING  
(\$5K - \$9,999)



COMMUNITY BUILDER  
(\$1K - \$4,999)

Astyra  
Activation Capital  
Atlantic Constructors  
Bon Secours  
CCWA  
Calyx  
Donley's Inc.  
EY  
Fire Solutions

Haley Auto Group  
Holiday Barn  
Hunton Andrews Kurth  
JMI  
John Tyler Community College  
Keiter  
LeClairRyan  
Luck Companies  
Med Express

ndp  
Networking Technologies + Support  
Richmond Memorial Health Foundation  
Richmond Region Tourism  
Robins Foundation  
South State Bank  
University of Richmond  
VA Dept. Game and Inland Fisheries  
VCU Health System

VDOT  
Virginia Community Bank  
Virginia Community Capital  
Wegmans Food Markets  
Williams Mullen  
Woody Funeral Home



## TRUSTEE (\$11,000 - \$16,499)

Data Directions, Inc.

Genworth Financial

Troutman Sanders

WestRock

## CHAIRMAN'S CIRCLE (\$3,675 - \$10,999)

Allianz Worldwide Partners  
Atlantic Constructors  
Auxo Medical  
Barton Malow Company  
BB&T Scott & Stringfellow  
Brandywine Realty Trust  
CapTech  
CB Richard Ellis  
CBS 6 WTVR  
Challa Law Offices  
Chase Dominion Advisors  
Cherry Bekaert  
Christian & Barton  
ColonialWebb Contractors  
Columbia Gas of Virginia  
Community College Workforce Alliance (CCWA)  
Creative  
Dominion Payroll  
Draper Aden Associates  
Enterprise Rent-A-Car  
Federal Reserve Bank of Richmond  
First Tennessee Bank  
Froehling & Robertson, Inc.  
Fulton Bank  
Gather  
GRTC Transit System

Hirschler Fleischer  
Historic Housing  
IdeaWeavers  
John Tyler Community College  
Johnson, Inc.  
Keiter  
KPMG  
LeClairRyan  
Luck Companies  
Magellan Healthcare  
Markel Corporation  
Mutual Assurance Society of Virginia  
NurseSpring  
Odell  
Old Dominion Electric Cooperative  
Omni Richmond Hotel  
Owens & Minor  
Patient First  
Performance Food Group  
Pfizer Consumer Healthcare  
Randolph-Macon College  
Richmond International Airport  
Sands Anderson  
SIR  
SMG Richmond  
snag

Sonabank  
Spotts Fain  
Strange's Florist  
Strategic Staffing Solutions  
Swedish Match North America  
The Community Foundation Serving Richmond & Central Virginia  
The Martin Agency  
Timmons Group  
TowneBank  
Trane  
Ukrop's Homestyle Foods  
Union Bank & Trust  
United Network for Organ Sharing  
Universal Corporation  
University of Richmond  
UPS  
UPS Freight  
Vaco Richmond  
Virginia Commonwealth Bank  
Virginia Commonwealth University  
Virginia Credit Union  
W. M. Jordan Company  
Wegmans Food Markets  
West Cary Group  
Williams Mullen  
YMCA of Greater Richmond





# a look at this year's **WINNERS**

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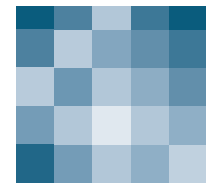
Many consider the Richmond Region a great place to live, work, and play. Our annual IMPACT Awards celebrate those companies and businesses that embrace that sentiment in impactful ways. They are the economic drivers that spur our region's continued success and growth. They provide an environment for their employees that sponsors creativity, innovation, and engagement. As businesses, and more importantly, as people, they engage outside of their four walls to make our greater community a better place for all of us. They make us uniquely Richmond.

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CHAMBERVA  
**IMPACT**  
 BUSINESS AWARDS

IMPACT Award Presenting Sponsor



**Altria**

LARGE BUSINESS  
 award winner



**AvePoint**



Over 15,000 companies and 5 million cloud users, spread across six continents, count on AvePoint to ease transition to the Microsoft Cloud, increase productivity, and satisfy governance and compliance objectives. They use these skills through AvePoint Philanthropy to donate their software and expertise to non profit organizations, allowing those groups to do what they do best: make the world a better place.

Large Business Award Finalists



**CarLotz**



It is often said that a rising tide lifts all boats. CarLotz embodies this by proudly seeking out local businesses and vendors as partners, spending nearly \$2.3 million with them over the past five years. By offering vehicle owners an alternative to trade-ins and classifieds, they've generated over \$4 million in Virginia sales taxes since 2011, and put as much as \$17 million back into our local economy.



