

2020

chamber RVA

SERVING THE RICHMOND REGION



ANNUAL REPORT



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ChamberRVA had tremendous excitement for the year when 2020 began, only to have our plans upended as the region, nation and world were presented with unprecedented circumstances.

Like most business organizations, ChamberRVA altered direction to respond to the COVID-19 pandemic, economic disruption and social unrest by providing our members and business community guidance, support and information to help navigate through the challenging times.

Although this year brought challenges and headwinds, it has been a terrific year for growth, introspection, and humility. With an amazing team, a committed and dedicated Board of Directors, and regional partners, ChamberRVA is poised to do even more work moving toward prosperity for all.



Brian Anderson
President & CEO, ChamberRVA



Mark Hourigan
CEO, Hourigan • Chair, ChamberRVA

Executive Committee



MARK HOURIGAN

Hourigan
Chair



DARCY CARROLL

Richmond Volleyball Club
Henrico Cabinet Chair



POLLY WHITE

Gather
Chair-Elect



MARK CREERY

Data Directions
Hanover Cabinet Chair



ED BAINE

Dominion Energy
Vice-Chair; Diversity, Equity &
Inclusion Task Force Co-Chair



HAROLD FITRER

Communities in Schools of Richmond
Richmond Cabinet Chair



PAT GOTTSCHALK

Williams Mullen
Immediate Past Chair;
Audit Committee Chair



MOSES FOSTER

West Cary Group
Marketing Committee Chair



MARIA TEDESCO

Atlantic Union Bank
Treasurer



MITCH HADDON

ColonialWebb
Mission Tomorrow Chair



BILL FIEGE

John Tyler Community College
Cabinet Forum Chair



RENEE HALTOM

Federal Reserve Bank of Richmond
Futures Chair



SHERRIE ARMSTRONG

Community Foundation
for a greater Richmond



JENNIFER HUNTER

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



RACHEL BURGESS

SIR
RVA NOW Chair



KEN JOHNSON

JMI
Government Affairs Chair



PATTY MERRILL

Merrill Consulting
Membership Chair



CLINTON WELLS

Capital One
HYPE Chair



PAULA PANDO

Reynolds Community College
Workforce Chair



MATT WELLS

WestRock
Port Chair



SARAH HUANG SPOTA

George Mason University
Chesterfield Cabinet Chair



SAM YOUNG

Astyra Corporation
Leadership Development Chair

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

MARGARET ANN BOLLMEIER
MCV Foundation

LESTER BROWN
Tredegar Corporation

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

KRISSY GATHRIGHT
Apple REIT

RICK GREGORY
Lynx Ventures

ED GRIER
VCU School of Business

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

BRIAN JACKSON
Hirschler

ROBERT LINDGREN
Randolph-Macon College

NED MASSEE
Croatan Advisors

CHRIS MUMFORD
The Martin Agency

ALLISON O'BRIEN
Long & Foster Corporate Real Estate Services

TODD "PARNEY" PARNELL
Richmond Flying Squirrels

MICKEY QUIÑONES
University of Richmond

GENEVIEVE ROBERTS
Gallagher Titan

BERNARD ROBINSON
NTS (Networking Technologies + Support)

