



# 2024

## ANNUAL REPORT



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In 2024, ChamberRVA charted a bold path with a new strategic plan designed to fulfill the mission, realize the vision, and uphold the values. Through four key pillars, ChamberRVA has driven impactful change across the region:

#### PILLAR ONE

### **ECONOMIC MOBILITY & INCLUSIVE GROWTH**

Fostering prosperity for all by creating pathways to success, ensuring inclusive growth benefits the entire community.

#### PILLAR TWO

### **WORKFORCE DEVELOPMENT & TALENT RETENTION**

Connecting employers, educators, and workers to build a workforce ready for the future and to keep top talent rooted in the region.

#### PILLAR THREE

### **MEMBER CONNECTION & COLLABORATION**

Strong member network that sparks collaboration, innovation, and meaningful connections, delivering exceptional value to all members.

#### PILLAR FOUR

### **ADVOCACY & BUSINESS ISSUES**

Voice for business, driving the understanding of key issues and championing policies that support a thriving economy and resilient communities.



## PILLAR ONE

# DRIVE REGIONAL ECONOMIC MOBILITY & INCLUSIVE GROWTH

### KEY BUSINESS OBJECTIVE

## Adopt & implement a regional equity framework

In 2024, ChamberRVA, in collaboration with regional organizations, including PlanRVA, Community Foundation for a greater Richmond and United Way of Greater Richmond & Petersburg, took a transformative step to address economic mobility and inclusive growth through the launch of RVA Rising. Together, we collectively adopted the Urban Institute's Mobility Framework as the guiding structure for this ambitious initiative. This framework provides a clear, evidence-based roadmap for addressing barriers to upward mobility, with a focus on equity and opportunity for all.

### KEY BUSINESS OBJECTIVE

## Identifying & cultivating long-term partnerships

Strong partnerships are the cornerstone of driving meaningful change and fostering growth in our region. By collaborating with organizations and leaders across sectors, ChamberRVA amplifies efforts to address critical challenges, share innovative ideas, and build a more connected and inclusive community. These partnerships are key to advancing initiatives that create lasting impact.

- **YMCA Community Conversations**
- **Nonprofit DEI Collective**
- **VCU CONNECT Conference**
- **Airport POWER Conference**

ChamberRVA's Power Hours this year emphasized partnerships with diverse organizations to promote inclusivity and collaboration. In August, a Power Hour in partnership with



As a key part of this initiative, ChamberRVA serves as the backbone organization for the Rewarding Work pillar, ensuring alignment among stakeholders, fostering collaboration, and driving measurable outcomes. The Rewarding Work pillar emphasizes creating pathways to quality jobs, fostering a skilled workforce, and building equitable access to economic opportunities.

Diversity Richmond and the Richmond LGBTQ Chamber brought together 65 attendees for networking and learning about local LGBTQ-support organizations. In October, a special Power Hour celebrated Hispanic Heritage Month in collaboration with the Virginia Hispanic Chamber and Latinos in Virginia Empowerment Center. Attendees enjoyed authentic Hispanic cuisine, made meaningful connections, and gained valuable insights into the impactful work of these organizations.





## KEY BUSINESS OBJECTIVE

Visit successful regions

## INTERCITY VISIT ATLANTA

To support these efforts, ChamberRVA continued to organize Intercity Visits, bringing together regional business and community leaders to study successful initiatives in other regions. These visits offer valuable insights into best practices, innovative funding solutions, and effective community engagement strategies. The knowledge gained is helping to shape RVA Rising into a transformative and sustainable initiative tailored to the region's unique needs.

In April 2024, ChamberRVA and regional leaders explored Atlanta's strategies for regional success, offering key lessons for Richmond:

### Key takeaways

#### CROSS-SECTOR COLLABORATION

Partnerships across sectors, like Atlanta's "civic rent" model, are key to solving complex challenges.

#### AFFORDABLE HOUSING

Zoning changes, community land trusts, and public-private funding create sustainable solutions with generational impact.

#### WORKFORCE DEVELOPMENT

Initiatives like apprenticeships, HBCU partnerships, and financial literacy initiatives address employment gaps and promote equity.

#### BUILDING BLACK WEALTH

Empowerment-focused initiatives and institutional support foster economic inclusion through entrepreneurship.

#### REGIONAL VISION

Unified planning and transformative projects demonstrate the value of aligning goals across jurisdictions.