**The Fahrenheit Group**



Effecting change in the community is a key part of The Fahrenheit Group's mission. They believe that their people should be able to use their skills to better our community. Flexible schedules and paid-time-off allow Fahrenheit employees to spend an average of 70 hours a month volunteering, and nearly a third hold board positions with local organizations such as the MCV Foundation Board of Trustees, SportsBackers and youth sports organizations.



Small Business Award Finalist



SMALL BUSINESS award winners



# Calling all career-bold young professionals AND THE ORGANIZATIONS THAT SUPPORT THEM

The Innovator award honors a young professional who is imaginative in his or her approach to identifying new avenues of thought and action. Innovators think beyond the limits of convention, challenge the status quo and aren't afraid to start difficult conversations that address a need or opportunity. They embrace innovation and creativity as drivers to making positive changes for the betterment of their teams and their organizations. No idea is too big or too small to test, because failing is merely a learning opportunity, not a fault.

The Front Runner Award honors a career-bold YP who is a driver, pacesetter and pioneer in his or her industry. A Front Runner's approach to leadership is one that draws strength from his or her core values, self-awareness and the ability to ignite the potential in others. Front Runners put in the long hours, take on new challenges and persevere when told it can't be done. Their drive and passion for this work fuels their desire to leave an impactful legacy.

The Icons Presenting Sponsor



## THE ICONS



**Dominion Payroll™**  
*Empowering Your Business*

**LARGE BUSINESS**  
award winner



*My favorite thing about working here has got to be the people in general. Whether it's all the YPs (Young Professionals) or the people embracing the YPs, It's a great place to be.*

*Cameron Redfearn - Accounting Specialist at Dominion Payroll*



Large Business Award Finalists





# THE ICONS



## the FRONTIER PROJECT



SMALL BUSINESS  
award winner



*Our organization spends a lot of time encouraging us to be engaged in Greater Richmond initiatives.*

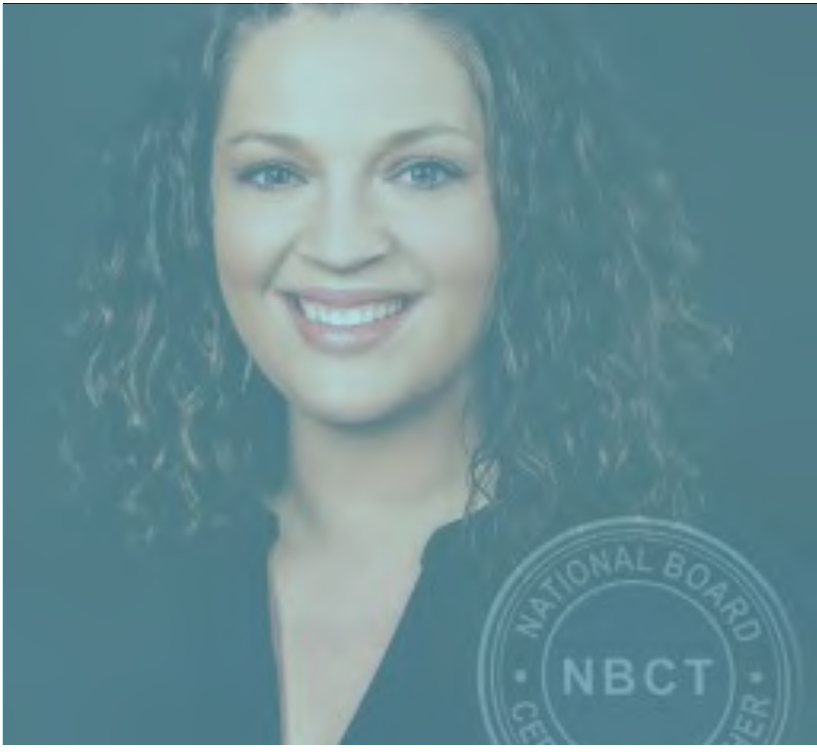
*- Jess Erwin - Client Experience Manager at The Frontier Project*



Small Business Award Finalists







## Alicia Broughton

Teacher  
Hanover County Public Schools

### Non Profit Award Finalists

Danielle Gilbert - Director of Human Resources  
Bon Secours Health System

Meredith Privott - Assistant Professor  
John Tyler Community College

## Joe Williams

Senior Specialist Internal Communications  
Altria

### Business Award Finalists

Amy Stinnett - Customer Projects Designer  
Dominion Energy

Caitlin Friebertshauer - Marketing Coordinator  
Barton Malow



## Alyssa Truesdale

Director of Development  
Special Olympics Virginia

### Non Profit Award Finalists

Emily Lehmann, Assistant Vice President of Day and Residential Services, The Greater Richmond ARC

