



Montgomery County Chamber of Commerce Strategic Direction & 2024 Program of Work

This report presents the strategic plan of the Montgomery County Chamber of Commerce and the 2024 annual program of work. The mission, vision, value statements are aligned with the by-laws of this organization which are reviewed annually. The committees with annual objectives are presented to the membership and are available on the website.

Montgomery County Chamber of Commerce Strategic Direction

THE VISION OF THE MONTGOMERY COUNTY CHAMBER OF COMMERCE

Cultivate a thriving, vibrant, and diverse business community with a balanced and growing economy.

THE MISSION OF THE MONTGOMERY COUNTY CHAMBER OF COMMERCE

Promote a positive environment for the growth and operation of business and the education of our members.

THE CORE VALUES OF THE MONTGOMERY COUNTY CHAMBER OF COMMERCE

In pursuit of our Mission, we will:

- Enhance member success
- Create value for our members
- Build community
- Build and promote integrity

2024 MCCC PLANNING SESSION

The 2024 Board Planning session was held on November 9th, 2023. During this planning session Board members developed goals and objectives which are outlined under each committee. Prior to the meeting, Board members volunteered to Chair and Co-Chair committees to ensure objectives were met by the end of the calendar year.

Tiered Dues and Invest for Success continue to dictate many of the goals and events for 2024. This encompasses 19 programs with 275 supporting meetings, 92 committee meetings, and 75 events. All of this is supported by a staff of 3 full-time employees.

The operational structure of this Chamber will continue to be based on committees. And the committees will continue to support Chamber members and our business community. Board members will chair these committees to align with and support the strategic direction. Each committee will have clear goals, objectives, and tasks, which the Board will approve. Each Board Member/Committee Chair will report progress toward goals at the monthly board meeting. Progress will be managed accordingly by the Board Chair, Executive Committee, Board, membership, and staff.

STRATEGIC DIRECTION AND AWARENESS

The Board of Directors believes the planning process is essential to the long-term success of The Chamber. Moreover, while the strategic direction has set the organization's course, the more delineated plan lays a more exact path for our members' success. We also know the annual program of work is the vehicle to move us closer to our vision and mission. Board members have identified elements that will strengthen the Chamber's role in the community and align with the mission and vision of advocacy through our brand, logo, and tagline - Connect, Engage, and Prosper. The Montgomery County Chamber of Commerce will advocate for the business community's best interests and demonstrate our Chamber's commitment to making our business community the best in the region and highly ranked in the Commonwealth.

STRATEGIC PLAN

This plan is designed to provide our organization's path for the next three to seven years to ensure our service to the business community and enhance the local economy.

Connect

We will carry out the following goals:

- 1) Serve our members through the most relevant programming.
- 2) Enhance collaboration with outside organizations with similar missions in our community.
- 3) Enhance collaboration with governmental officials (elected and appointed and other state entities).

Engage

We will carry out the following goals:

- 1) Engage existing members to build stronger local relationships.
- 2) Advocate for equality, equity, and inclusion concerning business, especially in areas of education, employment, and entrepreneurship.
- 3) Advocate for the business community with governmental entities.
- 4) Share value to non-members when possible.

Prosper

We will carry out the following goals:

- 1) Support and advocate for attracting and retaining businesses.
- 2) Build and deliver tools to assist members in adapting, growing, and thriving in a changing environment.
- 3) Strengthen the local economy through member growth and sustainability.
- 4) Strengthen the Chamber's financial position for future growth.

MID-TERM GOALS FOR 2021-2025

The Chamber will work to support the mission as defined by the Board of directors. The four 2025 goals and objectives are defined as:

1. We will have 700 active members (defined by dues-paying); the retention rate will be managed to 86%-88% annually.
2. We will have 15% of our membership comprised of minority-owned businesses.
3. We will have a successful financial audit completed by a local CPA firm by 2025 IF DEEMED NECESSARY BY THE BOARD.

THE PROPOSED 2024 PROGRAM OF WORK AND COMMITTEE DIRECTION

The 2024 Program of Work (POW) has been created to support the strategic direction, intermediate goals, and the Chamber's plan with the support of committees. Board members will chair committees with the support of members. Each committee will begin with overall goals/objectives, and the committees will build the path to achieve the goals and objectives. Any changes to the goals or objectives must be approved by the Executive Committee and/or the Board's full approval when applicable.

