



chamber RVA

SERVING THE RICHMOND REGION

ANNUAL REPORT

2023

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MISSION *The Trusted Voice of Modern Business.*

VISION We are change agents rallying everyday to do the hard things that will create a more connected, prosperous, healthy and equitable community.

VALUES

- Credible** We are experts on our region and on what makes it great.
- Inclusive** We err on the side of consensus building and bringing people together.
- Compelling** We inspire conviction to motivate action.
- Courageous** We do not compromise on the future.

STRATEGIC PLAN

To fulfill our mission, vision and live up to our values, a strategic plan was developed and approved in September 2023. Four pillars will guide our future work in serving the region.





**mission
TOMORROW**
a chamberRVA & JA event

11,000
STUDENTS

108
EXHIBITOR
BOOTHS

45
MIDDLE
SCHOOLS

400
EXHIBITOR
PERSONNEL

8
LOCALITIES
Ashland, Charles City,
Chesterfield, Hanover, Henrico,
New Kent, Powhatan, Richmond

280
EVENT
VOLUNTEERS



STUDENT ENGAGEMENT

Student Commons Tabling Events

- University of Richmond
- VCU
- Virginia Union University
- Virginia State University

RVA Night @ William and Mary Virginia Union University Freshman Orientation

VCU Student Organization and Volunteer Opportunities Fair

VCU REAL Open House

Career Fairs

- William & Mary
- VCU
- Virginia Union University
- University of Richmond

18 Campus Visits
400+ Students Met



YRICHMOND 2023



355 Interns
Enrolled

16 Employers

20 Events

COLLEGE JAM 2023

60 Local
Employers

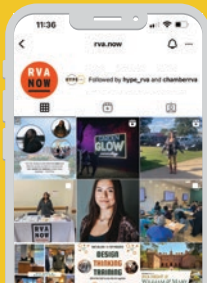
214 Registrations
(50% from
HBCUs)

Students from
11 Higher Ed
Institutions



Presented by RVA NOW

IMPACT · FINDING GEN Z WHERE THEY ARE



INSTAGRAM GROWTH

61% Growth
in Instagram
Followers

2,429 November 2023
1,286 December 2021

INSTAGRAM REACH

94,832
Accounts Seeing
@RVA.NOW
Content

2021–2023

Student Newsletter Subscribers

60% Growth over 2 years

2,264 December 2023 / 1,423 December 2021

Other Social Stats

9,642 TikTok Views
1,348 YouTube Views

261 LinkedIn Followers
783 Facebook Followers

HIGHER ED OUTREACH



VCU	George Mason University
Virginia Union University	Liberty University
University of Richmond	Old Dominion University
Virginia State University	Christopher Newport University
Brightpoint Community College	Randolph-Macon College
Reynolds Community College	Longwood University
William & Mary	Hampden-Sydney College
James Madison University	Mary Washington University
Virginia Tech	ECPI University
University of Virginia	



HELPING YOUNG PROFESSIONALS ENGAGE

Since 2007, HYPE (Helping Young Professionals Engage) has worked to develop talent and strengthen the YP culture in RVA through events and programming designed to help empower and ignite the passions of Richmond's Future Decision Makers. HYPE's goal is to connect and engage YPs to develop individual, business, and community success for a vibrant RVA.

Social

9
EVENTS

706 Engaged

Professional Development

5
EVENTS

138 Engaged

Civic Engagement

3
EVENTS

38 Engaged

DEVELOPING OUR REGION'S LEADERS

MENTOR Richmond is a leadership development program designed for professionals to learn from impactful leaders within our region, while fostering connections with other professionals and identifying and applying their own unique strengths to their leadership journey. Mentors for 2023 included:

L. Robert Bolling
Chief Executive Officer, ChildSavers

Sharon Dabney-Wooldridge
President & CEO, Klean Kare Team

Dr. Harold Fitrer
CEO, Communities in Schools of Richmond

Leah Fremouw
President & CEO, Bridging Virginia

Dr. Cedric Green
SVP – Generation, Dominion Energy

Bryan Jones
President, Hourigan

Paula Pando
President, Reynolds Community College

Kelly Till
President & Publisher, Richmond Times Dispatch

Leadership Lab Building on emotional intelligence developed through workshops and group executive coaching, Leadership Lab equips emerging leaders with the self-confidence and tools needed to effectively develop personally and professionally.



2023 Mentors



2023

ICONS

Young Professional Awards

PRESENTED BY **HYPE**

Altria Theater



ICONS 2023

Over 275 people celebrated young professionals and companies who make an impact within RVA!