## REGIONAL ACTION SUMMIT

In February 2024, ChamberRVA launched the Regional Action Summits (RAS), a program designed to complement insights from InterCity Visits (ICV) and advance RVA Rising's goals. This summit highlights local innovations and challenges, connecting participants to RVA Rising's pillars.

### February 2024 Regional Action Summit: SETTING THE STAGE

The February summit highlighted local strategies for innovation and growth, focusing on economic development, workforce pipelines, housing solutions, and transportation challenges.

#### Key Highlights:

- Collaborative conversations identified actionable steps to advance regional priorities.
- Emphasis on cross-sector collaboration to align local efforts with RVA Rising's vision.
- Connections made between regional insights and broader national perspectives from ICVs.

### November 2024 Regional Action Summit: ADVANCING PRIORITIES

Building on the February summit, the November event focused on synthesizing insights from RVA Rising and aligning efforts with regional priorities. Updates on the progress of RVA Rising's key pillars set the stage for discussions around equity, systemic solutions, and sustainable investments in workforce development and housing.

#### Key Highlights:

- Explored how local successes could inform future strategies and deepen regional collaboration.
- Fostered alignment across sectors to drive actionable outcomes.
- Reinforced the connection between local initiatives, RVA Rising's broader goals, and insights from InterCity Visits.



## KEY BUSINESS OBJECTIVE

### Brookings Regional Inclusive Growth Network

ChamberRVA and Greater Richmond Partnership were competitively selected to join Brookings Metro's network for small to mid-size cities, focusing on racial equity in local economies. Topics explored include job quality, Black business ecosystems, and inclusive procurement, with site visits to cities like Birmingham, New Orleans, and Saint Louis. ChamberRVA will host the final convening in May 2025.



## PILLAR TWO

# DRIVE & ALIGN REGIONAL WORKFORCE DEVELOPMENT AND TALENT RETENTION

### KEY BUSINESS OBJECTIVE

## Codify the role of regional workforce coalition

In 2024, ChamberRVA aligned its workforce strategies with the "Rewarding Work" pillar of the regional RVA Rising Initiative, committing to a long-term plan starting with elementary education, to address workforce challenges and opportunities in the region. A senior leader was hired to drive these efforts and lead the advancement of workforce development in RVA.

- Workforce CoalitionRVA is expanding its membership to include K-12 providers and industry representatives, alongside existing government, nonprofit, and philanthropic partners
- Expanded pathway development to include 6th – 12th grade credentialing
- Dedicated workgroups will address workforce gaps and build employment pipelines for current and future needs

A critical outcome: ChamberRVA is creating a holistic regional talent strategy, beginning with a focus on key industries critical to future growth. These sectors—IT, Manufacturing, Life and Health Sciences, and Trades—align with the Commonwealth of Virginia's targeted industries for economic development, ensuring efforts are both strategic and impactful.

### KEY BUSINESS OBJECTIVE

## Create a holistic talent pipeline for key industry sectors

### RVA COLLAB

RVA Collab is a partnership between VCU and ChamberRVA which works in collaboration with local businesses and higher educational institutions to bridge the gap between employers and educational institutions to provide students with quality work-based learning opportunities in the Richmond region.

- Community engagement in Region 4 events/programs increased by approximately 30% compared to year two.
- Increased attendance at regional career and hiring fairs.
- Higher participation in general information sessions and State Council of Higher Education for Virginia (SCHEV) module sessions.

### YRICHMOND

YRichmond, an initiative of ChamberRVA, connects summer interns with the Richmond region's community, offering an immersive experience that highlights local opportunities, culture, and livability. In 2024, 20 companies engaged 209 interns through a dynamic series of events that showcase Richmond as a great place to live, work, and thrive.

### 2024 Highlights

- Diverse programming, including museum tours, a Flying Squirrels game, and paddleboarding outings.
- Community engagement with activities like Kings Dominion visits and Friday Cheers.
- A celebratory closing event at River City Roll, featuring food, bowling, and networking.







## MISSION TOMORROW

Mission Tomorrow, in partnership with Junior Achievement of Central VA, is RVA's premier career exploration event for 8th grade students. Designed to introduce students to high-demand careers, Mission Tomorrow helps them make informed decisions about their high school coursework and future career paths.