CARRIE ROTH
Activation Capital

JOHN SARVAY
Floriscane

KEN WAYLAND
Free Agents Marketing

JOHN ZEHEB
Ukrop's Homestyle Foods



HEIDI ABBOTT

Hunton Andrews Kurth

ED BAINE

Dominion Energy

VICTOR BRANCH

Bank of America

PATRICK BUTLER

Proxios

CHRIS DANIELS

Wells Fargo

PAUL FARRELL

Richmond Times-Dispatch

DIANE FLANNERY

McGuireWoods

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

JEFF RICKETTS

Anthem Blue Cross Blue Shield

RHODES RITENOUR

Bon Secours Health System

DOUGLAS ROTH

BB&T now Truist

LISA RUGGLES

CoStar Group

LISA SPELLER

Colonial Downs

MAC STUCKEY

CarMax

AMBER TILLMAN

Facebook Data Centers

MELVIN WATKINS

M&T Bank

LYNN WHITE

Genworth

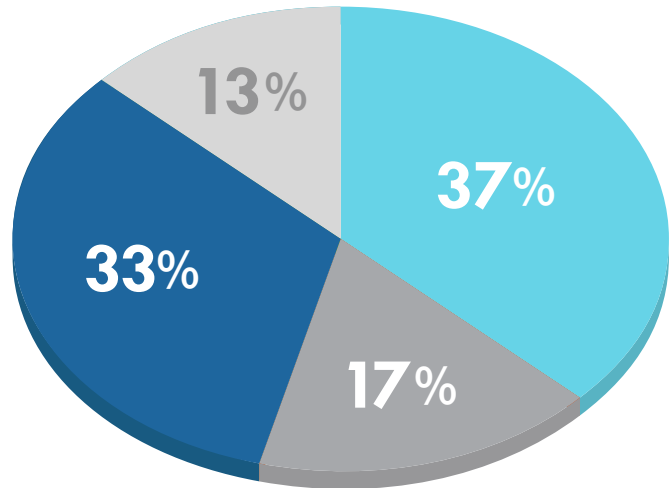
PARTNER LEVEL

50+ YEARS

ChamberRVA Membership

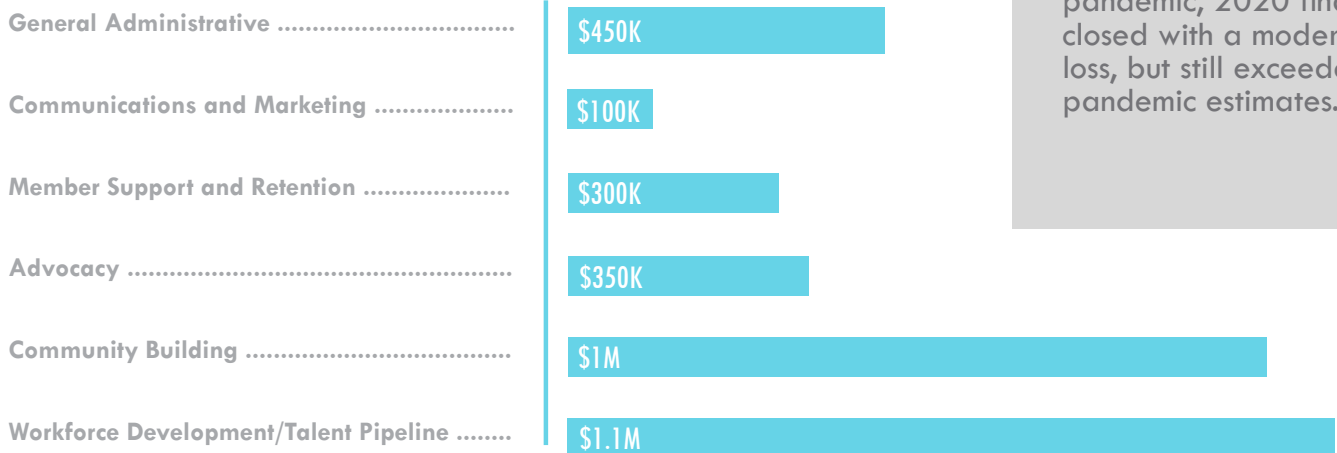
- ADT Security Services
- Altria
- Anthem Blue Cross Blue Shield
- Austin Brockenbrough Associates
- Bank of America
- BB&T Scott & Stringfellow
- Bennett Funeral Homes
- CBS 6 WTVR
- ChildFund International
- Christian & Barton
- Columbia Gas of Virginia
- Dairy Queen
- Davenport Company
- E A Holsten
- E S Chappell & Sons
- Electrical & Mechanical Resources
- EY
- Foley Company
- Hirschler
- Hunton Andrews Kurth
- Kjellstrom and Lee
- KPMG
- Lansing Building Products
- Long & Foster Realtors
- Luck Companies
- Markel Corporation
- McGuireWoods
- Mitchell Wiggins Company
- Mutual Assurance Society of Virginia
- NewMarket Services Corporation
- Porter Realty Company
- Premier Bank
- Richmond Metropolitan Transportation Authority
- Richmond Redevelopment and Housing Authority
- Ruffin & Payne
- Sands Anderson
- Sonoco Products
- Sterling Management Corporation
- Thalheimer/Cushman & Wakefield
- The Clovelly Corporation
- The Martin Agency
- Timmons Group
- Troutman Pepper
- Ukrop's Homestyle Foods
- United Way of Greater Richmond and Petersburg
- Universal Corporation
- University of Richmond
- UPS Freight
- Virginia Commonwealth University
- VPM
- Weinstein Properties
- Wells Fargo
- Williams Mullen
- WWBT/NBC12

