



ANNUAL REPORT

2021

chamber **RVA**

SERVING THE RICHMOND REGION



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Brian D. Anderson

CHAMBER RVA

President & CEO



Mark Hourigan

HOURIGAN, CEO

ChamberRVA, Chair

ChamberRVA is dedicated to building a dynamic network of businesses that are working together to create a more livable, equitable, and prosperous future for everyone who calls RVA home. We do this through opportunities for you to **belong** to an organization that shares your values, **engage** on issues important to the region, **grow** as a company, **prosper** within the community and **lead** in the things you're passionate about.

Our members enable us to deliver on our purpose. As a ChamberRVA member, your support sets our Richmond region apart. Business and community leaders play a vital role in leveraging opportunities and providing leadership to advance our region and provide more of our communities a chance to share in the region's prosperity. We know that growth and opportunity come from strategic decisions along the way. Your involvement and leadership are at the heart of this region's momentum.

As we look toward the future, we must continue to be intentional about creating long-term economic prosperity if we are to continue thriving as a region. Deep prosperity, or economic inclusion, promotes economic growth that is robust, shared by all, and enduring over the long term. As a ChamberRVA member, you are contributing to the growth of one of the most vibrant business climates in the nation. We are proud to create opportunities for you to belong, engage, grow, prosper, and lead. We appreciate your support as we continue to thrive as a region and community.



DIVERSITY, EQUITY & INCLUSION

In 2020, ChamberRVA established a Diversity, Equity & Inclusion (DEI) Task Force to accelerate its efforts to align and engage the business community around goals to close race-based opportunity gaps and forge an inclusive environment where all cultural identities are valued. We engaged a veteran team of local DEI consultants, who met with multiple community stakeholder groups, to discuss and advise on our role to strengthen ways the Richmond region's business community can advance economic inclusion and reduce economic disparities in communities of color. These efforts resulted in an action plan that outlines ChamberRVA's overarching DEI vision and values, three strategic areas of focus, 2025 outcomes and a 12-month implementation plan.

Our overarching goal is for ChamberRVA to be a catalyst for advancing diversity, equity, and inclusion in the business community through conversation, capacity building, cultivating a collective vision and shared action. We want to help our members become better champions of DEI and help drive economic mobility so more people can access opportunity in our region. Our initial focus will be supporting the Black and Brown business community; however, this is only a starting place. Our ultimate goal is the inclusion of all in the prosperity of our region, regardless of race, ethnicity, gender, socio-economic status, sexual orientation, or any other identity.



OUR FOCUS

1 Internal Capacity Building

ChamberRVA is committed to doing its own organizational work to prepare the board and staff to engage well in serious DEI leadership with the business community.

- Create a snapshot of the diversity of the Chamber board, staff, members, and program participants
- Share our DEI vision with Chamber membership—why, vision, action, and impact of our work
- Define minimum DEI competencies for staff, board, and volunteers

2 Membership Support

ChamberRVA is committed to providing space, tools and best practices to help the business community change behaviors, practices and outcomes to support greater DEI.

- Develop and implement Shared Values 3.0 (Shared Action) in 2022 based on InterCity Visit and Shared Values Series takeaways, and to advance DEI strategy
- Develop toolkit and training schedule providing resources, knowledge, and best practices to help members establish their own DEI strategy
- Analyze ChamberRVA's leadership programs ensuring DEI is an intentional component of programming and outcomes

3 Coalition Building to Create a Strong B+B Business Ecosystem

ChamberRVA is committed to helping to convene, partner and collaborate to strengthen Black and Brown owned businesses in the Richmond region.

- Convene ecosystem partners to further understand their current and upcoming activities in the small business ecosystem and identify a complementary role for ChamberRVA
- Create a database/directory of Black and Brown businesses validated by data providers and partners to support supply chain diversification
- Facilitate a community of practice to develop strategies to reduce supply chain barriers and increase spend with Black and Brown businesses

ADVOCACY

GOVERNMENT AFFAIRS

Every year, ChamberRVA advocates on behalf of our members, the business community and the region. We engage our region's public and private sectors toward a common goal of creating prosperity for our communities and our residents working with elected officials on policy issues and initiatives that move our region forward.