**11,500**  
STUDENTS

**106**  
EXHIBITOR  
BOOTHS

**45**  
MIDDLE  
SCHOOLS

**180**  
EVENT  
VOLUNTEERS

**11**  
LOCALITIES

Ashland, Amelia, Caroline, Charles City, Chesterfield,  
Hanover, Henrico, New Kent, Powhatan, Richmond, Sussex

*"Leadership Unscripted is something I would recommend to any professional in the Richmond community! The program enabled us to look into the minds of some of Richmond's best leaders and coaches. We were given the opportunity to have open-ended Q&A sessions, learn about their key habits and hear about their individual pathways to success. If that wasn't enough, I made connections that have turned into friends."*

— Ariana J. Root  
First Citizens Bank, Vice President  
Commercial Deposit Officer

## LEADERSHIP LAB

Leadership Lab remains the region's gold standard for leadership development, equipping emerging leaders with skills to excel professionally and drive community impact.

**32** **10**  
GRADUATES WORKSHOPS  
Class of 2024

**Workshops** focused on topics like emotional intelligence, strategic planning, and equity in leadership.

## LEADERSHIP UNSCRIPTED

Leadership Unscripted offers a unique space for candid conversations with some of Richmond's most inspiring leaders, bridging the gap between theory and practice.

### Speakers Featured

- Moses Foster, West Cary Group
- Renee Haltom, Federal Reserve Bank of Richmond
- Todd "Parney" Parnell, Richmond Flying Squirrels
- Scott Perrin, Anthem Blue Cross and Blue Shield





**HYPE**

## HYPE: HELPING YOUNG PROFESSIONALS ENGAGE

HYPE continues to empower the next generation of leaders in Richmond, offering unparalleled opportunities for growth, connection, and community impact.

**18**  
EVENTS  
HOSTED

COMMUNITY  
ENGAGEMENT

**70**  
volunteer hours logged  
at local nonprofits.

**AVG. 75+**  
ATTENDEES PER EVENT,  
fostering consistent networking opportunities.

### Workshops

Sessions included "Discover Your Core: Explaining Personal Values" and "Building Tomorrow: How are YPs shaping RVA" equipping members with actionable skills.

## ICONS 2024

Celebrated 34 outstanding finalists and 7 winners across categories such as "Young Professional of the Year" and "Small Business of the Year."

- Attendance: Over 250 professionals, including senior leaders and emerging talent
- Keynote Speaker: Adrienne Cleveland Wright, The Martin Agency

*"Winning a HYPE ICONS Award gave me an incredible platform to raise awareness about the homelessness crisis and connect with other changemakers in our community. It also provided much-needed visibility for the important work we're doing at HomeAgain to ensure homelessness is rare, brief, and nonrecurring for those in need. Being able to share our story not only at the event but also on social media, and having HYPE mention our organization, has helped us build stronger advocates and expand our reach. I'm truly grateful for the recognition and the opportunity to shine a light on the fight against homelessness."*

