



Chartered June 1967

Richmond ewiConnect

LCAM SPECIAL EDITION
October 2022



Letter from the President

September Recap: Our Richmond Chapter continues to Re-excite, Re-elevate, Re-envision!

On September 8, 2022, our chapter held its annual business meeting. On behalf of the board, our chapter treasurer, Christine Slate, representing Closet Factory, presented the 2022-2023 General Operating and BCDP budgets, which the chapter unanimously approved. Our Nominating Committee presented the slate for our 2022-2023 chapter board, which the chapter unanimously approved, and the new board will be installed at the chapter's October 13 meeting. Michele Rundstrom (Altria Client Services LLC) reported on the proposed Corporate/Chapter bylaws *and proposed Chapter Standing Rules amendment*, and explained how the proposed bylaws would affect our chapter, and following Q&A, it was voted and decided by the chapter to send our two voting delegates to LCAM 2022 informed but uninstructed (in case there were amendments to the bylaws, etc., then our delegates could vote according to what is best for our chapter). Our guest speaker, Dr. Joe Casey, County Administrator for Chesterfield County, had a conflict and could not attend our September meeting. Sandy Naumann, our retention and recruitment director, representing Marsh McLennan Agency, installed Krystina Diman for Dignity Memorial Woody Funeral Home, Shelly Jiggetts for Richmond Region Tourism, and a replacement representative, Modestine Carter for Virginia Commonwealth University. Welcome Krystina, Shelly and Modestine! Donna Thornburg recently retired from VCU, and the board and chapter congratulated Donna and made Donna a Sustaining Member of the Chapter!

September was also the annual meeting month for EWI Corporate. EWI Corporate sponsored the 2022 Leadership Conference and Annual Meeting (LCAM) this year in Corpus Christi, TX, September 14-17, 2022. Our chapter had five representatives present: Debbie Clark, President, representing Universal Corporation, Renee Gaines, VP President-Elect, representing Venture Richmond, Inc., Christine Slate, Treasurer, representing Closet Factory (and Chapter scholarship winner), Michele Rundstrom, Communications Director, representing Altria Client Services LLC, and Dee Dee Van Buren, representing TAC Solutions (also Chapter scholarship winner). One of our firm executives, David Van Buren, also attended the entire conference, and all the EWI members were impressed that a firm executive would invest his time and finances to attend LCAM. The Corpus Christi Omni Hotel was a nice venue and host hotel, and there were many sightseeing opportunities to enjoy between all the EWI leadership training and meetings. The Texas State Aquarium was a very popular and well-developed aquarium, and a great local tourist spot. The USS Lexington ship tour was historical and educational. The history of the USS Lexington is quite an intriguing story (a/k/a "The Ghost Ship" commissioned in 1943 servicing our country during WWII and supposedly sank by the Japanese four times, but it always survived and served our Navy exceptionally well). The local cuisine was enjoyed by all (providing lots of local Mexican restaurants and fresh seafood, etc.). The conference provided outstanding inspirational and educational speakers, training classes to assist our chapters' needs in chapter development and growth, corporate and chapter sponsored literacy event for the local YWCA and their programs provided to local young girls' after school program. One speaker challenged us all, and she said when it comes to taking care of yourself and your health - *"you are either a liability or an asset" to yourself, your family, your firm, and your organization (Hmmm - which one are you?)*. Please enjoy the pictures in our Connect, as well as testimonies from our two scholarship winners (Christine Slate and Dee Dee Van Buren).



2021-2022 Board of Directors

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Debbie Clark
Universal Corporation

Vice President

Renee Gaines
Venture Richmond

Secretary

Amanda Foos
Federal Reserve Bank of
Richmond

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ASIST Scholarship Director

Michelle Lovatt
Richmond Region Tourism

EWISP & Literacy Director

Donna Thornburg
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University

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Tanya Johnson
Community Foundation for a
greater Richmond

Follow Us!



Thank you for allowing me to serve with you as your 2021-2022 Chapter President. It has been an honor to volunteer with you, your firm executives, and the entire EWI nation! You have all taught me to embrace our community, our chapter, and the entire organization. You have made my job easier by all the advice you have given me over the years, and my wish for EWI of Richmond is to grow the chapter, engage with our community, and continue to enhance your future and education through personal and professional development. Thank you for your personal and professional relationships, and good luck to Renee Gaines and her incoming board!

The Corporate Theme from Christine Laird, 2022-2023 Corporate President, is "IGNITE, INVEST AND IMPACT"! More to come!

Please continue to promote your firm news in our monthly Connect, by sending articles and pictures to Jennifer Williams, our 2022-2023 Communications Director, representing JMI, at jwilliams@johnsonmarketing.com.