2021 FOCUS

- **Workforce Development & Education:** ChamberRVA supports education and training programs that develop a workforce possessing the skills and business-recognized credentials aligned with industry's current and future business needs
- **Economic Development:** ChamberRVA supports aggressive, well-funded economic development to ensure that Virginia maintains a favorable business climate and policies that create jobs and encourage business opportunities and investment
- **Early Childhood Investment:** ChamberRVA supports investment in early childhood programs that enhance the opportunity for children to realize the benefits of their future education and become workforce-ready
- **Diversity & Inclusion:** ChamberRVA supports policies that promote diversity and inclusion in the workplace and society at large

2021 WINS

- **Preserving Virginia's existing right-to-work law**
- **Making a portion of Paycheck Protection Program loan/proceeds nontaxable**
- **Defeating proposed new strenuous notification requirements for air, water and landfill permits**
- **Financial support for G3 financial assistance for low/middle income community college students**
- **Virginia tax credit for low-income housing**

ChamberRVA strives to keep our members and the business community connected to our legislators and public officials through various engagement events throughout the year. In early 2021, ChamberRVA hosted five virtual conversations with federal representatives—Senator Mark Warner, Senator Tim Kaine, Representative Rob Wittman, Representative Donald McEachin, and Representative Abigail Spanberger. **Connect with Congress** provided an interactive platform for the representatives to provide insight on timely issues such as COVID, the federal stimulus and foreign cyberattacks.

In fall 2021, prior to the election, ChamberRVA held **Candidate Forums** for house of delegate races in several heavily contested districts:

- 73rd House District: Del. Rodney Willett (D) and Mary Margaret Kastelberg (R)
- 72nd House District: Del. Schuyler VanValkenburg (D) and Christopher Holmes (R)
- 66th House District: Mike Cherry (R) and Katie Sponsler (D)
- 68th House District: Del. Dawn Adams (D) and Mark Earley Jr (R)
- 27th House District: Debra Gardner (D) and Del. Roxann Robinson (R)

INTERCITY VISIT CHARLOTTE

In 2021, ChamberRVA brought a delegation of approximately 175 business and community leaders to Charlotte, NC from October 5–7, 2021 to explore the challenges and successes of their region.

The agenda explored the dual issues of economic growth and economic mobility. On economic growth, this year's delegation learned about Charlotte's strategies related to talent attraction, placemaking, economic development, regional planning, branding and entrepreneurship. On economic mobility, they learned about the impact of Raj Chetty's Equality of Opportunity study and Charlotte's resulting "Leading on Opportunity" initiative. Specifically, how they're addressing key determinants of economic mobility like early childcare and education, college and career readiness, and child and family stability, while simultaneously focusing on the cross-cutting factors of segregation and social capital. As always, the focus was on how the private sector—in collaboration with nonprofit and government partners—is working to advance solutions.

KEY TAKEAWAYS

1. Responding to a "defining moment"—how do we embrace our moment to stand for something different from our history?
2. Understanding what we have before we identify what we need
3. Changing the conversation—for ourselves and as we communicate with others
4. Being focused on what matters most—data shows that child and family (housing) stability, early childcare/education and college/career readiness are the pathways that lead to the greatest economic opportunity
5. Corporate leadership—community service is as much a part of our role as our role within our organizations
6. Consensus building—asking ourselves, "can we live with it?" in an effort to more quickly build consensus and make progress
7. Collective action—leaders can create a framework for action to coalesce around a set of goals that the entire community can accomplish together





SHARED VALUES

In 2021, ChamberRVA hosted its second annual “Shared Values” conversations series, which was inspired by the Brookings Institute report, [“From Commitment to Action: How CEOs Can Advance Racial Equity in their Regional Economies.”](#) Business leaders have stepped up their support for communities of color, but these actions are now going further and extending beyond philanthropy—to changing internal business practices, catalyzing transformational projects with other CEOs, and working through civic and community organizations to advance inclusive economic growth.