Melissa Phillips, Director of Race Operations,  
The Cameron K. Gallagher Foundation

## Joey Darragh

Co-Founder and CEO  
Vasen Brewing Company

### Business Award Finalists

Tom Katovsich - Senior Financial Education Specialist,  
Virginia Credit Union

Virginia Mathurin - Underwriter: Environmental & Energy  
Wholesale G&A, Markel Corporation











NEARLY  
**100**  
 INVESTORS IN FUTURERVA

2.1M GOAL  
 EXCEEDED!  
**2.25M**  
 RAISED SO FAR

**201**  
 INTERCITY  
 VISIT  
 ATTENDEES  
 THE LARGEST  
 GROUP EVER!

WEB TRAFFIC  
**217,200**  
 PAGE VIEWS



FACEBOOK  
**11,029**  
 FOLLOWERS  
**11,162**  
 LIKES

NEW THIS YEAR:

**YRICHMOND**  
**ON THE ROAD**  
**5** UNIVERSITIES VISITED AT **6** CAREER FAIRS SO FAR

AND GUESS WHAT? AFTER SPEAKING WITH US **95%** OF STUDENTS WOULD STAY OR MOVE TO RVA UPON GRADUATION!

NEW THIS YEAR:  
 WE ATTENDED SXSW  
 TO REPRESENT RVA  
 WE TALKED TO NEARLY  
**400** **SXSW**  
 PEOPLE (WHEW!) ABOUT  
 HOW AWESOME RVA IS!

**HYPE**  
**5%** INCREASE  
 IN ANNUAL  
 SUBSCRIBERS  
**67%** INCREASE IN INSTAGRAM FOLLOWERS

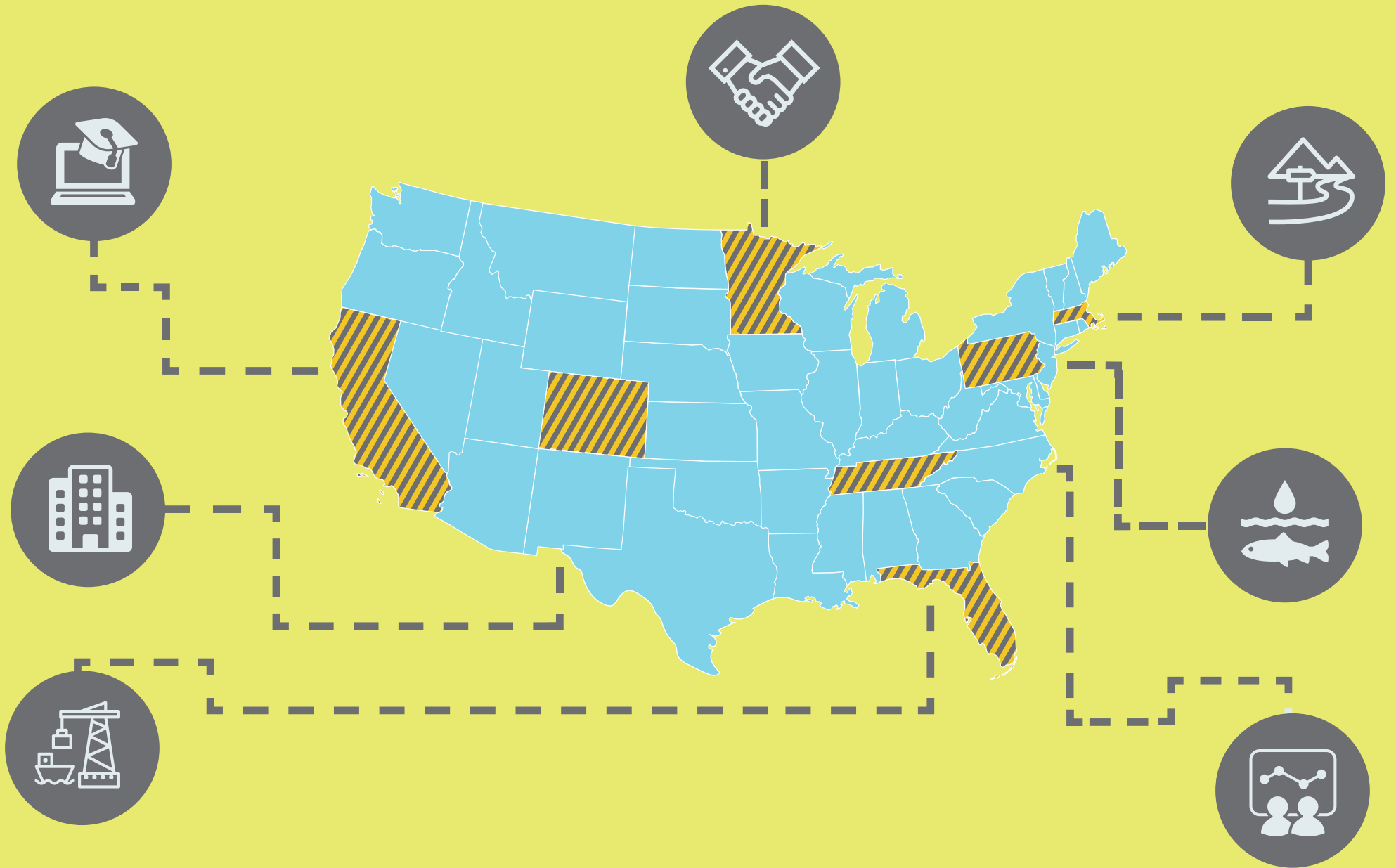
**YRICHMOND**  
**224** INTERNS  
 REPRESENTING  
**18** COMPANIES