2020 Revenue



* Community Building includes \$400,000 2019 FutureRVA carry over funds

2020 Expenses



Due to the unforeseen pandemic, 2020 financials closed with a moderate net loss, but still exceeded early pandemic estimates.

Our Investment Partners - Total ChamberRVA Investment

\$50,000+



Altria



\$20,000+



FACEBOOK



PROXIOS

WELLS FARGO

\$10,000+

brother



COLONIAL WEBB



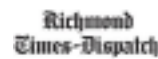
Hirschler

HUNTON ANDREWS KURTH



M&T Bank

McGUIRE WOODS



VIRGINIA Credit Union



ChamberRVA has introduced new membership levels as well as respective benefits for 2021. The new levels are: Belong, Engage, Grow (formerly Chairman's Circle), Prosper, and Lead.

- Allianz Global Assistance
- Apex Systems
- ASM Richmond
- Atlantic Constructors
- Brandywine Realty Trust
- Brown Distributing Company
- CapTech
- CBS 6 WTVR
- Challa Law Offices
- Chase Dominion Advisors
- Christian & Barton
- Clark Nexsen Architecture and Engineering
- Colliers International
- Columbia Gas of Virginia
- Community College Workforce Alliance
- Creative
- Dominion Payroll
- Draper Aden Associates
- Drive Shack
- EAB
- 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
- IdeaWeavers
- JMI
- John Tyler Community College
- Johnson Controls
- Keiter
- KPMG
- Lansing Building Products
- Luck Companies
- Magellan of Virginia
- Manganaro Midatlantic
- Markel Corporation
- The Martin Agency
- Mutual Assurance Society of Virginia
- NurseSpring
- Old Dominion Electric Cooperative
- Omni Richmond Hotel
- Patient First Regional
- Performance Food Group Company
- PNC Bank
- Quinn Evans
- Randolph Macon College
- Richmond Marriott Hotel
- Sands Anderson
- SIR
- Sonabank
- South State Bank
- Spotts Fain
- Strange's Florist
- Swedish Match North America
- Timmons Group
- TowneBank
- Trane
- Trolley House Refreshments
- Troutman Pepper
- Ukrop's Homestyle Foods
- United Network for Organ Sharing
- Universal Corporation
- University of Richmond
- UPS Freight
- Vaco Richmond
- VCU Health System
- Virginia Commonwealth Bank
- Virginia Commonwealth University
- W. M. Jordan Company
- Wegmans Food Markets
- WestRock
- West Cary Group
- Whiteford, Taylor & Preston
- Williams Mullen
- YMCA of Greater Richmond

The arrival of the COVID-19 pandemic brought about a heightened sense of uncertainty and confusion. Recognizing that every business in the Richmond region was facing unusual and unforeseen impacts, ChamberRVA provided guidance, support and resources to help navigate this challenging time.

Despite COVID-19 restrictions, our goal as a chamber was to continue to provide quality, informative programming for the public and our membership, albeit in a virtual format. Core annual events such as the Icons 2020, Mission Tomorrow, and the Education Summit, were online and successful thanks to the creative work of our staff, members and regional partners. We conducted over 15 Virtual Town Halls covering a wide range of topics throughout 2020.