— Sheri Trice, HomeAgain



2024

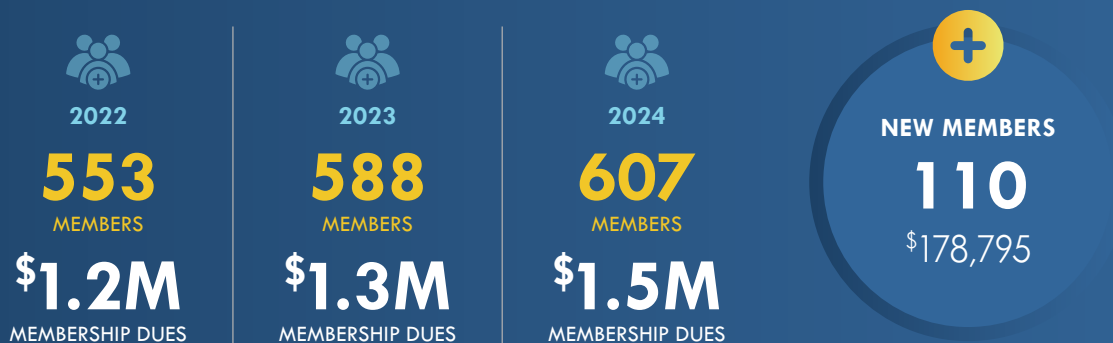
**ICONS**

*Young Professional Awards*

PRESENTED BY **HYPE**



# CULTIVATE A STRONG MEMBER NETWORK TO PROMOTE CONNECTION, COLLABORATION, AND MEMBER VALUE



## MEMBERSHIP EVENTS: BY THE NUMBERS



**Ribbon Cuttings**

**32**

CELEBRATIONS

**Meet ChamberRVA**

12 EVENTS  
averaging

**50**

PROSPECTIVE MEMBERS  
attending each event

**ChamberRVA Mix**

4 EVENTS  
connecting

**570**

ATTENDEES



**Small Business Perspectives**

6 EVENTS  
engaging

**92**

SMALL BUSINESS REPRESENTATIVES  
in sharing challenges and success stories



**Nonprofit Network**

4 EVENTS  
convening

**161**

ATTENDEES



**Lead Investor & CEO Forums**

Engaged

**322**

BUSINESS LEADERS

**Regional Holiday Party**

**340**

ATTENDEES  
celebrated the holiday season



**Annual Meeting**

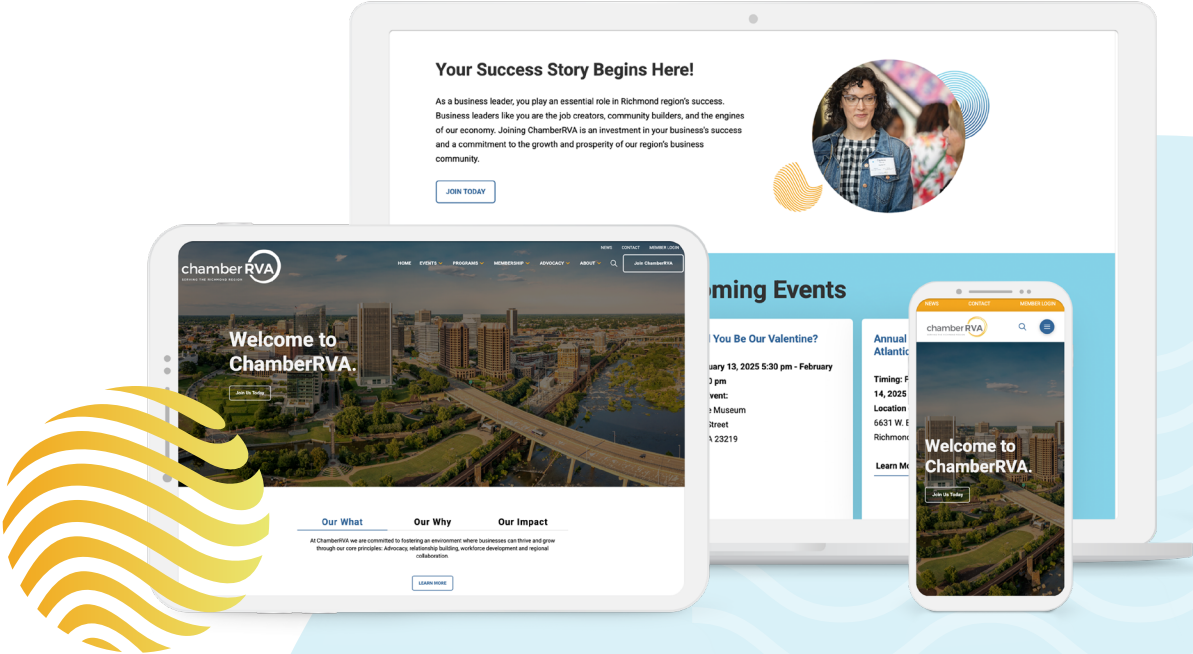
**240**

ATTENDEES



## WEBSITE LAUNCH

In 2024, ChamberRVA unveiled a refreshed website designed to deliver a clean, modern look that prioritizes simplicity and accessibility. The updated site reflects our commitment to transparency and member value, offering a clear presentation of our mission, vision, and values. With an intuitive design, the new website serves as a hub for regional collaboration, providing easy access to key resources, updates on initiatives, and tools to help members connect and grow.



## PILLAR FOUR

# DRIVE UNDERSTANDING OF BUSINESS ISSUES & ADVOCATE FOR CHANGE

### 2024 PUBLIC POLICY AGENDA



#### EARLY CHILDHOOD

ChamberRVA supports funding for early childhood programs.

**Over \$1.1 billion** over two years to provide slots and services for the Child Care Subsidy Program, Mixed Delivery Program, and Virginia Preschool Initiative



#### HOUSING

ChamberRVA supports policies that increase housing opportunities at all income levels.

**\$175 million** over two years for Virginia Housing Trust Fund for low-income households



#### ECONOMIC DEVELOPMENT

ChamberRVA supports investment in business-ready sites and policies that support business attraction, retention, and growth.