The series was successful by many measures. Nearly 200 people registered for the full series, and almost 500 people tuned in for at least one of the series sessions. Participants shared in survey feedback that the program “met, surpassed or far surpassed” their expectations, and partners and sponsors once again demonstrated unity around these important topics to our region.

Session #1: Shifting Mindsets and Internal Business Practices

The first session with Brookings experts provided counsel to CEOs on how to move key indicators related to talent, supplier diversity, and neighborhood wealth building offering more practical solutions to business leaders on how to operationalize DEI within their organization.

Session #2: Acting Collectively to Support Transformational Community Change

The second session focused on the power of acting collectively with other leaders to make region-wide progress and featured the Corporate Coalition of Chicago.

Session #3: Setting an Agenda & Measuring Progress Toward Inclusive Growth

The third session focused on how business-led civic organizations can adopt their own changes toward equity and inclusive economic growth and featured the Greater Washington Partnership.

LOOKING AHEAD TO 2022

We plan for next year’s program to focus on moving from “Shared Values” to “Shared Vision and Action.” The content will focus on a framework for regional action, bringing in wider knowledge of grassroots efforts, and building support within the philanthropic community.



TALENT ATTRACT, RETAIN & DEVELOP

Mission Tomorrow

Every year, ChamberRVA in partnership with Junior Achievement of Central Virginia, introduces thousands of 8th grade students from all eight localities to employers and careers in high-demand industries. Mission Tomorrow is a fun way for students to explore careers at a critical time in their education as they choose coursework for high school. In October 2021, Mission Tomorrow was held as a virtual event, serving almost 9,000 students. There were 84 employer booths featuring videos, documents and representatives who were available for one-on-one Q&A with students. Junior Achievement provided excellent pre- and post-event curriculum to help make the experience more impactful.



“I enjoyed the variety of different businesses and careers. I found some of the game and videos very interesting. I thought the way everything was set up was very cool and unique. Overall, it was a very positive and educational experience.” —STUDENT

RVA NOW: Making Richmond the Place to Be

An emerging program, RVA NOW introduces college students and post-graduates to the Richmond region as a place where they can find a great career, live the lifestyle they want, have fun off the clock and help shape a city that pulses with progress. Virtual and in-person information and events make RVA NOW a go-to source for job hunting, apartment finding, weekend planning and community building.



2021 Talent Summit

RVA NOW hosted its first annual Talent Summit December 7 on the campus of Virginia Union University. Attendees included representatives from the region's higher education institutions and business leaders. The event centered around the launch of a RVA NOW's Labor Market Report with a focus on talent retention, recruitment, and migration, which uncovered gaps in the regional talent pipeline. Fostering greater collaboration between higher education and employers was the theme of the event so the region can better fit the needs of employers well into the future.

RVA NOW Making an Impact in 2021

IMPACT · FINDING GEN Z WHERE THEY ARE

Instagram Growth

— FOLLOWERS —
306% Growth
 over 16 months

400 July 2020
 1,227 Nov. 2021

Instagram Reach

— ACCOUNTS SEEING —
 @RVA-NOW CONTENT
1,285% Growth
 over 12 months

1,800 Nov. 2020
 23,145 Nov. 2021

Student Newsletter

— SUBSCRIBERS —
1,400% Growth
 over 12 months

0 Nov. 2020
 1,400 Nov. 2021

ADDITIONAL STUDENTS REACHED (ESTIMATED)

600

YRichmond
 Interns

150

College Jam
 Registrations

300

Zoom
 Participants

400

Asynchronous
 Slide Presentation

IMPACT · COLLEGES REACHED

Virginia Commonwealth University
 Virginia Union University
 University of Richmond
 Virginia State University
 John Tyler Community College
 Reynolds Community College
 The College of William & Mary
 James Madison University
 Virginia Tech
 University of Virginia
 George Mason University
 Liberty University
 Old Dominion University
 Christopher Newport University
 Randolph-Macon College
 University of North Carolina