The 2024 Board of Directors

The Board of Directors has full authority over and responsibility for overseeing the Montgomery County Chamber of Commerce affairs. The Board is ultimately responsible for overseeing and directing the organization's activities as a body, NOT for individual board members. Board members have a fiduciary duty with respect to overseeing the organization's activities which were part of the oath they took upon being installed as a director. This means each board member encompasses the duty to care, the duty of loyalty, and the duty of obedience.

Duty of Care – to act in good faith, in a manner they reasonably believe to be in the best interests of the Chamber.

Duty of loyalty – to act in the best interests of the Chamber rather than their own interests or those of their associates.

Duty of Obedience – to comply with applicable laws and to act in conformity with The Chamber's bylaws and policy documents.

Board members should attend all board meetings and support the Chamber's work through sponsorships, committee leadership, or other areas that promote the local business community. Board members may miss up to 3 board meetings. Absences will be managed by the Board Chair and supported by the President & CEO. The President & CEO is the administrator and manager for this organization and reports to the Board Chair. The President & CEO is a non-voting position.

Internal Committees/Closed

(The bylaws serve as guidelines for all work in this Chamber of Commerce. Members and board members will chair and serve based upon expertise, passion, or engagement opportunities. Internal committees are closed to the general membership.)

THE 2024 EXECUTIVE COMMITTEE

This Committee is comprised of the officers of the Chamber Board. These officers are listed below:

James Cabler, Chair

Reid Broughton, Vice-Chair

Terry Vangelos, Treasurer

Kelly Kendrick, Membership

Marianne Washington, Member-at-Large

Kelly Kendrick, Member-at-Large
Robyn Jones, Past Chair

This committee reviews the operations and direction of the Chamber with the President & CEO. The Executive committee is responsible for setting the board agenda with the President & CEO and ensuring the President & CEO is leading and managing effectively. Additionally, this committee serves to identify the Board's development needs through education, programming, and recruitment of members.

Goals and Objectives for 2024

- Meet every month on the third Wednesday.
- Review reports and potential agenda items; make decisions on what moves forward to the Board.
- Begin review of board position openings in August of 2024 for 2025.
- Build stronger relationships among other Chambers and member-based organizations.

The President & CEO will provide any information requested by this committee and provide advice and recommendations.

The Executive Committee will meet on the third Wednesday of each month (no meeting in December or July). Minutes from this meeting will be included in the Board packet for the concurrent month to provide transparency for the Board, membership, financial review, and audit purposes unless the Executive Committee meets on the same day; for example, the month of November (in this instance, the minutes will be included in the following month).

THE 2024 FINANCE COMMITTEE

The members of this committee will be at least two members of the Executive Committee and at least one additional member. The Board Chair can lead this committee or an appointee of the Executive Committee to serve as Chair. This committee is responsible for maintaining and enhancing this organization's trust and integrity and communicating to its members through financial reporting. This committee will meet on an ad-hoc basis to ensure that all policies are current and represent the mission, vision, and goals for the MCCC.

Goals and Objectives for 2024

- Work with the Executive Committee and President & CEO to determine the need for an annual financial review and possible audit and review and approve the annual budget prior to submission to the Executive Committee.
- Review the financial policies in Q2. Submit any changes to the Board for consideration in Q3.
- Prepare to hold any called meetings to ensure any new or recurring financial issues are addressed promptly.
- Examine salary or compensation for staff for future planning.

This committee will oversee the selection of an independent accounting firm to perform a review and/or an Agreed Upon Procedures engagement by the end of the calendar year.

This committee will report to Executive Committee and Board. The President & CEO will participate as needed and requested. James Cabler, Kelly Kendrick, and Terry Vangelous will serve on this committee. This committee will meet in June and October with dates to be set by the committee Chair.

MEMBERSHIP COMMITTEE

This committee works to assist the President & CEO and The Sales and Membership Director in establishing prospects, setting sales and membership goals for the year. This committee will be Chaired by Kelly Kendrick and Co-Chaired by Stephanie Byers. Meetings will take place the second Tuesday of each month from 10:30-11:00 a.m. This committee will support the staff in fulfilling the goal of 700 active members by 2025.