NEARLY  
**500**  
 LEADERSHIP PROGRAM  
 ALUMNI AND COUNTING!



# INTERCITY VISITS

We're fortunate to have many peer cities eager to share their successes with us. Our annual InterCity Visits allow Richmond leaders to engage with these city trendsetters to generate innovative ideas for our own region.



## 2018: MINNEAPOLIS

It has an iconic river brushing past the city skyline. It hosts a remarkable array of Fortune 500 companies. It abounds in arts & culture, and is home to a diverse food scene. It has revitalized formerly abandoned and industrial areas into vibrant communities full of businesses and residences. And it connects to its surrounding regions through a network of roads, paths, and public transportation.

It's not Richmond, but Minneapolis-St. Paul – the site of our 2018 fact-finding trip.

Together with over 200 elected officials, administrators, and business and non profit leaders, we visited in April to learn from Minnesota leaders how they've created this community, and how they hope to sustain and grow it into the future.

One of our biggest discoveries was the emphasis they put on regional partnerships and conversations – both business and private sector.

New this year, we formed a relationship with The Community Foundation to engage the Richmond Region in discussions around steps that we can take – together – to propel greater cooperation and growth. We'll be looking at:

- Housing
- Transit Oriented Design/Transportation
- Workforce Development
- Riverfront Development
- Bike/Pedestrian Infrastructure
- Deepen Understanding of Partnerships and Collaborations

Our findings in Minneapolis-St. Paul, coupled with our ongoing conversations here at home, will help to determine our topics when we undertake our next visit to Salt Lake City, Utah in the Spring of 2019.



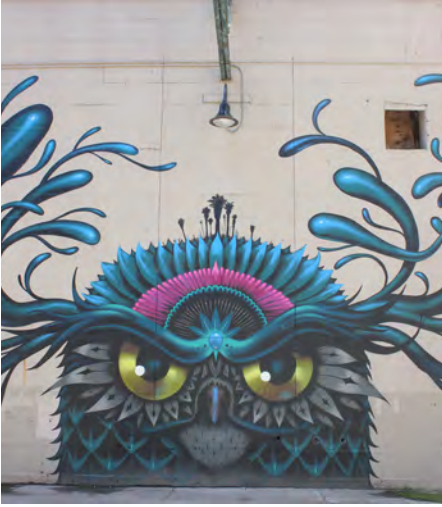


# PREVIOUS INTERCITY VISITS



**2017 PITTSBURGH:** During our trip to Pittsburgh we saw the economic impact of their revitalized riverfront with its miles of biking and walking trails. We've since helped showcase the City of Richmond Riverfront Plan with panel discussions, and have cheered as our own new bike paths have appeared. This year, the new Franklin Street two-way protected bike lane delivered access to the urban core of the region.

These amenities and real estate development have created significant revitalization in areas of the City, with particular impact on areas such as Manchester and Scott's Addition.