During the early months of the pandemic, we highlighted vital information to over 500 virtual participants, covering information on PPP and EIDL loans, and CARES and SBA Loans. In the summer, we partnered with VCU and the Hispanic Chamber of Commerce to talk about staying safe at work. We heard recommendations from our Regional Health Directors about state and national trends, and how we in the business community could do our part to help contain the virus. Other webinars included topics on mental health, talent acquisition and retention during and after COVID-19 and helping small businesses “Get Back to Work.”

While we were saddened to postpone the in-person events that bring our membership together, we are incredibly grateful for the technology and partnerships that allowed us to quickly shift gears and continue to provide meaningful programming to the public and business community. As we start 2021 we will continue to explore and create virtual programs that help to move the region forward and continue to provide the ChamberRVA as a valuable resource for your businesses.

APR 14 CARES Act & SBA Disaster Loans

APR 24 Virtual Town Hall:
Dr. Danny Avula

MAY 08 Corporate Social Responsibility

MAY 14 Small Business:
Navigating COVID-19

JUN 12 Virtual Town Hall:
Tom Barkin, Federal Reserve Bank of Richmond

JUL 14 Reviving Our Confidence

OCT 13 Convergence 2020

DEC 09 Virtual Town Hall:
Future of Office

DEC 17 Virtual Town Hall:
The State of Regional Healthcare

APR 23 PPP & EIDL Loans

APR 24 Encore:
PPP & EIDL Loans

MAY 08 Small Business:
Navigating COVID-19

MAY 26 Small Business:
Navigating COVID-19

JUN 22 COVID-19 Impact on Mental Health

JUL 16 How to Keep Your Team Safe

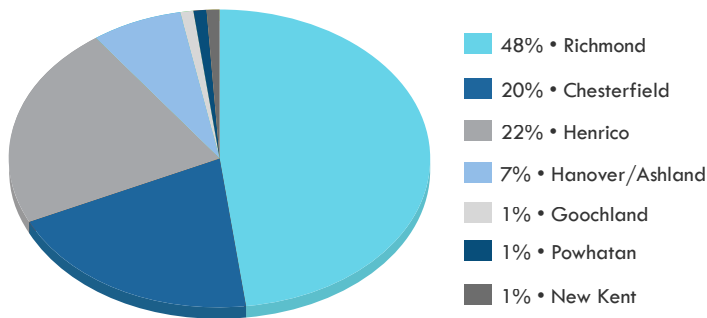
OCT 22 Virtual Town Hall:
COVID-19 Health Update

DEC 16 Virtual Town Hall:
The Role of Attracting Talent



100 Small Business Recipients

By Jurisdiction:



Veteran
Owned
4%



Minority
Owned
38%



Women
Owned
58%

Thousands of businesses across the region were deeply impacted by the economic effects of COVID-19. As part of our dedication to building a thriving regional community, in partnership with Facebook (Round One) ChamberRVA created the RVA Small Business Relief Fund, a program to provide immediate grants to qualified small businesses in the region. The Relief Fund provided \$2,500 in financial assistance to 100 small businesses in the form of an unrestricted grant to support rent, employee salaries, and operating costs as a stop-gap measure pending the release and distribution of federal and state aid.

“I am so thankful to Chamber RVA for awarding S&S Painting a grant and for providing us with a ‘We’re Open’ kit! We had to completely close our doors for 6 weeks. I knew it would be difficult to start back up but was determined to do so. I am so grateful that ChamberRVA was able to help as much as they did! Our chamber really helps the small businesses!!”

— Stacey Spear, S&S Painting

We Care RVA Rebuild Project

In an effort to continue supporting the small business community after the initial round of the Relief Fund, ChamberRVA joined the Metropolitan Business League along with community and business partners in the We Care RVA Rebuild Project that provided emergency funding, crisis tools/resources and business coaching for small, women and minority-owned businesses impacted by the COVID 19 pandemic and the social justice demonstrations.

FORWARD
RVA →

In May 2020, ChamberRVA partnered with Richmond region business, community and governmental leaders to form ForwardRVA, a coalition focused on creating an innovative reopening and planning framework.