THE 2024 BUSINESS AWARDS AND RECOGNITION COMMITTEE

This committee is one of the most prestigious groups outside the Board and should be held to a high level of trust and integrity. The team will be comprised of up to 15 members who are previous winners (2021, 2022 and 2023), possible appointed members, and a staff member. The role of staff is to advise and support, not influence. The 2024 committee will examine the recommendations of the 2023 team and make the necessary revisions to improve the process. This group will also create the committee members' code of conduct; for example, *if a member of the committee is nominated for an award, will the member continue to serve on the committee, leave the committee or recuse themselves from a particular vote or complete discussion. Members shall attend 50% of the meetings and serve as champions or support of champions in respective categories.*

Goals and Objectives for 2024

- Determine the meeting schedule for March – November.
- Invite 2023 recipients (members) to serve.
- Invite 2021, 2022 recipients (members) to continue to serve.
- Assist in making the nomination process easier *without overburdening the committee members or staff.*
- Review and update the awards criteria by May 6.
- Awards committee will have a marketing strategy for each of the Chamber's 2024 programs.
- Staff will share the budget for awards (ordering, engraving, etc.) at the March meeting.
- Identify possible addition or deletion of awards (as needed). Limit the presentation of Regional Awards.
- Schedule an Ambassador Nominating Party for late August or early September.
- Set the deadline date for nominations for October 5.
- Schedule the final committee meeting and all decisions for November 4.
- Final categories with nominees will be provided to the Chamber Marketing Communications Director before the final meeting.
- Chamber staff will select Chamber Volunteer, New Member, and Board Leadership recipients.

This committee will meet on the dates created by the Chair.

Jenn Majdanik will serve as Committee Chair and Deanna Dickerson as Co-Chair in 2024. Majdanik and Dickerson will review names and lists for the annual meeting script and slides on or before November 12.

EXTERNAL COMMITTEES

(external committees are open to the membership of the Chamber, and members are invited to participate and engage)

THE AMBASSADOR TEAM

The Ambassador Team is comprised of a unique group of volunteers. These volunteers must apply for a seat on the team and have their supervisor's written support to participate. They are interviewed and reviewed against criteria. This committee will serve the Chamber through membership recruitment and

retention and program support with volunteer activities to best help members and staff. This group will be led by Stephanie Byers of the University Club and Laura Davis of Member One. These leaders will serve until December of 2025. The Handbook will be edited by Ambassador Leads, past Leads, Board Chair, and Chamber Staff. Ambassador Leadership or assigned ambassadors will attend board meetings to report on goals. This committee will support the Program of Work but especially the Business Resource Committee. This committee will report to the Sales and Member Services Director and President & CEO. There could be a board member identified to serve as a liaison to the committee.

Goals and Objectives for 2024

- Update the 2024 Ambassador Manual.
- Include new materials such as the application and member check-in survey.
- Clearly define the goals, objectives, and tasks of the ambassadors for 2024.
- Provide training and updates for the Ambassadors during the meetings.
- Identify ambassadors to present to the board meetings to build public speaking skills.
- Create one-to-one opportunities for ambassadors to build relationships and enhance sales skills.

Improve Member Engagement

- Provide member follow-up training for new & existing members quarterly/as needed.
- Follow-up with new & existing members.
- Assist with the delivery of Annual Manuals.
- Continue new member presentation to board + Mayor and other VIPs.
- Engage members to contribute to committee goals/understand chamber direction.
- Support the Awards Committee with nominating party in late August.
- Support the Chamber's buy local initiative through 2024.
- Continue to deliver #myfootprint clings to members.

Improve Member Retention

- Reward members with 10+ years of membership in a coordinated manner.
- 10 members will receive a cling and special recognition monthly.
- A unique and prestigious window cling will be given to member (placed above the existing Chamber window cling that all members receive).
- Send a congratulatory card for the first anniversary from Ambassadors/Chamber Staff.

Attract new members

- Provide warm introductions to Chamber to attract New Members.
- Provide names to board members for support.

This committee will report to the Sales & Membership Vice President, supported by the President & CEO. This committee will meet on the first Friday of each month using safety protocols as directed. Lunch is provided to this committee. For more information on this committee, please refer to Marissa Smith at membership@montgomerycc.org or the website.