COLLEGE JAM 2021

RVA NOW'S FIRST IN-PERSON EVENT
 9/29 @ VMFA SCULPTURE GARDEN



Representatives from

50
 Local
 Employers

Students from

13
 Higher Ed
 Institutions

PROGRAMMING · 2021 ZOOM EVENTS

Internship Opportunities at Fortune 500 Companies
 20-Minute "Quick Hit" Series: Who in RVA is Hiring Business Majors?
 Recorded Slide Shows for Classroom Use
 Networking for Introverts
 The RVA Startup Landscape and Entrepreneurs Powering It
 Personal Finance Series

TALENT ATTRACT, RETAIN & DEVELOP



HYPE: Connecting the YP community

The name says it all. HYPE, Helping Young Professionals Engage, is a hub for young professionals to connect with each other, plug into the community and grow personally and professionally. Since 2007, HYPE has developed talent and strengthened the YP culture in the region. Members have access to our HYPE Slack® workspace and dynamic events and programs including happy hours and professional development workshops. In 2021, HYPE offered virtual and in-person programming—**28 programs** and events including happy hour at The Lilly Pad in Henrico, service work at the Resiliency Garden in the northside, small group discussions, professional and personal development workshops.



ICONS 2021

The annual ICONS Awards Show, held in November, recognized young professionals who make Richmond a better place to live and companies killing it with YP culture. The party, hosted by Micah “Bam Bamm” White, featured key note speaker Brittany Anderson, Executive Chef and Top Chef contestant and brought together over 200 YPs and executives from all around Richmond to celebrate the finalists and honor the winners.

THE FRONT RUNNER

- Abby Nurnberger Kittrell | AA Communications
- Anna Jane Glascock | Marriott Hotels
- Max Malmgren | Atlantic Union Bank
- **WINNER: Ashley Pinney | John Tyler Community College**

THE INNOVATOR

- Anna McChesney | Healing Sounds RVA
- Rabia Kamara | Ruby Scoops
- Thomas Bettin | Fred Astaire Dance
- Bryce Rogers | ColonialWebb Contractors
- **WINNER: Sammie McCabe | United Way of Greater Richmond and Petersburg**

STRENGTH IN NUMBERS AWARD

- Special Olympics of Virginia Young Professionals Board
- ouRVA Collective
- **WINNER: Urban League Greater Richmond Young Professionals**

YP SMALL BUSINESS OF THE YEAR

- Sefton Coffee Company
- **WINNER: The Self Love Company**

YP WORKPLACE AWARDS:

- Fred Astaire Dance Studio Richmond
- Data Society
- **WINNER: Altria**



ChamberRVA believes we have it within ourselves to create a community of uncommon greatness. To foster the further development of our business community, we offer two signature leadership programs.



MENTOR Richmond is a leadership development program designed for professionals to learn from some of our region's most dynamic leaders—while fostering connections with other professionals and identifying and applying their own unique strengths to their leadership journeys.

SPRING 2021 MENTORS

- **Victor Branch**, President, Richmond Market, Bank of America
- **Michael Lovern**, Founder & President, Brandito
- **Monica Manns**, Chief Equity, Diversity & Opportunity Officer, Henrico County Public Schools
- **Elizabeth Paul**, Chief Strategy Officer, The Martin Agency
- **John Vithoukas**, County Manager, Henrico County

FALL 2021 MENTORS

- **Bridgette Bywater**, Vice President & General Manager, Kings Dominion
- **Stephen Lecky**, Director of Events, Venture Richmond
- **Aaron Montgomery**, Chief Strategy Officer, Mission Lane
- **Lisa Speller**, Vice President, Government Affairs & Community Relations, Colonial Downs
- **Jayne Swain**, CEO, Virginia Public Media (VPM)

Leadership Lab is designed to create individual development and relationship building for emerging leaders who are interested in increasing their capacity to influence and lead within their organizations.

Leadership is not something one can do alone; therefore ChamberRVA partners with InnerWill to develop a team-based leadership program. Building on emotional intelligence developed through workshops and group executive coaching, the program will equip emerging leaders with the self-confidence and tools needed to effectively develop personally and professionally.