Hosted at Altria Theater, emceed by Parney Parnell, Richmond Flying Squirrels

TEAM PLAYER

Winner: Logan Sullivan, ColonialWeb

Sarah Fraiser, VCU Athletics
Jeremy Jenkins, Clark Construction
Reid Mowbray, Ballast Consulting

YOUNG CITIZEN

Winner: Adolph Brown IV, Virginia Union University

James Harris, The HEALing Hug
Kassie Schroth, VCU Massey Alliance YP Board
Sara Woznicki, RVA Brunch Weekend

YOUNG ENTREPRENEUR

Winner: Ellen Victoria Luckey, Victoria's Kitchen

Phyl Demetriou, RVA Debate Institute

YOUNG PROFESSIONAL OF THE YEAR

Nonprofit

Winner: Yasmin Gregg, ChildSavers

Heather Farber, United Way
Jamila Walker, VPM

YOUNG PROFESSIONAL OF THE YEAR

Corporate

Winner: Ryan Elizabeth Foulds, Capital One

Connie Crowl, Kings Dominion
Kelsey McLeland, Capital One
Edwin Rivera Hernandez, Dominion Energy

EXCELLENCE IN SERVICE

Winner: Dominion Energy

Higher Achievement Young Professional Board
JES Foundation Repair

YP EMPLOYER OF THE YEAR

Small Business

Winner: Communities in Schools of Richmond

Ballast Consulting

YP EMPLOYER OF THE YEAR

Large Business

Winner: Dominion Energy

ColonialWebb
Federal Reserve Bank of Richmond





2023 PUBLIC POLICY AGENDA

- Economic Development
- Infrastructure Investment
- Diversity, Equity & Inclusion
- Tax and Regulatory Reform
- Right to Work



TALENT DEVELOPMENT

ChamberRVA supports policies that increase the availability of a talented workforce.

- Consolidation of Virginia workforce programs under new Department of Workforce Development and Advancement
- \$7.75 million for workforce programs in regions with high labor demand and low supply
- \$4 million for Innovative Internship Fund for student internships and work-based learning

ECONOMIC DEVELOPMENT

ChamberRVA supports investment in business-ready sites.

- \$234 million for business-ready sites and \$75 million for acquisition of sites.

REGULATORY REFORM

ChamberRVA supports regulatory reform that reduces the cost and burdens of doing business in Virginia.

- Defeated bill prohibiting hospital charges and allowing treble damages/attorney fees against hospitals that miss price transparency requirements.



INTERCITY VISIT KANSAS CITY

In May 2023, ChamberRVA brought a delegation of approximately 180 business and community leaders to Kansas City, Missouri to explore the challenges and successes of their region.

KEY TAKEAWAYS

COLLABORATION IS THE SECRET SAUCE IN KC.

The business community established KC Rising, an organized formal process to align efforts resulting in amplified and accelerated results.

THE KC HEART IS UBIQUITOUS.

The KC Heart can be seen all over the region on t-shirts, billboards, coffee mugs and murals. Every region should have a specific brand or logo that is embraced universally.

CELEBRATE YOUR WINS BUT NEVER BE SATISFIED.

Just good enough is not good enough. KC made a conscious effort to punch above their weight class and it paid off.

CULTIVATE A LOCAL WORKFORCE.

A good paying job and an education should be available to everyone. PrepKC graduates leave high school with college credit, workforce credentials, and real-world experience that will give them a jumpstart on their futures. The Great Jobs KC program is transforming the workforce and local economy and forging partnerships and creating buy in from the business community.





Workshops
20
ENGAGED

DEI Power Hours

116
ENGAGED

DEI Toolkit
130+
RESOURCES



DEI Spotlight Presentations

104
ENGAGED

COMMUNITY PARTNERSHIPS

- VCU CONNECT Community Engagement Conference
- Greater Richmond YMCA DEI Symposium
- Nonprofit Collective for DEI Practitioners in partnership with Sports Backers & Richmond Region Tourism



REGIONAL INCLUSIVE GROWTH NETWORK (RIGN)

ChamberRVA in partnership with Greater Richmond Partnership was competitively selected to participate in this network led by Brookings Metro and the Center for Economic Inclusion (CEI) with the goal to educate and benchmark organizations within our region according to their racially inclusive practices using the CEI's Racial Equity Index.

18-month cohort through March 2025

8 cities will visit each other and have a chance to learn about that region's economic development and current progress toward a racially inclusive economy.