THE BUSINESS RESOURCE DEVELOPMENT COMMITTEE

As referenced in the MCCC vision, mission, and reflective of the core value statements, the Chamber is a member-driven organization created to support our members and the business community's needs. This Committee will be responsible for ensuring resources are available for our members to grow and prosper. This Committee will be comprised of up to 20 members who are interested in building the local economy.

Goals and Objectives for 2024

Support the Buy Local Initiative

- Utilize grant funding through Virginia Tourism to promote Buy Local with television ads.
- Maintain radio promotions of the Buy Local campaign.
- Organize and promote the Business Showcase event.
- Maintain and enhance the relationship with AMA students from Virginia Tech to support Buy Local

Build and Enhance the Value of Membership through Programming

- Create educational programming to enhance and ensure positive business practices through the Lunch & Learn series.
- Deliver and support the Women's Leadership Conference and workshops. Secure regional speaker and sponsorship.

IFS Thank You

- Create an appropriate thank you event for sponsors in summer 2024.

Support the Minority Business Accelerator

- Support minority owned business through training and marketing.
- In the month of May (small business month), the Chamber will conduct a raffle for minority owned businesses to receive a membership to the Chamber for one year at no cost.
- Continue to support certification for SWAM.

Provide appropriate SUPPORT during any emergency community adversity

- Communicate all Federal, State, and Local news affecting business to members (and non-members as directed by the Board) (work with Legislative Committee).
- Continue to assist members in adjusting their business models.
- Maintain a collaboration among local business advocacy groups such as DCI, DBI, BPI, and Regional Commission.
- Build and enhance relationships with VT and Radford University.
- Serve as the leader in business advocacy in the community.

Board members Samantha Livesay will be Chair and Scott Wallace will Co-Chair this committee. The Committee will meet on Thursday, March 21st, June 20th, September 19th and December 19th

The meeting will be held at the Montgomery County Chamber of Commerce in the Board Room. A Zoom option will also be provided.

THE CASE GROUP COMMITTEE

Goals and Objectives for 2024

- Review and update CASE application in January for understanding and policy changes.
- Define lead expectations with each group in January.
- Start a 5th CASE group in January.
- Maintain successful and engaging groups by having quarterly meetings with CASE Leads to ensure consistency and accountability.

Define CASE rules and guidelines

- Create lead guidelines with defined expectations in January.
- Establish a staff representative for each group.

Increase and sustain groups

- Require 1:1 meetings within the groups.
- Provide support for CASE groups through routine meeting with Leads.
- Celebrate group milestones each quarter.
- Acknowledge CASE groups with the most referrals passed (July and December)
- Enforce attendance policy.
- Maintain a minimum of 15 members in each group

Deanna Dickerson will serve as Chair of this committee with the assistance of the President & CEO. This committee (which includes the Leads) will meet once a quarter. Each month the Chair, President & CEO, and Membership Director will meet the first Wednesday of the month to discuss the pending applications.

THE TALENT & EDUCATION COMMITTEE

This committee will work to leverage work in the local community and region. Multiple groups are working to address talent in this region, and the goals and objectives below target this community. This Board believes that education and educational efforts support the local talent pipeline. This committee's work will require staff time and \$6000 direct costs through the Chamber and Chamber Foundation.

Goals and Objectives for 2024

Enhance talent recruitment and retention

- Educate chamber members about the work of economic development entities, including but not limited to GOVirginia, Onward NRV, RBTC, and the Valleys Innovation Council.
- Invite GOVirginia, Montgomery County Economic Development Department, Valley Innovation Council and Onward NRV to speak to the Board or Eggs & Issues.
- Continue to use the work of other Chambers (USCHAMBER, ACCE & VACCE) to benchmark and create talent development strategies.
- Work with VT, Radford, NRCC, and MCPS to provide member internship opportunities.
- Share opportunities (newsletter, social media, direct contact).
- Create strategies to educate businesses about critical employment shortages.
- Share the data with members and sectors.
- Create awareness of the value of employment in the trades, certification programs, and direct from high school to the workforce.
- Support and sponsor signing day for Montgomery County Public Schools.
- Recognize 40 under 40 young business leaders.
- Promote recognition.
- Create the process for nominations with the assistance of The Awards Committee.
- Create the recognition program and include it in the Emerging Leadership Conference.
- Promote the recognition program using multiple media sources.