CHAMBERRYVA EXECUTIVE COMMITTEE



Mark Hourigan
HOURIGAN

Chair



Polly White
GATHER

Chair-Elect



Ed Baine
DOMINION ENERGY

Vice-Chair and Diversity, Equity
& Inclusion Task Force Co-Chair



Pat Gottschalk
WILLIAMS MULLEN

Immediate Past Chair;
Audit Committee Chair



Maria Tedesco
ATLANTIC UNION BANK

Treasurer, Finance Chair



Bill Fiege
JOHN TYLER COMMUNITY COLLEGE

Cabinet Forum Chair



Sherrie Armstrong
COMMUNITY FOUNDATION
FOR A GREATER RICHMOND

Appointed



Rachel Burgess Yost
SIR

RVA NOW Chair



Darcy Carroll
RICHMOND VOLLEYBALL CLUB

Henrico Cabinet Chair



Mark Creery
DATA DIRECTIONS

Hanover Cabinet Chair



Harold Fitrer
COMMUNITIES IN SCHOOLS
OF RICHMOND

Richmond Cabinet Chair



Moses Foster
WEST CARY GROUP

Economic Inclusion
Committee Chair



Mitch Haddon

COLONIALWEBB

Mission Tomorrow Chair



Renee Haltom

FEDERAL RESERVE BANK
OF RICHMOND

Futures Chair



Jennifer Hunter

ALTRIA

ChamberWomen Chair and Diversity,
Equity & Inclusion Task Force Co-Chair



Ken Johnson

JMI

Government
Affairs Chair



Patty Merrill

MERRILL CONSULTING

Membership Chair



Chris Mumford

THE MARTIN AGENCY

Marketing Committee Chair



Paula Pando

REYNOLDS COMMUNITY COLLEGE

Workforce Committee Chair



Sarah Huang Spota

GEORGE MASON UNIVERSITY

Chesterfield Cabinet Chair



Abby Credicott

DOMINION ENERGY

HYPE Chair



Matt Wells

WESTROCK

Port Committee Chair



Sam Young

ASTYRA CORPORATION

Leadership Development Chair

2021

BOARD OF DIRECTORS

Neil Amin

SHAMIN HOTELS

Ken Ampy

ASTYRA CORPORATION

Matt Anderson

COLLIERS INTERNATIONAL

Nathalia Artus

ATLANTIC UNION BANK

John Asbury

ATLANTIC UNION BANK

Steve Baril

KVCF SOLUTIONS

Greg Bishop

WILLIAMS MULLEN

Margaret Ann Bollmeier

MCV FOUNDATION

Lester Brown

TREDEGAR CORPORATION

Marland Buckner

MB2 SOLUTIONS

Junior Burr

CANTERBURY ENTERPRISES

Jay Carpenter

THE FAHRENHEIT GROUP

Lakshmi Challa

CHALLA LAW OFFICES

Kelly Chopus

ROBINS FOUNDATION

Elizabeth Creamer

COMMUNITY COLLEGE WORKFORCE ALLIANCE

Sharon Dabney-Wooldridge

KLEANE KARE

Timothy Davey

TIMMONS GROUP

Deborah Davis

VCU HEALTH SYSTEM

Dave Gallagher

DOMINION PAYROLL

Rick Gregory

LYNX VENTURES

Kym Grinnage

NBC12/WWBT

Julie Gustavsson

KEITER

Greta Harris

BETTER HOUSING COALITION

Katja Hill

WHITEFORD, TAYLOR & PRESTON

Cornell Hubbard

MAGELLAN OF VIRGINIA

Rebecca Ivins

HOURIGAN

Robert Lindgren

RANDOLPH-MACON COLLEGE

Ned Masee

CROATAN ADVISORS

Perry Miller

CAPITAL REGION AIRPORT COMMISSION

Allison O'Brien

LONG & FOSTER
CORPORATE REAL ESTATE SERVICES

Todd "Parney" Parnell

RICHMOND FLYING SQUIRRELS

Mickey Quiñones

UNIVERSITY OF RICHMOND

Bernard Robinson

NTS (NETWORKING TECHNOLOGIES + SUPPORT)