**\$40 million** for business-ready sites

Increase maximum historic tax credit from \$5 million to **\$7.5 million**



#### INFRASTRUCTURE

ChamberRVA supports investment in critical infrastructure, including sewers.

**\$50 million** for Richmond's combined sewer overflow.



ChamberRVA hosted several impactful advocacy events in 2024, connecting members with key policymakers to address regional challenges and opportunities.

- **Connect with Congress:** Local briefings provided insights into congressional activities with Rep. Rob Wittman and Rep. Jennifer McClellan.
- **DC Capitol Hill Visit:** In partnership with the Hampton Roads Chamber, members met with congressional leaders, including Reps. Jen Kiggans, Bobby Scott, Abigail Spanberger, Rob Wittman, and Jennifer McClellan, as well as senior staff from Sen. Tim Kaine and Sen. Mark Warner's offices.
- **Richmond Mayoral Forum:** A televised debate featured five mayoral candidates, highlighting key issues affecting the Richmond community.
- **Legislative Breakfast:** This pre-session General Assembly briefing, featuring Sen. Ryan McDougle and Del. Rodney Willett, brought together 12 central Virginia legislators to discuss policy priorities.

These events underscore ChamberRVA's dedication to fostering dialogue and collaboration between business leaders and elected officials to drive progress in our region.





## CHAMBERVA EXECUTIVE COMMITTEE



**Maria Tedesco**  
ATLANTIC UNION BANK

Chair\*



**Mitch Haddon**  
COLONIALWEBB

Chair-Elect\*



**Jennifer Hunter**  
ALTRIA

Vice-Chair,  
DEI Advisory Chair



**Ken Ampy**  
ASTYRA CORPORATION

Treasurer\*



**Ed Baine**  
DOMINION ENERGY

Immediate Past Chair\*



**Rachel Yost**  
SIR

Business Council  
Forum Chair\*





**Nathalia Artus**  
ATLANTIC UNION BANK

Chesterfield Business  
Council Chair



**Elizabeth Creamer**  
COMMUNITY COLLEGE  
WORKFORCE ALLIANCE

Workforce Chair



**Grace Draper**  
MIGHTYCAUSE

HYPE Chair



**Harold Fitrer**  
COMMUNITIES IN SCHOOLS OF RICHMOND

Richmond Business Council Chair



**Moses Foster**  
WEST CARY GROUP

Economic Inclusion Chair



**Renee Haltom**  
FEDERAL RESERVE BANK OF RICHMOND

Futures Chair



**Phil Hatfield**  
CAPITAL ONE

RVA Now Chair



**Trey Hayden**  
CODE BLUE TECHNOLOGY

Hanover Business  
Council Chair



**Brian Jackson**  
HIRSCHLER

Appointed



**Andy Poarch**  
ALLIANCE GROUP

Government Affairs Chair



**Brian Trader**  
LEWIS GINTER BOTANICAL GARDEN

Henrico Business Council Chair



**Polly White**  
GATHER

Appointed



**Whitney White**  
RICHMOND METROPOLITAN  
TRANSPORTATION AUTHORITY

Marketing &  
Communications Chair **13**

# 2024 BOARD OF DIRECTORS

- Makola Abdullah**  
VIRGINIA STATE UNIVERSITY
- Matt Anderson**  
RANGE COMMERCIAL PARTNERS
- Greg Bishop**  
WILLIAMS MULLEN
- Margaret Ann Bollmeier**  
MCV FOUNDATION
- Jovan Burton**  
PARTNERSHIP FOR HOUSING AFFORDABILITY
- Ron Carey**  
TILT CREATIVE
- Shekar Challa**  
VIRGINIA STATE UNIVERSITY
- Pat Collins**  
TOWNEBANK
- Bobby Cowgill**  
SOUTH STATE BANK
- Abby Credicott**  
DOMINION ENERGY
- Sharon Dabney-Wooldridge**  
KLEAN KARE TEAM
- Jill Donaldson**  
PASTRY BASE
- William Fiege**  
BRIGHTPOINT COMMUNITY COLLEGE
- Leah Fremouw**  
BRIDGING VIRGINIA
- Dave Gallagher**  
DOMINION PAYROLL
- Reginald Gordon**  
RICHMOND MEMORIAL HEALTH FOUNDATION
- Rick Gregory**  
LYNX VENTURES