Support educational entities to create awareness of local career and professional opportunities

Continue to support New River Community College by:

- Providing support for ACCE program for Montgomery County; increase support to \$2000.
- Promote all funding programs to encourage upskilling of the local workforce.

Continue to support Montgomery County Public Schools by:

- Providing business scholarship to VT.
- Support New River Robotics program by providing tournament volunteers.
- Support Junior Achievement through funding (\$800) and finding volunteers.

Support Early Childhood Education initiatives by:

- Continue to support initiatives that will lower cost and create access to early childhood education.
- Continue to support initiatives that will create more early childhood centers in our community.

Deliver the following conference/workshops which support and develop talent

- Support local job fairs.
- Identify local job fairs that will support local businesses.
- Determine the most appropriate methods to reach members.
- Develop the Emerging Leadership Conference.
- Create the theme.
- Secure the date.
- Market the program.

Deliver the following conference/workshops which support and develop talent:

- Celebrate and market Signing Day.
- Use speakers from appropriate Tiered Dues Levels for this celebration.
- Assist in funding for the program.

This committee will report to the Chair and the Board. It can accommodate up to 15 chamber members and include representatives from MCPS, NRCC, VT, Radford, and other educational entities to achieve the goals and objectives above. Board member Jeanne Symanoskie will Chair and Emily Gibson will Co-Chair this 2024 committee. This group will meet every other month on the fourth Tuesday at 2:00PM at the Montgomery County Chamber of Commerce in the Board Room. A Zoom option will be available.

HALL OF FAME

Our Chamber is continuously seeking ways to celebrate our community, quality of life, and we have many people to thank for their contributions in getting Montgomery County, Blacksburg, and Christiansburg to where we are today. We determined there are leaders in our community that have changed our community's DNA. The Hall of Fame is a lifetime achievement award. These leaders have improved housing opportunities, built business dynasties, created a framework for technology businesses, and positively influenced our community's direction; they have made a difference that affects our quality of life and community.

The committee will consist of those businesses in the highest membership tier and will meet as needed.

Goals and Objectives for 2024

- Develop a method to capture nominations for 2024 HOF.
- Contact recipients for induction ceremony at the Chamber.
- Honor those inducted at the Annual Awards Ceremony.

THE LEADERSHIP NEW RIVER VALLEY COMMITTEE

This program has been built to be self-sustaining under the Chamber of Commerce. This Board believes that Leadership New River Valley (aka Leadership NRV) belongs to the Chamber and alumni. Leadership NRV will be managed and facilitated by a Board member(s), up to five deans annually, and alumni subject matter experts. This group will meet the second Wednesday of each month from 9:00-10:00 a.m.

Goals and Objectives for 2024

LNRV 2024 program

- Market the program from October 2023 through December 2023.
- Manage the class size in the best interest of the community.
- Order books in January 2024 for 2024 Class.
- Secure key speakers by December 2023.
- Schedule candidate interviews; in person with clear expectations of the program.
- Hold candidate interviews in January 2024.
- the funds available for scholarships through WLC, Bocce ball, IFS, and the Sharon Scott Scholarship Endowment.
- Notify those accepted for the 2024 class in late January with the start date and syllabus.
- Purchase books, manuals, supplies, assessments, etc.
- Prepare materials for pick up by February 7th.
- Determine locations to support the program and allow participants to see and engage in the community.
- Work with Chamber Staff / Membership to secure meal donations from Chamber member restaurants for each session.
- Notify member non-profits of eligibility for Legacy Project application.
- Release request for nominations and applications by December 2023.
- Deadline submission by January 2024.
- Announce selection of recipient in March 2024.
- Invite recipient to speak in March program. Invite alumni to provide insight on how to prepare for the April session.

Build on Alumni Education and Networking

- Design one educational program coupled with networking opportunities.
- Invite alumni to a “Plan the Day” orientation / sign up January 2024.

Begin Solicitation for Deans in May 2024

- Use alumni list to solicit.
- Use alumni programs to solicit.
- Review applications in July, make offers in August.