Abigail Rogers

YMCA OF GREATER RICHMOND

Carrie Roth

REROUTED

Chris Shockley

VIRGINIA CREDIT UNION

Melody Short

JACKSON WARD COLLECTIVE

John Zeheb

UKROP'S HOMESTYLE FOODS

PROSPER LEVEL BOARD MEMBERS

Heidi Abbott · HUNTON ANDREWS KURTH

Ed Baine · DOMINION ENERGY

Victor Branch · BANK OF AMERICA

Patrick Butler · PROXIOS

Matt Conrad · VCU

Chris Daniels · WELLS FARGO

Laura Donahue · CARMAX

Paul Farrell · RICHMOND TIMES-DISPATCH

Diane Flannery · MCGUIREWOODS

Karah Gunther · VCU HEALTH

Phil Hatfield · CAPITAL ONE

Mark Hourigan · HOURIGAN

Jennifer Hunter · ALTRIA

William Lunn · HCA VIRGINIA HEALTH SYSTEM

Owen Matthews · KINGS DOMINION

Paula Pando · REYNOLDS COMMUNITY COLLEGE

Jarrott Patteson · TRUIST

Jeff Ricketts · ANTHEM BLUE CROSS BLUE SHIELD

Rhodes Ritenour · BON SECOURS HEALTH SYSTEM

Lisa Ruggles · COSTAR GROUP

Lisa Speller · COLONIAL DOWNS

Amber Tillman · FACEBOOK

Melvin Watkins · M&T BANK

Lynn White · GENWORTH

CHAMBERRVA TOTAL INVESTMENT INVESTMENT HONOR ROLL 2021

> \$50,000+



Altria



CoStar™



Dominion
Energy

> \$20,000 – \$49,999

Anthem.

Atlantic
Union Bank

BANK OF AMERICA

BB&T | SUNTRUST
Now Truist

Bon
Secours

CapitalOne

CARMAX

COLONIALWEBB
A COMMERCIAL BANK

FACEBOOK

Genworth

HCAVa
AN HCA AFFILIATE

HOURIGAN

Kings Dominion
SoakCity

VCUHealth.

WELLS
FARGO

> \$10,000 – \$19,999

brother
at your side



community
foundation

DPR
CONSTRUCTION

Gresham
Smith

GRTC
TRANSIT SYSTEM



Hirschler

HUNTON
ANDREWS KURTH

JMI

McGUIREWOODS

RMHF
RESEARCH MENTAL HEALTH FOUNDATION

MCV Foundation
VCUHealth.

Reynolds
COMMUNITY COLLEGE

Richmond Times-Dispatch

Sheltering Arms Institute
A collaboration with VCUHealth

TOWNE BANK
The Best Bankers. How you see banking.

Universal

VCU
VIRGINIA COMMONWEALTH UNIVERSITY

VIRGINIA
Credit Union.

WestRock

GROW LEVEL MEMBERS

Activation Capital
Allianz Worldwide Partners
Apex Systems, Inc.
ASM Richmond
Atlantic Constructors, Inc.
Atlantic Union Bank
Berkshire Hathaway Gas
Transmission & Storage
Blue Ridge Bank
Brandywine Realty Trust
Brown Distributing Company, Inc.
Capital Region Airport Commission
CapTech
CBS 6 WTVR
Challa Law Offices
Christian & Barton, LLP
Clark Nexsen Architecture and
Engineering
Colliers International
ColonialWebb Contractors
Columbia Gas of Virginia, Inc.
Community College Workforce
Alliance (CCWA)

Community Foundation for a
greater Richmond
Creative
Draper Aden Associates
Elevation Advertising
Federal Reserve Bank of Richmond
Froehling & Robertson, Inc.
Fulton Bank
Gather
Gilbane Building Company
Goodwill of Central and
Coastal Virginia
Gresham Smith
GRTC Transit System
GSK Consumer Healthcare
Highwoods Properties, Inc.
Hirschler
JMI
John Tyler Community College
Johnson Controls, Inc.
Keiter
KPMG LLP
Lansing Building Products, Inc.