**2016 NASHVILLE:** Our trip to Nashville where we visited The Nashville Entrepreneur Center proved to be the inspiration for launching Startup Virginia in 2017. 1717 Innovation Center is where the magic happens for Startup Virginia. A community-driven business incubator, 1717 is designed to help startups grow, compete and succeed in the tech and innovation ecosystem in Virginia and beyond. Captial One serves as their founding partner, a startup that originated in Richmond and is now the eighth-largest commercial bank in the United States.

artoberVA was a direct result of our visit to Nashville. Presented by CultureWorks, artoberVA's mission is to increase participation in arts and culture, cultivating a vibrant community in RVA. In 2017 artoberVA generated over 1,100 arts and culture events and participation from 150+ artists and organizations.



**2015 SAN DIEGO:** Takeaways from our San Diego visit supported CodeVA's mission to partner with schools, parents, and communities to bring equitable computer science to all of Virginia's students. Thanks to CodeVA, legislation was passed in 2016 establishing computer science as a core subject in VA Standards of Learning for K-12.

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**2014 TAMPA:** Our visit to the Port of Tampa led to a task force to identify opportunities related to increased traffic in and out of the Richmond Marine Terminal. January 2018, the ChamberRVA Richmond Marine Terminal Task Force released their strategic white paper outlining their findings and recommendations.



**2013 DENVER:** ChamberRVA's visit to Denver introduced us to a co-working space named "Galvanize." This led to the creation of a co-working space in Richmond named "Gather." Gather currently has spaces in Downtown, Scott's Addition, and Short Pump, with a new City Center location planned for 2019.

We also championed Richmond's Bus Rapid Transit system after seeing a successful model in Denver.



**2012 BOSTON:** Once we saw Boston's startup accelerator MASS Challenge in Boston, we knew that our nascent entrepreneurial ecosystem in Richmond needed more support. ChamberRVA held its first Startup Competition in June of 2012, and the following year saw the launch of Lighthouse Labs, a now-nationally ranked mentor-driven accelerator program. The Community Foundation Serving Richmond and Central Virginia also started our Indicators Project through the Capital Region Collaborative.

Have you taken a stroll or bike ride along Richmond's Liberty Trail? This was directly influenced by our visit to Boston and its historic Freedom Trail. We partnered with the City of Richmond, Richmond Region Tourism, and the Valentine Museum to create our own 6.2-mile trail. It connects many Richmond neighborhoods to 400 years of history and 15 national historic landmarks.

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the team that makes  
**IT HAPPEN**



**KIM SCHEELER**  
 President and CEO



**CHRYSTAL NEAL**  
 Executive Vice President  
 Executive Director, Greater Richmond Small  
 Business Development Center



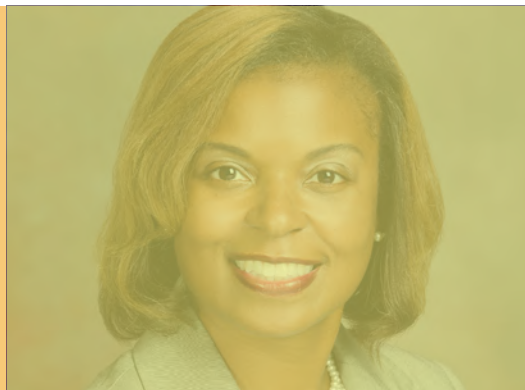
**JOHN EASTER**  
 Senior Vice President,  
 Government & Community Affairs