The immediate focus was to support small, local businesses in reopening and operating safely by sharing tools and resources, including free Personal Protection Equipment, “We’re Open” signage and important safety information.

With over 2,000 ForwardRVA reopening toolkits distributed to businesses and organizations from New Kent to Powhatan, Hanover to Hopewell, and all communities in between, RVA remained poised for a continued safe reopening period.

ForwardRVA is committed to continue to work together, encouraging region-wide conversations and actions ensuring we build the community we envision for the future.



Diversity, Equity & Inclusion Task Force

In response to the murder of George Floyd and the social unrest that followed both nationally and locally, we assembled a diverse task force of both ChamberRVA Board members and non-Chamber members, led by co-chairs Jennifer Hunter and Ed Baine.

This is an unprecedented opportunity to come together and unite our community with intentional engagement, adopt a new purpose, and position Richmond for a recovery that is more inclusive and therefore stronger. We're prepared to take bold action to establish our region as an inclusive and equitable community with diverse talent. ChamberRVA is at the beginning of a new journey – as are many of our members. We will broaden our reach, build new partnerships, and fully support our membership with tangible solutions as they undertake their own journeys.



DEI Task Force Purpose:

Identify and recommend tangible and sustainable solutions that ChamberRVA and its members can implement to help close race-based opportunity gaps in the Richmond region.

Desired Outcomes:



ChamberRVA embeds equity as a core pillar to achieve its Mission and Vision



ChamberRVA and its members are equipped to drive sustainable change within their walls & beyond



Our community adopts a new way of working to address systemic issues

Next Steps



- Unified statement of purpose and commitment on the Chamber's website
- Begin to implement task force recommendations as presented to the Chamber Board
- Set up meetings with community stakeholders
- Continuation of internal DEI training for Chamber staff with VCIC
- General Assembly advocacy work around DEI policies

Task Force Members:

- **Co-Chair:** Ed Baine, Dominion Energy
- **Co-Chair:** Jennifer Hunter, Altria
- **Chamber Lead:** April Perrin
- Brian Anderson, ChamberRVA
- Moses Foster, West Cary Group
- Mitch Haddon, ColonialWebb
- Renee Haltom, Federal Reserve Bank of Richmond
- Greta Harris, Better Housing Coalition
- Mark Hourigan, Hourigan
- Ken Johnson, JMI
- Kelli Lemon, Urban Hang Suite
- Floyd E. Miller II, Metropolitan Business League
- Sharaza Nelson, ChamberRVA
- Mickey Quinones, University of Richmond
- Paula Pando, Reynolds Community College
- Maria Tedesco, Atlantic Union Bank

Subcommittees:

- Economic Inclusion
- Education/Workforce Development
- Public Policy

Shared Values Summit

Our region was at a transformational moment – from the health and economic impacts of the pandemic to the racial equity and social justice movement. This provided a moment in time to come together and create a future that will be different from our past – to promote an economy and community that will serve all of us, not just some of us.

To help achieve that goal, ChamberRVA introduced the Shared Values Summit, a four-part series convening civic-minded leaders and change makers for a series of discussions that ignited our shared thinking about Richmond’s history, culture of philanthropy, opportunities to amplify minority business growth, and the power of economic mobility.



- » Session 1:
Reframing History in the South
- » Session 2:
Turning Philanthropic Purpose into Meaningful Practice
- » Session 3:
Accelerating Minority Business Growth and Development
- » Session 4:
Regional Leadership on Economic Mobility and Inclusive Growth

“

“Richmond as it is right now is unsustainable for too many people, and therefore should be unsustainable for all of us.”

- Melody Barnes

Shared Values Summit:
The Impact




4 Sessions
8 Hours

 Speakers

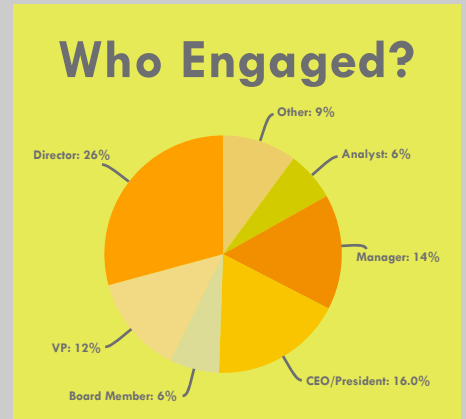
13 Regional
8 National


8 Community Partners

531 Participants

79%  chamber RVA
SERVING THE RICHMOND REGION

21% Non-Members



ChamberRVA acts as a fierce advocate for businesses on issues that enrich a thriving and diverse business climate. We listen carefully to members and turn their input into action through proactive advocacy.