First held: Akron, OH (Sept 27–28, 2023)

Upcoming: Birmingham, AL; Des Moines, IA; St. Louis, MO; Cincinnati, OH; New Orleans, LA; Kansas City, MO; Richmond, VA

CHAMBERRVA MIX

7 events | 425 engaged

Signature networking event bringing together members to help build sustainable business relationships. ChamberRVA hosted seven events, collaborating on four of them with community partners – MBL, PlanRVA, Powhatan Chamber of Commerce, Chesterfield Chamber of Commerce – convening more than 425 attendees.

SMALL BUSINESS PERSPECTIVES

5 events | 35 engaged

These invitation-only gatherings of small business owners and/or C-Suite level representatives provide the opportunity to discuss successes and challenges facing their business today.

CEO FORUM

5 events | 108 engaged

Intimate gatherings of C-Suite leaders and ChamberRVA's CEO.

LEAD INVESTOR

5 events | 191 engaged

Lead Investors are a dedicated group of leaders who provide strategic direction for not only ChamberRVA but the business community throughout the region.

NONPROFIT NETWORK

4 events | 121 engaged

Bringing together peer leaders within the nonprofit community to share best practices and resources.

REGIONAL HOLIDAY PARTY

350 engaged

Celebrating the holidays in partnership with Richmond Region Tourism and Greater Richmond Partnership.

MEET CHAMBERRVA

12 events | 45 engaged per event

RIBBON CUTTINGS

29 events



WHAT MEMBERS
ARE SAYING:

The ChamberRVA Team does a fantastic job of creating a community for the betterment of our area and the ChamberRVA members. Richmond is a better place because of the work ChamberRVA does.