**ROB ANDERSON**  
 Chief Financial Officer



**CHRISTY MCCURDY**  
 Principal Staff Officer  
 & Corporate Secretary



**MONICA CALLAHAN**  
 Director, Workforce Programs



**AUSTIN KITCHEN**  
 Director, Leadership & Engagement



**STEPHANIE PHILLIPS**  
 Director, Member Value and Engagement



**WESLEY BLAND**  
 Manager, Finance and Membership Services

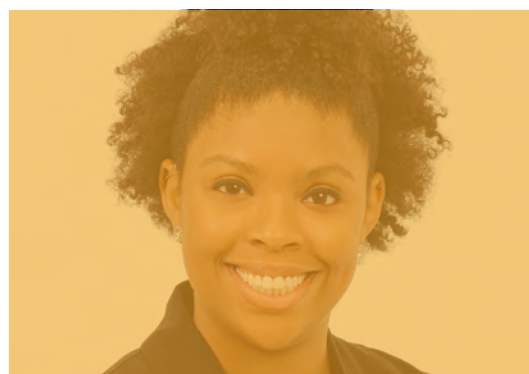


**SARAH SKROCKI**  
 Manager of Leadership and Engagement



**GEOFF ZINDREN**  
 Program Manager, Government  
 & Community Affairs

**OUR INTERNS**



**STASHA PERRY**  
 THRIVE/Greater Richmond Small Business  
 Development Center Intern

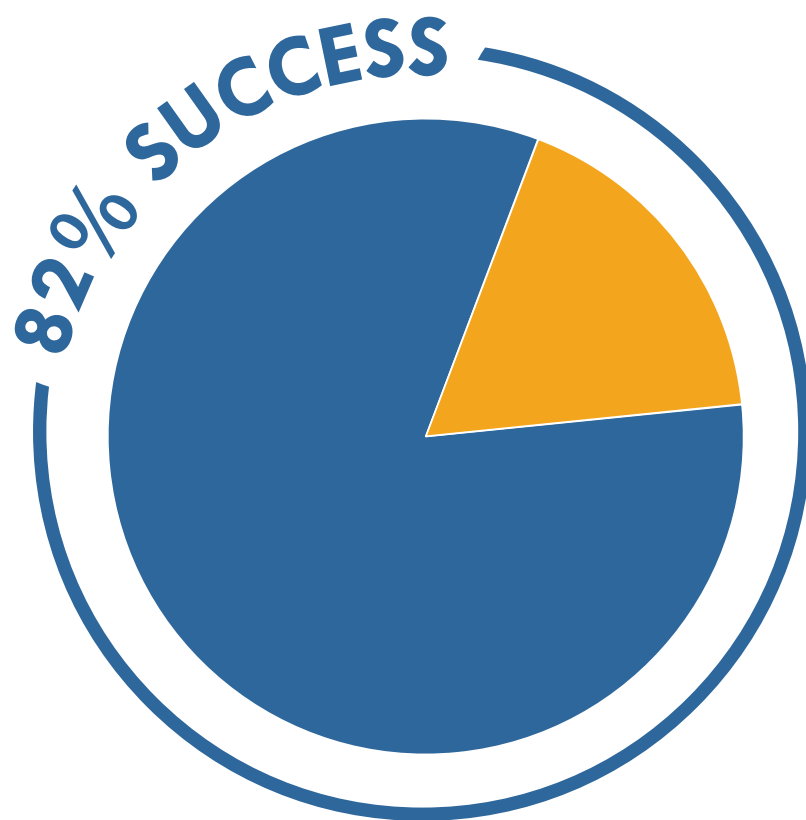


**ISABELLE TOBE**  
 Graphic Design Intern



## ADVOCACY

We advocated at the 2018 General Assembly for 17 positions in 8 areas:



We prevailed on 14 of our 17 positions.

For more information and up-to-date outcomes on our Legislative Agenda, visit our website:

[CHAMBERRVA.COM/ADVOCACY](http://CHAMBERRVA.COM/ADVOCACY)

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## BUSINESS CABINETS

Championed by dedicated volunteers, the Business Cabinets serve as the Chamber's local voice in the City of Richmond and the Counties of Chesterfield, Hanover, and Henrico. At their core, Business Cabinets work closely with local business leaders and public officials to advocate for a first-rate business climate and quality of life.

# THANK YOU

 to our supporters

Networking Technologies + Support, Inc.  
John Tyler Community College  
Community College Workforce Alliance (CCWA)  
Woody Funeral Home & Cremation Service  
Fire Solutions

Bass Pro Shops  
Reynolds Community College  
Hunton Andrews Kurth LLP  
HCA Johnston-Willis  
Randolph Macon College