Luck Companies
Magellan Healthcare
Manganaro Midatlantic LLC
Markel Corporation
Mutual Assurance Society of Virginia
NurseSpring
Old Dominion Electric Cooperative
Omni Richmond Hotel
Patient First Administrative Offices
Performance Food Group Company
PNC Bank
Quinn Evans (formerly BCWH)
Randolph-Macon College
Sands Anderson PC
SIR Institute for Tomorrow
South State Bank
Southern Community Bank
Spotts Fain
Strange's Florist, Inc.
Swedish Match North America
T-Mobile Richmond Customer
Experience Center
The Martin Agency, Inc.

The Richmond Marriott
Timmons Group
TowneBank
Trane
Troutman Pepper
Ukrop's Homestyle Foods
Universal Leaf Tobacco
Company, Inc.
University of Richmond
TForce Freight
Vaco Richmond, LLC
Verizon Communications
Virginia Credit Union, Inc.
W. M. Jordan Company, Inc
Warren Whitney
Wegmans Food Markets
West Cary Group
Whiteford Taylor Preston
Williams Mullen
YMCA of Greater Richmond

COMMUNITY BUILDING PARTNERS



Altria



Dominion
Energy



Bank of America
CarMax
ColonialWebb
Fulton Bank

Genworth
Markel
NTS (Networking
Technologies
+ Support)

TowneBank
Universal Leaf
Virginia Credit Union
Williams Mullen

ENGAGE LEVEL MEMBERS

ADT Security Services, Inc.
Alliance Group
Apple Hospitality REIT
Astyra Corporation
Audacy
Baskervill
BB&T Scott & Stringfellow, LLC
Brown Edwards
C&F Bank
Call Federal Credit Union
Canterbury Enterprises
CARITAS
ChildSavers
Cintas Corporation
Data Directions, Inc.
Davenport & Company LLC
Delta Hotels by Marriott Richmond
Downtown
Departure Media Airport Advertising
Drury Hotels Corporation
EAB
EY
FeedMore, Inc.
Ferguson Enterprises, Inc.
GD USA, Inc.
Greater Richmond Convention Center/
Spectra
Henrico County Public Schools
Holiday Barn Pet Resorts
Hometown Realty
Hoover & Strong, Inc.
Intercept Youth Services, Inc.
James River Transportation
Joyner Fine Properties
kaléo
Kaplan Voekler Cunningham & Frank PLC
Kjellstrom and Lee, Inc.
Kroger
Lexus of Richmond

Long & Foster Realtors Regional
Corporate Office
Lutron Electronics Co., Inc.
Macfarlane Partners LLC
Marsh & McLennan Agency LLC Company
McGeorge Car Co., Inc. Toyota Scion
Medical College of Virginia Foundation
Mercer, Inc.
Merrill Consulting
Midas of Richmond
Moseley Architects
NTS (Networking Technologies
+ Support, Inc.)
NewMarket Services Corporation
Nicholas Levandowsky Agency
Northwestern Mutual
Old Dominion Insulation, Inc.
Omega World Travel
One Digital Health and Benefits
PBMares, LLP
Porex Filtration Group
Premium Distributors of Virginia
project: HOMES
Publix Supermarkets
Purcell Construction Corporation
Puritan Cleaners
Raymond James & Associates
Richmond BizSense.com
Richmond Marriott Short Pump
Richmond Public Schools
Richmond Raceway, Inc.
Richmond Redevelopment & Housing
Authority
Richmond Region Tourism
Richmond Symphony
Roth Jackson
Segra
Shamin Hotels
Sheltering Arms Corporation

Sims Metal Management
SOAR365
Sonoco Products
South University
St. Christopher's School
St. Joseph's Villa
Taylor Hoffman
The Hodges Partnership
The Jefferson Hotel
The Livingston Apartment Flats
The Monument Group
The Pearson Companies, Inc.
The Whiting-Turner Contracting Company
The Wilton Companies
Thompson McMullan, P.C.
Topgolf Richmond
Touchstone Bank
Town of Ashland
UBS Financial Services, Inc.
United Way of Greater Richmond
& Petersburg
Vandeventer Black LLP
Village Bank
Virginia Crossings Hotel
& Conference Center
Virginia Employment Commission
Virginia Home for Boys & Girls
Virginia Museum of Fine Arts
Virginia Union University
Virginia Women's Center
Virginia529
Weinstein Properties
Westminster-Canterbury Corp.
Woods Rogers PLC
WRLH Fox Richmond/ MyTV Richmond
WWBT/NBC12
Xponent21 Inc.
YHB | CPAs & Consultants
YWCA Richmond

50+ Years

CHAMBERVA MEMBERSHIP

ADT Security Services, Inc.