— Punch





CHAMBERRVA EXECUTIVE COMMITTEE



Ed Baine
DOMINION ENERGY

Chair*



Maria Tedesco
ATLANTIC UNION BANK

Chair-Elect*



Mitch Haddon
COLONIALWEBB

Vice Chair*



Ken Ampy
ASTYRA CORPORATION

Treasurer*



Polly White
GATHER

Immediate Past
Chair/Audit*



Rachel Burgess Yost
SIR

Business Council
Forum Chair*

*Officers



Sherrie Armstrong

COMMUNITY FOUNDATION
FOR A GREATER RICHMOND

Appointed



Nathalia Artus

ATLANTIC UNION BANK

Chesterfield Business Council



Elizabeth Creamer

COMMUNITY COLLEGE
WORKFORCE ALLIANCE

Workforce



Harold Fitrer

COMMUNITIES IN SCHOOLS
OF RICHMOND

Richmond Business Council



Moses Foster

WEST CARY GROUP

Economic Inclusion



Renee Haltom

FEDERAL RESERVE BANK OF RICHMOND

Futures



Phil Hatfield

CAPITAL ONE

RVA Now



Trey Hayden

CODEBLUE TECHNOLOGY

Hanover Business Council



Jennifer Hunter

ALTRIA

DEI Advisory Committee



Rebecca Ivins

HOURIGAN

Port



Ken Johnson

JMI

Appointed



Kelsey McLeland

CAPITAL ONE

HYPE



Will Melton

XPONENT21

Marketing



Andy Poarch

ALLIANCE GROUP

Government Affairs



Brian Trader

LEWIS GINTER BOTANICAL GARDEN

Henrico Business Council



Sam Young

ASTYRA CORPORATION

Leadership Development

2023

BOARD OF DIRECTORS

Makola Abdullah

VIRGINIA STATE UNIVERSITY

Neil Amin

SHAMIN HOTELS

Matt Anderson

RANGE COMMERCIAL PARTNERS

Greg Bishop

WILLIAMS MULLEN

Margaret Ann Bollmeier

MCV FOUNDATION

Lester Brown

Junior Burr

CANTERBURY ENTERPRISES

Shekar Challa

VIRGINIA STATE UNIVERSITY

Kelly Chopus

Bobby Cowgill

SOUTH STATE BANK

Abby Credicott

DOMINION ENERGY

Sharon Dabney-Wooldridge

KLEAN KARE TEAM

Jill Donaldson

PASTRY BASE

Bill Fiege

BRIGHTPOINT COMMUNITY COLLEGE

Leah Fremouw

BRIDGING VIRGINIA

Dave Gallagher

DOMINION PAYROLL

Rick Gregory

LYNX VENTURES

Kym Grinnage

GRAY TELEVISION/12 ON YOUR SIDE

Julie Gustavsson

KEITER

Greta Harris

BETTER HOUSING COALITION

Cornel Hubbard

MAGELLAN OF VIRGINIA

Brian Jackson

HIRSCHLER

Chris Layne

BLUE RIDGE BANK

Perry Miller

CAPITAL REGION AIRPORT COMMISSION

Paula Pando

REYNOLDS COMMUNITY COLLEGE

Todd Parnell

RICHMOND FLYING SQUIRRELS

Mickey Quiñones

ROBINS SCHOOL OF BUSINESS,
UNIVERSITY OF RICHMOND

Abby Rogers

YMCA OF THE USA

Carrie Roth

VIRGINIA EMPLOYMENT COMMISSION

Chris Shockley

VIRGINIA CREDIT UNION

Melody Short

THE RICHMOND NIGHT MARKET

Jayme Swain

VPM

PROSPER LEVEL BOARD MEMBERS

Victor Branch · BANK OF AMERICA

Ed Baine · DOMINION ENERGY

Bridgette Bywater · KINGS DOMINION

Matt Conrad · VCU

Chris Daniels · WELLS FARGO, N.A.

Karah Gunther · VCU HEALTH

Phil Hatfield · CAPITAL ONE

Mark Hourigan · HOURIGAN

Jennifer Hunter · ALTRIA

Trina Lee · CARMAX

Hakim Lucas · VIRGINIA UNION UNIVERSITY

William Lunn · HCA

Kelley McCall · META

Matthew Ogburn · VERIZON

Jarrott Patteson · TRUIST

Scott Perrin · ANTHEM BLUE CROSS BLUE SHIELD

Peter Ramsey · HALEON

Michael Reynold · MCGUIREWOODS LLP

Rhodes Ritenour · BON SECOURS VIRGINIA

Lisa Ruggles · COSTAR GROUP

Brandon Shaw · CLARK CONSTRUCTION

Kelly Till · RICHMOND TIMES-DISPATCH

Melvin Watkins · M&T BANK

Lynn White · GENWORTH

CHAMBERRVA TOTAL INVESTMENT INVESTMENT HONOR ROLL 2023

\$50,000+



\$20,000 – \$49,999



\$10,000 – \$19,999



GROW LEVEL MEMBERS

Allianz Partners
Apex Systems, Inc.
ASM Richmond
Atlantic Constructors, Inc.
Atlantic Union Bank
Berkshire Hathaway Gas
Transmission & Storage
Blue Ridge Bank
Brandywine Realty Trust
Brightpoint Community College
Brinkmann Constructors
The Brinks Company
Brown Distributing Company, Inc.
Burtons Grill & Bar Richmond
Capital Region Airport Commission
CBS 6 WTVR
Challa Law Offices
Chase Dominion Advisors
Cherry Bekaert
Christian & Barton, LLP
Clark Nexsen Architecture and
Engineering
Colliers International
ColonialWebb Contractors
Commonwealth Commercial Partners
Community College Workforce
Alliance (CCWA)
Community Foundation for
a Greater Richmond
Creative
Davenport & Company LLC
Dewberry
Dominion Payroll
Federal Reserve Bank of Richmond

The Feel Better Lounge
First Bank & Trust Company
First Citizens Bank
Froehling & Robertson, Inc.
Fulton Bank
Gather
Gentry Locke
Gilbane Building Company
Goodwill of Central and
Coastal Virginia
Google
Gresham Smith
GRTC Transit System
Hirschler
Hunton Andrews Kurth
IdeaWeavers
Indivior
JMI
Keiter
Kinsale Insurance Company
KPMG LLP
Langley Federal Credit Union
Lansing Building Products, Inc.
LifeNet Health
Luck Companies
Magellan Healthcare
Manganaro Midatlantic
Markel Corporation
The Martin Agency, Inc.
MEDRVA Healthcare
Mutual Assurance Society of Virginia
NurseSpring
Old Dominion Electric Cooperative
Omni Richmond Hotel

OneBridge Advisors
Patient First Administrative Offices
Peoples Bank
Performance Food Group Company
Phlow Corporation
PNC Bank
Randolph-Macon College
Reynolds Community College
The Richmond Marriott
Richmond Symphony
Riverstone
Sands Anderson
SIR
South State Bank
Spotts Fain
Strange's Florist
Swedish Match North America
The Image Group
Timmons Group
TowneBank
Trane
Troutman Pepper
Ukrop's Homestyle Foods
Universal Corporation
University of Richmond
Vaco LLC
Virginia Credit Union
W. M. Jordan Company
Warren Whitney
Wegmans Food Markets
Weidmuller
West Cary Group
Whiteford Taylor Preston
Williams Mullen
YMCA of Greater Richmond