45

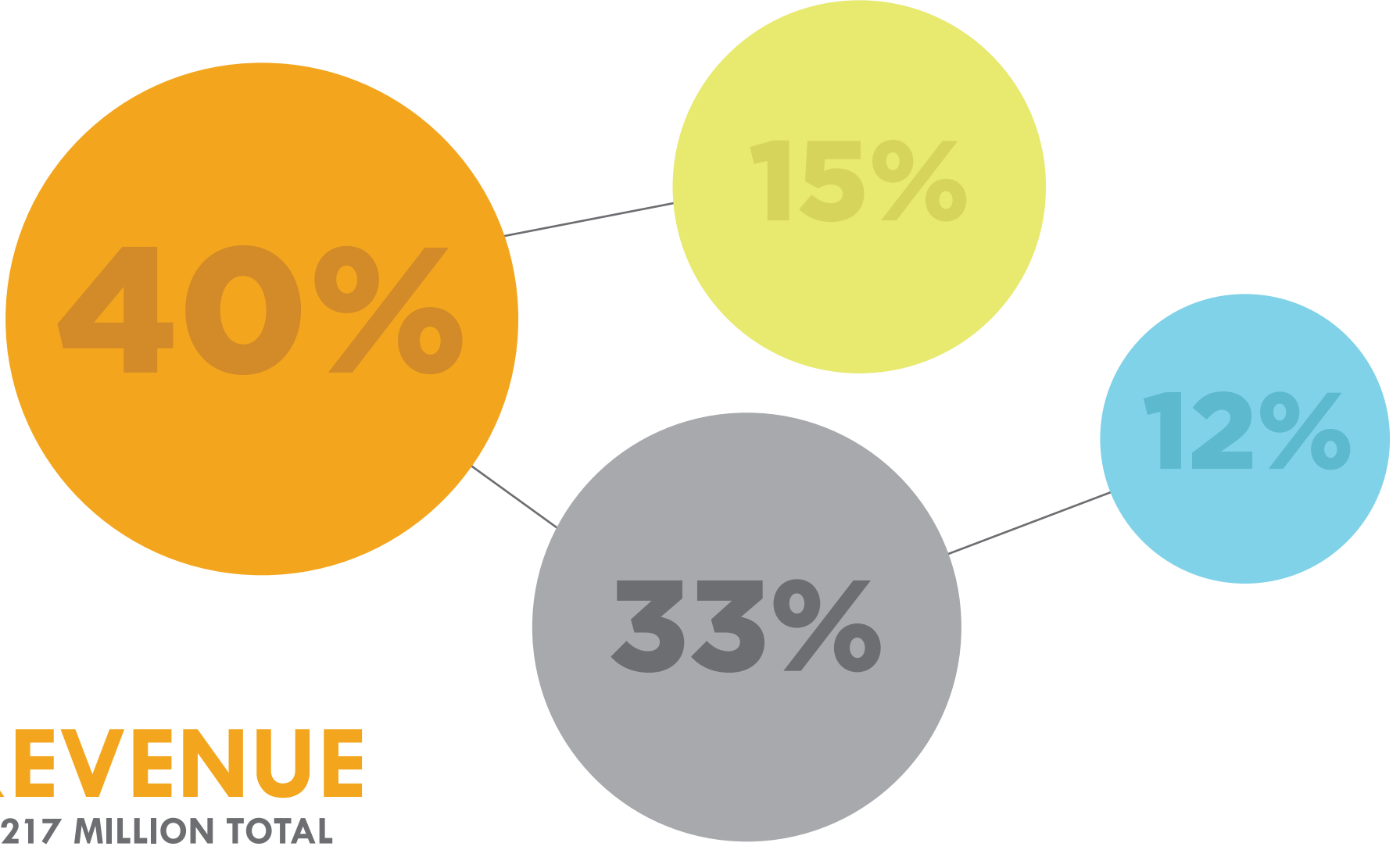


MEMBERSHIP INVESTMENTS  
**\$1,275,000**

PROGRAM GENERATED  
**\$1,064,000**

SPONSORSHIPS  
**\$475,000**

COMMUNITY BUILDING  
**\$403,000**

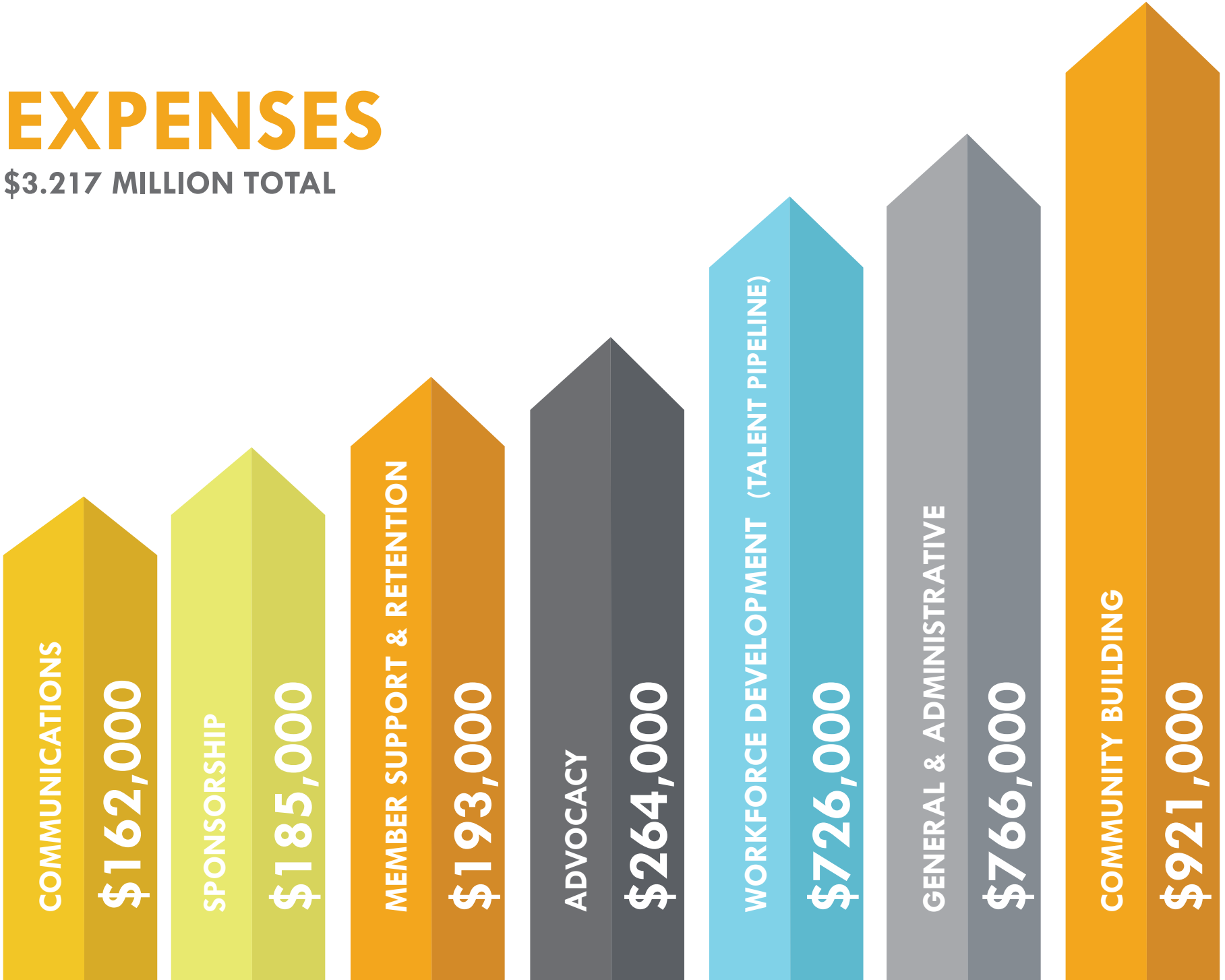


## REVENUE

\$3.217 MILLION TOTAL

## EXPENSES

\$3.217 MILLION TOTAL







48

49





**482**  
ALUMNI

**28 - ANY AGE**  
APPROX. AGE OF AUDIENCE

A four-month self awareness leadership program that fosters individual development and relationship building in emerging leaders who aspire to increase their capacities to influence within their organization.

# RVA LEADERSHIP LAB

PRESENTED BY  
INNERWILL

# C-SUITE 16

**25 - ANY AGE**  
APPROX. AGE OF AUDIENCE

An opportunity for emerging leaders to spend time with local C-Suite business or community executives.



**38**  
MENTEES



**482**  
ALUMNI

**24 - 38**  
APPROX. AGE OF AUDIENCE

A unique, team-based mentoring program geared toward young professionals and mid-level managers.

# MENTOR R I C H M O N D



**735**  
SUBSCRIBERS

**25 - 35**  
APPROX. AGE OF AUDIENCE

ChamberRVA's signature YP program dedicated to connecting and engaging young professionals to develop individual, business, and company success for a vibrant RVA.



**224**  
INTERNS



**18**  
COMPANIES

**18 - 22**  
APPROX. AGE OF AUDIENCE

A 10-week summer program that helps recruit and retain the best new talent to Richmond by connecting interns to the region and to one another.



# START



# HERE

## TALENT DEVELOPMENT

From connecting college interns to the Richmond Region to ongoing development for existing leaders, our programs strengthen today's business and community professionals, and identify tomorrow's.





The largest interactive career exploration event in the United States, ChamberRVA hosted over 12,000 eighth graders from across the region at its second annual Mission Tomorrow. Students visited 144 company exhibitors, a 60% increase over the number of exhibitors from last year!

Thank you to our business community for embracing this important workforce initiative!



The Thrive Mentor Network is going strong. Since we transformed the Small Business Development Center in 2015 into the Thrive Mentor Network starting with 5 mentors, we have grown exponentially to 55 mentors. We have helped nearly 1,000 clients and have provided well over 5,000 counseling hours since 2015!









# chamber RVA



SERVING THE RICHMOND REGION

**ChamberRVA is the only membership organization devoted to the success of the entire region. Through membership we provide benefits that strengthen your business and strengthen the region as a whole.**

**VISIT US ONLINE AT [CHAMBERRVA.COM](http://CHAMBERRVA.COM)**