Altria

Anthem Blue Cross Blue Shield

Austin Brockenbrough & Associates, LLP

Bank of America

BB&T Scott & Stringfellow, LLC

Bennett Funeral Home

Bon Secours St. Mary's Hospital

Brown Edwards

CBS 6 WTVR

ChildFund International

Christian & Barton, LLP

Columbia Gas of Virginia, Inc.

Cushman & Wakefield | Thalhimer

Dairy Queen of Virginia, Inc.

Davenport & Company LLC

E. A. Holsten, Inc.

E. S. Chappell & Son, Inc.

Electrical & Mechanical Resources, Inc.

EY

Foley Company

HCA Johnston-Willis Hospital

Hirschler

Hunton Andrews Kurth LLP

Kjellstrom and Lee, Inc.

KPMG LLP

Lansing Building Products, Inc.

Long & Foster Realtors Regional
Corporate Office

Luck Companies

Markel Corporation

McGuireWoods LLP

Mutual Assurance Society of Virginia

NewMarket Services Corporation

Owens & Minor, Inc.

Porter Realty Co., Inc.

Premier Bank Inc.
– Consolidated Division

Retreat Hospital

Richmond Metropolitan Transportation
Authority (RMTA)

Richmond Redevelopment
& Housing Authority

Ruffin & Payne, Inc.

Sands Anderson PC

Sonoco Products

Sterling Management Corporation

TForce Freight

The Clovelly Corporation

The Martin Agency, Inc.

Timmons Group

Troutman Pepper

Ukrop's Homestyle Foods

United Way of Greater Richmond &
Petersburg

Universal Leaf Tobacco Company, Inc.

University of Richmond

Virginia Commonwealth University

VPM

Weinstein Properties

Wells Fargo Advisors

Wells Fargo, N.A.

Williams Mullen

WWBT/NBC12



REVENUE

\$3,200,000

Membership



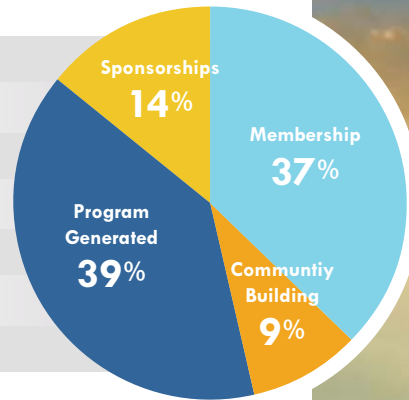
Community Building



Program Generated



Sponsorships



Net cash reserve improvements exceeded \$200K year over year.

EXPENSES

\$2,850,000

Workforce Development / Talent Pipeline



Community Building*



Advocacy



Member Support & Retention



Communications & Marketing



General Administrative



*Holding \$200,000 for planned 2022 diversity, equity, and inclusion initiatives.

CHAMBERRVA TEAM



Brian D. Anderson

President & CEO



Rob Anderson

Chief Financial Officer



Christy McCurdy

Principal Staff Officer
& Corporate Secretary



John Easter

Senior Vice President,
Government & Community Affairs



Kelley McCall

Senior Vice President,
Leadership, Community
& Resource Development



Maribeth Conrad

Vice President, Marketing &
Communications



Beth Weisbrod

Vice President, Talent
& Workforce



Stephanie Phillips

Director, Member
Value & Engagement



Rachel Rodney

Senior Program Manager,
Leadership & Engagement



Allison Pollock

Program Manager,
RVA NOW



Andrew Knight

Program Coordinator,
RVA NOW



919 E. Main St., Suite 1700 | Richmond VA 23219

(804) 648-1234 | ChamberRVA.com