The 2020 legislative priorities focused on four guiding principles



Workforce Development & Education

Support education and training programs that develop a workforce possessing the skills and business-recognized credentials aligned with industry's current and future business needs.



Early Childhood Investment

Support investment in early childhood programs that enhance the opportunity for children to realize the benefits of their future education and become workforce ready.



Economic Development

Support 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.



Healthcare

Support policies to minimize rising healthcare costs and to help businesses provide affordable coverage.

Successes

- Central Virginia Transportation Authority established with revenue stream providing estimated \$180+ million per year for regional and local transportation projects and transit
- Virginia's right to work law repeal defeated
- Oversight of early childhood initiatives transferred to Department of Education
- Various police reform initiatives adopted, including community care teams (Marcus alert), duty to intervene with officer misconduct, training in de-escalation techniques, and limitations on neck restraints and no-knock warrants

ChamberRVA Candidate Forums

ChamberRVA has hosted candidate forums throughout the Richmond region for every election cycle for over a decade. These events give candidates the opportunity to speak publicly in their localities in an open, unbiased setting.

Our country and region were experiencing challenging times – with a global pandemic, a turbulent economy and social justice unrest – making it even more important to learn a candidate's positions on policies and relevant issues. Preceding the November 2020 election, ChamberRVA partnered with Channel 12 and VPM to televise forums for Richmond mayoral candidates, as well as the 4th and 7th congressional district races.

ChamberRVA hosted the Virtual Education Forum, a series of five webinars featuring education, business and community leaders who spoke to the importance of equity in the education system, and best practices for helping students develop essential life skills.

The Virtual Education Forum recognized the collective efforts required to create equitable practices for students to succeed and focused on answering three questions →

1 What is equity in education?

2 Why does it matter?

3 How do we achieve it?

The forum brought together over 500 participants for the opportunity to listen and share their perspective, while creating dialogue on how to move forward ensuring every child has equal opportunity for success.



Mission Tomorrow: Next Generation, in partnership with Junior Achievement of Central VA, looked a little different due to COVID-19 but the goal was the same: expose the region's 8th graders to a wide variety of careers in a fun, interactive way.

The region's vitality depends on its future workforce. Mission Tomorrow featured over 70 businesses that represented and shared the unique industry traits and skills required for tomorrow's workforce. This fun event introduced over 6,000 next-generation students to a variety of career opportunities available in our region with interactive engagement.

"I thought that the entire program was done perfectly. From the animations, points, interactive chats and videos, I truly learned a lot about different career options and from being uncertain, I now have better clarity on what path I may want to choose in the future!"

*– Mission Tomorrow Participant,
Survey Response*



635

Followers*RVA NOW Instagram*

7/700

Views*Instagram Live Convos/Views*

220

Interns*(4.5/5 Stars From Students)
YRichmond 2020*

12

Employers*(4.5/5 Stars From Employers)
YRichmond 2020*

1,000

Open Rate Avg: 35%*Student Newsletter Distribution*

2,000

Students Reached*Aggregate Statewide Student
Engagement Across All Programming*

2020 was RVA NOW's startup year, with marketing campaign and programming launching in Q4.



ChamberRVA has long been dedicated to the attraction, retention and development of talent in the Richmond region. The RVA NOW program (formerly CampusRVA) was conceived to build a connection between area employers and recent college graduates, growing a skilled and diverse workforce in the Richmond region.

RVA NOW leverages ChamberRVA's strong reputation and business relationships to showcase the depth and diversity of employment opportunities to college students statewide. Not only does the region have powerhouse companies, it also offers a vibrant community in which to live, work, play and make an impact.