- Kym Grinnage**  
NBC12/WWBT
- Cornel Hubbard**  
MAGELLAN OF VIRGINIA
- Rebecca Ivins**  
HOURIGAN
- Laura Lafayette**  
RICHMOND ASSOCIATION OF REALTORS
- Chris Layne**  
BLUE RIDGE BANK
- Wendy Pace Lewis**  
KPMG
- Perry Miller**  
CAPITAL REGION AIRPORT COMMISSION
- Paula Pando**  
REYNOLDS COMMUNITY COLLEGE
- Todd Parnell**  
RICHMOND FLYING SQUIRRELS
- Mickey Quiñones**  
ROBINS SCHOOL OF BUSINESS
- Peter Ramsey**  
HALEON
- Abby Rogers**  
YMCA OF THE USA
- Allison Rogish**  
DELOITTE
- Carrie Roth**
- Melody Short**  
THE RICHMOND NIGHT MARKET FOUNDATION
- Brooks Smith**  
TROUTMAN PEPPER LOCKE
- Jayme Swain**  
VPM

## PROSPER LEVEL BOARD MEMBERS

- Ed Baine** · DOMINION ENERGY
- Victor Branch** · BANK OF AMERICA
- Bridgette Bywater** · KINGS DOMINION
- Matt Conrad** · VCU
- Chris Daniels** · WELLS FARGO, N.A.
- Karah Gunther** · VCU HEALTH
- Phil Hatfield** · CAPITAL ONE
- Jennifer Hunter** · ALTRIA
- Bryan Jones** · HOURIGAN
- Lance Jones** · HCA
- Vincent Jordan** · COLONIAL DOWNS
- Trina Lee** · CARMAX
- Hakim Lucas** · VIRGINIA UNION UNIVERSITY
- Kelley McCall** · META
- Jarrott Patteson** · TRUIST
- Scott Perrin** · ANTHEM BLUE CROSS BLUE SHIELD
- Michael Reynold** · MCGUIREWOODS LLP
- Rhodes Ritenour** · BON SECOURS VIRGINIA
- Lisa Ruggles** · COSTAR GROUP
- Brandon Shaw** · CLARK CONSTRUCTION GROUP
- Kelly Till** · RICHMOND TIMES-DISPATCH
- Melvin Watkins** · M&T BANK
- Lynn White** · GENWORTH



# CHAMBERRVA TOTAL INVESTMENT INVESTMENT HONOR ROLL 2024

\$50,000+



Altria



\$20,000 – \$49,999



\$10,000 – \$19,999



## GROW LEVEL MEMBERS



Apex Systems, Inc.  
 ASM Richmond  
 Atlantic Constructors, Inc.  
 Atlantic Union Bank  
 Berkshire Hathaway Gas  
 Transmission & Storage  
 Blue Ridge Bank  
 Brightpoint Community College  
 Brinkmann Constructors  
 Brown Distributing Company, Inc.  
 Burtons Grill & Bar Richmond  
 Capital Region Airport Commission  
 CBS 6 WTVR  
 Chase Dominion Advisors  
 Cherry Bekaert  
 Christian & Barton, LLP  
 Coca-Cola Consolidated  
 Columbia Gas of Virginia, Inc.  
 Comcast Metro Richmond  
 Commonwealth Public Relations  
 & Marketing  
 Community College Workforce  
 Alliance (CCWA)  
 Community Foundation for  
 a greater Richmond  
 Concordance  
 Creative  
 Dewberry  
 Dominion Payroll  
 DPR Construction  
 Federal Reserve Bank of Richmond  
 First Bank & Trust Company  
 First Citizens Bank  
 Forvis Mazars  
 Froehling & Robertson, Inc.  
 Fulton Bank  
 Gather  
 Gentry Locke  
 Gilbane Building Company  
 Goodwill of Central  
 and Coastal Virginia

Google  
 Gresham Smith  
 GRTC Transit System  
 Hirschler  
 HKS, Inc.  
 Hunton Andrews Kurth LLP  
 IdeaWeavers  
 Indivior  
 Integrative Pain Specialists  
 JMI  
 Keiter  
 Kinsale Insurance Company  
 KPMG LLP  
 LaBella Associates  
 Langley Federal Credit Union  
 Lansing Building Products, Inc.  
 LeadingAge Virginia  
 LifeNet Health  
 Luck Companies  
 Managed Generator Services  
 Manganaro Midatlantic LLC  
 Markel Corporation  
 MedRVA Healthcare  
 Mutual Assurance Society of Virginia  
 Nycom Inc  
 Old Dominion Electric Cooperative  
 Omni Richmond Hotel  
 OneBridge™ Advisors  
 OneDigital  
 Party Perfect  
 Patient First Administrative Offices  
 Peoples Bank  
 Performance Food Group Company  
 Phlow Corporation  
 PNC Bank  
 QTS (Quality Technology Services)  
 Data Centers  
 Randolph-Macon College  
 Reliable Payments  
 Rent-E-Quip