Design 2025 Program in September/October 2024

- Work with deans and feedback from advisory committee.

Board Members Marianne Washington and Whitney Stokes will Co-Chair this committee. The Deans for 2024 are Tessa Wright, Abbie Gill, Victoria Deal, Brittani Ratcliffe, and Michael Gallagher. They will meet with the President & CEO as needed and report their progress to the Board each month.

THE LEGISLATIVE COMMITTEE

This Board believes that the Chamber serves as the voice of the business community. This one belief mandates that the Chamber is responsible for advocating and building sound public policy relative to the business community. Our Chamber will do the following regarding policy and laws affecting our

business community:

INFORM – for state and federal elected officials, the MCCC Legislative committee will inform our members of officials' top priorities, progress throughout the year and align with MCCC priorities.

INFLUENCE - For our local officials, the committee seeks to influence the conversation and keep members informed. We will produce a weekly legislative update that will be housed on our webpage; the information will serve as a legislative blog with links to elected officials, session information, and updates. The financial support for this committee is estimated at \$2500 for intern and legislative database.

Goals and Objectives for 2024

Continue Communications with Legislators to support the local business community and our members

- Increase the frequency and level of communications with state and federal legislators.
- Be prepared for any adversity that impacts the business community.
- Work with all committee chairs to ensure needs are heard and managed appropriately.

Work to ensure the local business community is aware of local policy changes that are enacted by towns and county government leaders

Educate and inform the local business community and members of legislation affecting businesses

- Include information related to the business community in the newsletters, send e-blasts when necessary (limit, please).
- Hire policy intern to assist with the tracking of all bills affecting the business community during session.
- Continue the legislative blog to assist members.

Continue with Pre-and Post Legislative Updates via an Eggs and Issues

- Include information in the appropriate newsletters regarding legislation affecting business or businesses in our community.
- Unable to host Eggs & Issues due to calendar conflicts of the legislators in April.
- Reschedule the April Eggs and Issues.
- Schedule the November Eggs & Issues

Create a 2025 Legislative Agenda by end of November 2024

- Coordinate with VAWest and expand needs.
- Solicit feedback from committee chairs
- Share with membership for feedback
- Share with committee members for the final draft
- Submit to the Executive Committee by October 19
- Submit to the Board by October 26.
- Submit to legislators by early November.

This committee will be Chaired by Board member Joseph Rogers and Steve Baffuto, President & CEO, will Co-Chair this committee.

THE INFRASTRUCTURE COMMITTEE

This committee, which can host up to 24 MCCC members. Infrastructure is defined as public systems, services, and facilities of a community that is necessary for economic activity, including power and water supplies, public transportation, telecommunications, and roads. This committee has budget items of \$4000.

Goals and Objectives for 2024

Hold up to 10 committee meetings that serve as roundtable updates from all topic areas identified in the committee description.

Continue to support Passenger Rail

- Determine additional areas in 2024 that the Chamber can lend support.
- Continue to work with the Chamber Coalition for support by contacting 2x annually.

Continue to support improvement to I-81 and local initiatives

- Maintain positive communications with VDOT; attend any open sessions and invite VDOT to attend Chamber events.

Discuss Valley to Valley Trail System with membership

- Seek ways to provide information to the membership on V2V Trail.

Continue to support expansion and enhancement of Broadband

- Inform members of any grant information secured for our community.
- Provide progress updates on broadband grant implementation starting in 2023.
- Identify those areas that the Chamber can provide influence.

Continue to support housing as an economic impact on our community

- Create an Eggs & Issues dedicated to the subject of housing- March.
- Identify the panel of housing experts to speak.
- Invite the panel.
- Create the questions for the panel.
- Market the program.
- Hold the program in March.
- Send appropriate thank you (facilitator, sponsor, speakers).
- Invite developers, realtors, and contractors to join the committee.

Continue to support air transportation expansion (passenger and freight)

- Invite a representative from each airport to serve on the committee.
- Invite airports to deliver content for Leadership NRV.

Deliver the following conference/workshops

Appropriate Eggs & Issues

- VEDP Speaker – Economic Development in Virginia.
- Broadband Update and Acceleration.
- Economic Update – Federal Reserve.