RVA NOW's Mission:

- » Promote RVA as a welcoming, vibrant, and accessible place for young professionals and college graduates to make an impact
- » Develop an employment marketplace
- » Help students move and assimilate into the Richmond region
- » Develop a plan of action to close workforce gaps

RVA NOW is supported by a GO Virginia grant, with matching contributions from private sector investors (through the Chamber's FutureRVA campaign), Richmond City, and the surrounding counties and guided by four stakeholder groups-Higher Education, Corporate, Student, and Community.

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 2020 programming went virtual and allowed for all young professionals to attend free of charge as an act of good will in the midst of the pandemic. There were 15 virtual events held, focusing on relevant current topics including career resilience, self-care, emotional intelligence, equity and inclusion in the workplace and supporting local businesses.

Icons 2020

2020 was a year unlike any other, which called for an event unlike any other. Icons 2020 honored and recognized the young professionals in our community who have excelled in 2020 and made the most of a challenging climate. Whether in their workplace, in the small business that they own, or in the larger community, Icons showcased the brilliant and creative people who have pivoted their business models, led through crisis, or stood up against injustices across our nation.

Praised as "the best virtual event ever attended," Icons 2020 was hosted by radio celebrities Jack and Melissa from 103.7, welcomed over 175 attendees, and featured keynote speaker Rodney Robinson, 2019's National Teacher of the Year.



The Innovator Award

Eric Edwards, M.D., Ph.D., *Phlow Corporation*



New Normalizer

The Richmond Experience



Movement Maker

Abu Ngauja, *The Martin Agency*



Diamond in the Rough

Hannah Mae White, *Spectrum Health Systems*



The YP Workplace Award

The Martin Agency

ChamberWomen is a platform for professional women to connect, educate and inspire, through leadership development, topical education and advocacy on key regional issues.

As the world adjusted to COVID-19, ChamberWomen pivoted, offering the majority of our programming free and open to the public, allowing for broader engagement and more exposure for our network.

Leading and Learning

Leading and Learning was a four-part series featuring a wide array of community leaders sharing their personal and professional experiences of leading during an unprecedented time. Speakers included Michelle Braden, President and CEO of MSB Coach; Senator Jennifer McClellan, Virginia District 10; Sherrie Armstrong, President and CEO of The Community Foundation; and Renee Haltom, Vice President and Regional Executive at the Federal Reserve Bank of Richmond.

Virtual Town Hall

Over 120 people attended a virtual town hall, hosted by ChamberWomen, featuring Representative Abigail Spanberger who highlighted the COVID-19 congressional efforts and how the virus affected the region.

RVA Women Rising & Responding

ChamberWomen and HYPE hosted a panel of women who responded to the unique challenges and opportunities the Richmond region is facing. The event – RVA Women Rising & Responding – featured the founders of the Jackson Ward Collective, the co-founder of the Collaboratory of Virginia, and the founder and CEO of Glean LLC.



Moving Forward:

- We have started a ChamberWomen task force. The task force, comprised of both ChamberWomen members and non-members, will drive strategic planning for 2021.
- Based on current subscriptions sold, the ChamberWomen network will reach its highest membership to date in 2021.

The logo for Mentor Richmond features the word "MENTOR" in a large, bold, dark blue sans-serif font. Below it, the word "RICHMOND" is written in a smaller, dark blue sans-serif font, with each letter spaced out.

Mentor Richmond is a way for early-career professionals to build relationships with each other while learning from some of our region's most dynamic leaders.

This unique team-based mentoring program has graduated over 300 emerging leaders since its inception in 2008. To provide for more opportunity for participation, lower costs, and streamline that agenda for participants, Mentor Richmond 2020 was held in two sessions and featured new program elements.

- » Implemented Gallup Strengths and designed curriculum to incorporate identified strengths
- » Most racially diverse session ever – 46% increase in diversity from Classes 22 and 23 to Classes 24 and 25

- » Created a Slack Channel to encourage authentic conversation and collaboration throughout program
- » Implemented homework and pairing assignments to match the virtual environment

LEADERSHIP

LAB

PRESENTED BY
INNERWILL

At the heart of great leadership is the ability to ignite the extraordinary potential that resides within us. 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.