Reynolds Community College  
 Richmond Symphony  
 Riverstone  
 RMC Events, Inc.  
 Sands Anderson PC  
 SIR Institute for Tomorrow  
 South State Bank  
 Spotts Fain  
 Strange's Florist, Inc.  
 Super Radiator Coils  
 Swedish Match North America  
 The Image Group  
 The Martin Agency  
 The Port of Virginia  
 The Richmond Marriott  
 Timmons Group  
 TowneBank  
 Trane  
 Trolley Hospitality Companies, Inc.  
 Troopster  
 Troutman Pepper Locke  
 Ukrop's Homestyle Foods  
 Universal Corporation  
 University of Richmond  
 Vaco LLC  
 Verizon Communications  
 Virginia Credit Union, Inc.  
 W. M. Jordan Company, Inc.  
 Warren Whitney  
 Wegmans Food Markets  
 Weidmuller, Inc.  
 West Cary Group  
 Whiteford Taylor Preston  
 Williams Mullen  
 WRIC-TV8, Nexstar Broadcasting  
 Xponent21 Inc  
 YMCA of Greater Richmond

## ENGAGE LEVEL MEMBERS

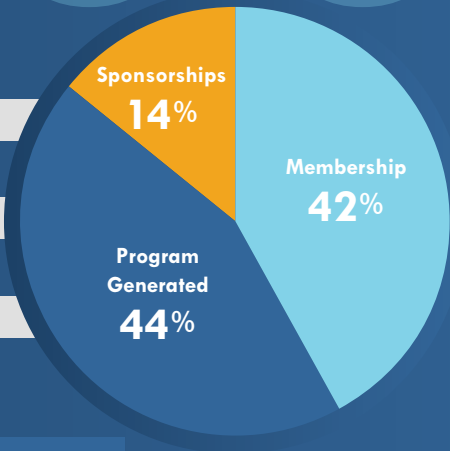
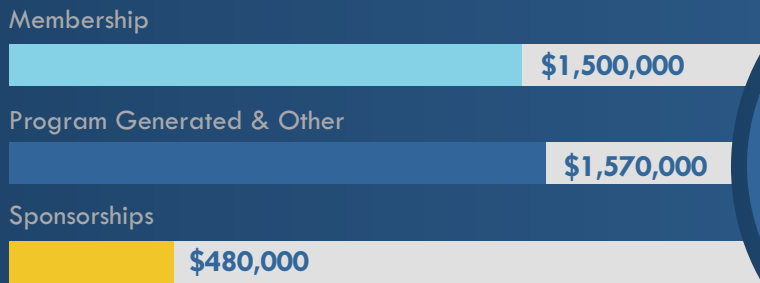
Alliance Group  
 Apple Hospitality REIT  
 Astyra Corporation  
 Audacy  
 Baskervill  
 Brecotea Glen Allen Location  
 Brown & Brown  
 Brown Edwards  
 Burke & Herbert Bank  
 C&F Bank  
 Call Federal Credit Union  
 Canterbury Enterprises  
 Centerwell Midlothian  
 CenterWell South Laburnum  
 ChildSavers  
 Cintas Corporation  
 Common House  
 Core Consulting, Inc.  
 CW Advisors  
 Davenport & Company LLC  
 Deloitte  
 Delta Hotels by Marriott Richmond  
 Downtown  
 Departure Media Airport Advertising  
 Diversity Richmond  
 Doordash  
 EAB  
 Eaton — PDI  
 EY  
 FeedMore, Inc.  
 FirstBank  
 Fogo de Chão  
 GD USA, Inc.  
 Gray Ryan Companies  
 Greater Richmond Convention Center  
 Henrico County Public Schools