First Responders Appreciation (food and grants)

- Plan the activity.
- Secure the sponsor.

Kevin Byrd will Chair this Committee. The staff member assigned to this committee will be the President & CEO. The committee will meet fourth Friday of January, March, May, August, September, and October at 8:30 am in the Montgomery County Chamber of Commerce's Board Room. A Zoom option will be available.

2024 MCCC BOARD OF DIRECTORS (21 Board members)

2024 MCCC OFFICERS

James Cabler, Chair; Carter Bank & Trust
Reid Broughton, Vice Chair; SandsAnderson PLC,
Terry Vangelous, Treasurer; VIP Rental Properties
Devin Tobin, Membership; LewisGale Montgomery
Marianne Washington, Member-at-Large; Movement Mortgage
Kelly Kendrick, Member-at-Large; First Bank and Trust
Robyn Jones, Past Chair; Joba Studio

2024 MCCC BOARD OF DIRECTORS

Scott Wallace, Corning, Inc.
Bif Johnson, Hurt & Proffitt
Whitney Stokes, VCOM
Todd Robertson, Stateson Homes, Inc.
Emily Gibson, Virginia Tech
Marianne Washington, Movement Mortgage
Jeanna Symanoski, New River Community College
Sarah Tavenner, LewisGale Montgomery
Logan Kessinger, Hampton Inn
Samantha Livesay, Onward
Jenn Majdanik, BAE Systems OSI
Joseph Rogers, Quest Floorcare
Deanna Dickerson, Freedom First Credit Union
Kevin Byrd, New River valley Regional Commission

2024 MCCC BOARD LIAISON AND GUEST SEATS

Montgomery County – TBD, Chair, Montgomery County Board of Supervisors
Montgomery County Public Schools – Mark Husband, Director of CTE and Virtual Learning
Montgomery County Regional Tourism – David Rotenizer, Executive Director
Onward NRV – Director of Business Engagement, Samantha Livesay
Town of Blacksburg – Leslie Hagar-Smith, Mayor
Town of Christiansburg – Mike Barber, Mayor
Radford University – Charlie Jewell, Director of Economic Development & Community Engagement
Montgomery County Economic Development Council – Steve Baffuto, Appointee
New River Community College- Jeanne Symanoskie, for Workforce Development and External Relations
Regional Planning Commission – Kevin Byrd, New River Valley Regional Commission
Downtown Blacksburg, Inc., - Tracie Hughes
Downtown Christiansburg, Inc. – Elli Travis
The Blacksburg Partnership – Ann Cassell
Virginia Tech – Emily Gibson
VCOM- Whitney Stokes

2024 MCCC AMBASSADORS

Ali Davitt	Warm Hearth Village
Ben Jackson	Jackson Financial
Chase Brinson	Ed & Ethels Fine Jewelry
Laura Davis (Lead)	Member One Federal Credit Union
Marissa Smith (Staff)	Montgomery Co. Chamber
Tiffany Couch	Montgomery Co. Circuit Court
Julie McMichael	First Bank & Trust
Jessica Shelburne	Shelburne Insurance
Holly Zimmerman	Brown Insurance
Stephanie Byers (Lead)	University Club

2024 MCCC STAFF

Marissa Smith, Vice President of Membership Engagement, membership@montgomerycc.org
Alan Waters, Marketing & Communications Coordinator, marketing@montgomerycc.org
Steve Baffuto, President & CEO, president@montgomerycc.org



The Chamber formed a 501(3)(c) Charitable Foundation in 2012 whose mission is to provide support for the charitable, educational, and scientific undertakings of the Chamber. Our Foundation enables the Chamber and its members to create opportunities for tax-deductible contributions to those areas previously addressed.

Our Teacher of the Year fund was launched in 2012 with the intent of providing a financial reward for teachers in our community. Each year we have given the Teacher of the Year a gift of \$1,000. Educational programs are being designed based on the need to advance the professional and personal development of business owners and their employees throughout Montgomery County. For funding, scholarship, and ongoing development, fundraisers are conducted throughout the year, including but not limited to our Women's Leadership Conference Silent Auction and our annual Bocce Ball Tournament.

Ask the Chamber of Commerce how you can help advance the Foundation and its programs by emailing our President and CEO at president@montgomerycc.org today!