The 2020 Leadership Lab adjusted to a virtual format due to the challenges presented by COVID-19 restrictions, engaging 52 participants from 24 different organizations.

“Unlike other leadership programs I have participated in, the RVA Leadership Lab isn’t just about leadership theory, it has been a great opportunity to learn about me, my styles, my values and how to leverage these attributes to build trust and influence others. As I have also learned to sharpen my listening skills, I can better assess the values and needs of others in my organization as I lead them in managing change.”

– Janiel Youngblood, Class 12

Ready + Resilient

In December, ChamberRVA partnered with the Frontier Project to offer a three-part learning series – Ready + Resilient. This year-end learning series was designed to help equip participants by offering tangible tools to help them navigate 2021. The learning series had 45 people participate and engagement throughout the program was a success.

In 2017, ChamberRVA took steps to implement a new forward-looking initiative called FutureRVA. Our goals were to lay the groundwork for developing a more robust talent pipeline, enhance our ability to attract talent, foster regional sustainability, and improve our region's quality of life. The inaugural three-year plan concluded in June 2020, and it is clear there is still much work to be done.

We are asking our current FutureRVA investors to extend their commitments for one additional year as we build a strategic campaign to respond to our current environment and its impact on the longer-term trajectory of the overall work of the Chamber and region. We have an unprecedented level of collaboration within our community now, and we want to build on our current successes.



FOR MORE INFORMATION,
VISIT OUR WEBSITE AT:
chamberrva.com/futurerva

Thank you to our FutureRVA Investors

31

>> \$50,000+



ANONYMOUS DONOR

>> \$25,000 - \$49,999



CoStar™

Genworth 



>> \$10,000 - \$24,999



Bank of America 

COLONIALWEBB A SPANISH LIFE COMPANY



>> \$5,000 - \$9,999

Activation Capital
Apple Hospitality REIT
Astyra Corporation

Atlantic Union Bank
Capital One Bank
Hunton Andrews Kurth LLP

Kings Dominion
LeClairRyan
McGuireWoods LLP

Mr. & Mrs. Mark L. Mullinix
Richmond Association of Realtors
Richmond Raceway

SIR
TowneBank
Virginia Credit Union

>> UP TO \$4,999

Admiral Security Services
Alliance Group
Kathleen Barrett
Baskervill
BB&T
Blair & Associates
Capital Ale House
Capital Bank
CBS 6 WTVR

Challa Law Group
Commonwealth Strategy Group
Croatan Advisors
Data Directions, Inc
Floridane
Fulton Bank
Gather
Hilton Downtown Richmond
Hirschler

Holiday Barn Pet Resorts
Hourigan
IdeaWeavers
Keiter
Koontz Bryant Johnson Williams
KVCF Solutions
Long and Foster
M&T Bank
Main Street Realty

Markel Corporation
The Martin Agency
MBM Marketing
McDonough Bolyard Peck, Inc
Moseley Architects
Networking Technologies + Support
Patient First
Proxios
Randolph-Macon College

Richmond Flying Squirrels
Strategic Staffing Solutions
Thought Logic
Timmons Group
True North Advisors
Ukrop's Homestyle Foods
Virginia Commonwealth Bank
West Cary Group
Woody Funeral Home

ChamberRVA Team



Brian Anderson • President & CEO



Rob Anderson • Chief Financial Officer



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Community & Resource Development



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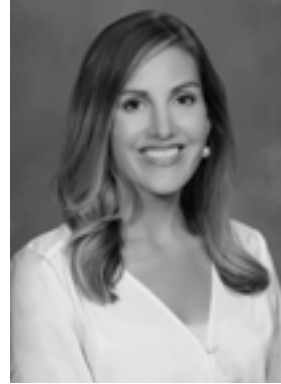
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Sam Mayman • Manager, Government &
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April Perrin • Program Manager, Cham-
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