Henrico Sports and Entertainment Authority  
 Hilldrup Moving & Storage  
 Hoover & Strong, Inc.  
 Howard Shockey & Sons, Inc.  
 Hudson Enterprise, LLC  
 Joyner Fine Properties  
 Kelleher HVAC  
 Kroger  
 Lee Law Office, PLLC  
 Leonard Truck Outfitters  
 Lucky Road Run Shop  
 Marco's Pizza Midlothian  
 Marsh McLennan Agency LLC Company  
 McGeorge Car Co., Inc. Toyota Scion  
 Medical College of Virginia Foundation  
 MG Moving Services  
 Moseley Architects  
 Networking Technologies + Support, Inc.  
 NewMarket Services Corporation  
 Old Dominion Insulation, Inc.  
 Omega World Travel  
 PBMares, LLP  
 Peoples Advantage Federal Credit Union  
 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  
 Riverfront Investment Group  
 Schwarzschild Jewelers  
 — Carytown Exchange

Schwarzschild Jewelers — Short Pump  
 Town Center  
 Shalom Gardens  
 Shamin Hotels  
 Sheehy Lexus of Richmond  
 Sheltering Arms Corporation  
 Shenandoah Mansions  
 Sims Metal Management  
 SOAR365  
 Sonoco Products Company  
 South University  
 St. Joseph's Villa  
 Taylor Hoffman  
 The Feel Better Lounge  
 The Hodges Partnership  
 The Jefferson Hotel  
 The Library of Virginia Foundation  
 The Whiting-Turner Contracting Company  
 Town of Ashland  
 United Way of Greater Richmond  
 & Petersburg  
 Virginia Crossings Hotel — Tapestry  
 Collection by Hilton  
 Virginia Museum of Fine Arts  
 Virginia Museum of History & Culture  
 Virginia Women's Center  
 Virginia Works  
 Weinstein Properties  
 Westminster-Canterbury Corp.  
 Winged Keel Group  
 Woods Rogers  
 Workforce Solutions  
 WRLH Fox Richmond/ MyTV Richmond  
 WWBT/NBC12  
 Xylem  
 YWCA of Richmond

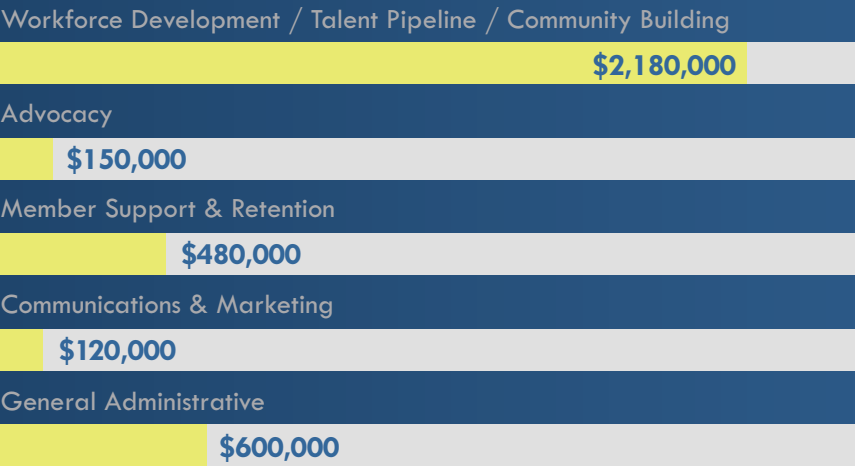
# 2024 FINANCIAL STATEMENT

## REVENUE \$3,550,000



Net cash reserve improvement approximately \$60,000 before office renovation investment of \$240,000.

## EXPENSES \$3,530,000





## CHAMBERRVA TEAM



**Brian D. Anderson**

President & CEO



**Rob Anderson**

Executive Vice President,  
Chief Financial Officer



**Christina Mastroianni**

Executive Vice President,  
Chief Strategy Officer



**John Easter**

Senior Vice President,  
Government & Community Affairs



**Maribeth Conrad**

Vice President, Marketing  
& Communications



**Christy McCurdy**

Vice President  
& Corporate Secretary



**Michele Weatherly**

Vice President, Workforce  
Development Strategy



**Stephanie Phillips**

Director, Member  
Value & Engagement



**Dasha Runyan**

Membership Development  
Executive



**Marnelle Fanfan**

Senior Program Manager,  
Leadership Development



**Brittany Seward**

Program Manager,  
Community Development

## MISSION

*The Trusted Voice of Modern Business.*

## VISION

We are change agents rallying every day 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.



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

(804) 648-1234 | [ChamberRVA.com](http://ChamberRVA.com)