ENGAGE LEVEL MEMBERS

ADT Security Services, Inc.
Agili
Alliance Group
Apple Hospitality REIT
Astyra Corporation
Audacy
Baskervill
Brown and Brown
Brown Edwards
Burke & Herbert Bank
C&F Bank
Canterbury Enterprises
Centerwell – Midlothian
Centerwell – South Laburnum
ChildSavers
Cintas Corporation
Davenport & Company LLC
Deloitte
Delta Hotels by Marriott Richmond
Downtown
Departure Media Airport Advertising
DoorDash
DPR Construction
EAB
EY
Farmers Insurance
FeedMore, Inc.
Gray Television and 12 On Your Side
Greater Richmond Convention
Center/Spectra
Hawthorne Global Aviation Services
Henrico County Public Schools
Henrico Sports and Entertainment Authority

Hilldrup Moving & Storage
The Hodges Partnership
Hoover & Strong, Inc.
The Image Group
James River Transportation
The Jefferson Hotel
Joyner Fine Properties
kaléo
Kelleher HVAC
Kroger
Lee Law Office, PLLC
The Library of Virginia Foundation
Marsh & McLennan Agency
McGeorge Car Co., Inc. Toyota Scion
Medical College of Virginia Foundation
Moseley Architects
Networking Technologies + Support, Inc.
NewMarket Services Corporation
Old Dominion Insulation, Inc.
Omega World Travel
PBMares, LLP
Peoples Advantage Federal Credit Union
Publix Supermarkets
Punch, LLC
Purcell Construction Corporation
Puritan Cleaners
Raymond James & Associates
Revolution Hearing
Richmond Marriott Short Pump
Richmond Public Schools
Richmond Raceway, Inc.
Richmond Redevelopment & Housing
Authority
Richmond Region Tourism

Schwarzschild Jewelers –
Carytown Exchange
Schwarzschild Jewelers –
Short Pump Town Center
Segra
Shamin Hotels
Sheehy Lexus of Richmond
Sheltering Arms Corporation
Sims Metal Management
SOAR365
Sonoco Products
South University
St. Christopher's School
St. Joseph's Villa
Taylor Hoffman
ThompsonMcMullan, P.C.
Touchstone Bank
Town of Ashland
True North Advisors, LLC
Verena at the Glen
Village Bank Corporate Office
Virginia Employment Commission
Virginia Museum of Fine Arts
Virginia Women's Center
Weinstein Properties
Westminster-Canterbury Corp.
The Whiting-Turner Contracting Company
Woods Rogers Vandeventer Black PLC
Workforce Solutions
WRLH Fox Richmond/ MyTV Richmond
Xponent21
Xylem
YWCA Richmond

REVENUE

\$3,060,000

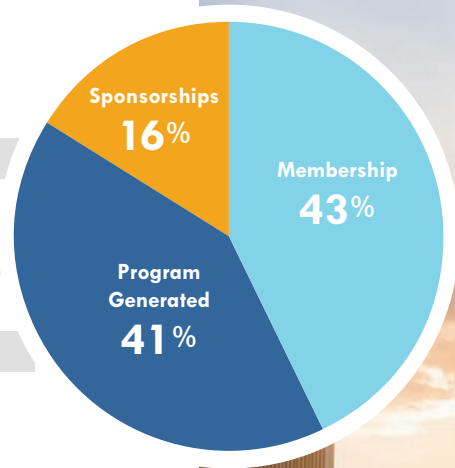
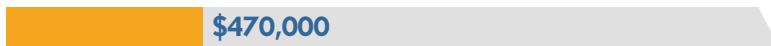
Membership



Program Generated & Other



Sponsorships



Net cash reserve improvement approximately \$40,000.

EXPENSES

\$3,060,000

Workforce Development / Talent Pipeline



Advocacy



Member Support & Retention



Communications & Marketing



General Administrative



CHAMBERRVA TEAM



Brian D. Anderson
President & CEO



Rob Anderson
Chief Financial Officer



Christy McCurdy
Vice President &
Corporate Secretary



John Easter
Senior Vice President,
Government & Community Affairs



Maribeth Conrad
Vice President, Marketing
& Communications



Christina Mastroianni
Vice President, Community Engagement
& Resource Development



Beth Weisbrod
Vice President, Talent
& Workforce



Stephanie Phillips
Director, Member
Value & Engagement



Allison Pollock
Program Manager,
RVA NOW



Brittany Seward
Program Manager, Leadership
& Community Development



Dasha Runyan
Membership Development
Executive



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