Debbie Clark (Universal Corporation)
Advisor and Immediate Past President



IN THIS ISSUE

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EWI of Richmond Chapter Boundaries:

Cities of Richmond, Ashland, Williamsburg, Petersburg, Hopewell and Colonial Heights, and Counties of Amelia, Caroline, Charles City, Chesterfield, Cumberland, Dinwiddie, Goochland, Hanover, Henrico, Louisa, New Kent, Powhatan and Prince George.

CHAPTER LCAM SCHOLARSHIP WINNERS' EXPERIENCES

LCAM Corpus Christi was a wonderful experience! Getting to rub shoulders with highly professional women and taking advantage of excellent leadership training was exhilarating! The Omni Corpus Christi is a member firm. We were treated first class starting when we arrived at the airport. They sent a shuttle to pick us up along with EWI ladies from all over the US!

Our keynote speaker, Jill Christensen, was phenomenal, with so much useful information about employee engagement in person as well as virtual! We have already incorporated some of this information into our communications and marketing strategies. Thank goodness we all got a complimentary copy of her two books.

It only got better with the thought-provoking Academy of Leadership "Professional and Volunteer Leadership: Thinking like a Genius" two-day program. We had some lively discussions about how to best use our new knowledge. The Professional Development Workshops, the Leaders of Tomorrow Panel, everything at LCAM is designed to enhance our Communities, Careers and Connections bringing value to our firms.

Thank-you for the honor of representing EWI Richmond.
Sincerely, Dee Dee Van Buren
Representing TAC-Solutions

TAC-Solutions
"Can You Survive 3 Seconds?"™

EWI LCAM Leadership Conference 2022

The EWI Leadership Conference had representatives from United States and Canada attending the conference. The EWI Members are a community and willing to assist each other to be the best they can be. This provides all our companies' global resources to raise our productivity and assist in solving any type of corporate challenges. This also gives the rising stars in our companies a mentor system from some very experienced members. The question is how effective do you desire for your representative to be for your company?

Training

I know as a business owner; I always look at return on investment. The training programs provided at EWI Leadership Conference was second to none! We have all attended professional training sessions that were, shall we say, less than worthwhile. When I send or attend a training conference I expect to walk away with a couple of golden nuggets. At the EWI LCAM training, I walked away with an incredible amount of information to benefit TAC-Solutions. As a first-time attendee, I feel the training was worth far more than the cost of the EWI LCAM Conference. I feel it was an investment in the future of TAC.

The LCAM conference sessions were taught with expertise and professionalism. From training provided I expect that all the participants walked away with greater confidence. I'm sure they felt more confident and better prepared to solve any workplace challenges that they might face.

To not send your company's representative would be a mistake. Our representative's leadership skills provide for business success. The impression they make speaks directly about the company that they represent. I want my clients to say this is who I will do business with.

Stay Safe,
Dave Van Buren
TAC-Solutions

A New LCAM Experience

By: Christine Slate, representing Closet Factory, EWI of Richmond Treasurer

I am not new to LCAM, however it has been eight years since I last attended. I was blessed to be on the same flight as Renee Gaines, Vice President/President Elect on Tuesday. The great part of traveling together is getting to know your EWI sisters (and brother) better. As we traveled, I was preparing mentally, physically, spiritually, and emotionally. As the Chapter Scholarship recipient, I wanted to make sure I took advantage of everything LCAM had to offer to report back to our awesome Chapter.

On Wednesday, Renee and I attended Leadership Caucus. I had a strong desire to attend since it *had* been several years since I attended. Leadership Caucus is NOW opened to other Chapter Board members. The Vice President/President Elect goes to prepare for her year as upcoming President. Opening this day to other Board leadership is BRILLIANT! Several chapters had other board positions in attendance. It was a time to network and connect with other Chapter leaders. Renee and I could divide and conquer with others in the room. The ice breaker question that was asked was what is one of our favorite LCAM memories to share. Wow! I had so many I could not choose. My answer was "All the LCAMs have been special for different reasons." I did ponder that question and my answer throughout LCAM. It also made me think about the LCAMS and other EWI Conferences I have attended:

- 2006 (Orlando, FL) – 1st LCAM – Attendee and incoming Treasurer under Jody Baldwin, President
- 2008 (Chattanooga, TN) – Academy of Leadership Road Show
- 2009 (Louisville, KY) – as Vice President/President elect under Donna Edwards President.
- 2010 (Memphis, TN) – as President (Spring Conference)
- 2010 (Richmond, VA) – as President EWI of Richmond hosted an (unofficial EWI) Spring Conference
- 2010 (Kansas City, MO) - as President
- 2011 (Minneapolis, MN) as Advisor to Lauren Cordrey, President.
- 2012 (Richmond, VA) – EWI Spring Conference, Chair, with Brenda Long, President.
- 2012 (Dallas, TX) Attendee with Brenda Long, President.
- 2014 (Washington, DC) Attendee with Angela Roisten, President.

It also made me realize how much I missed my national EWI Family. It was so fun to re-connect with EWI representatives from across the country, and meet so many new EWI representatives that all have the same passion because what we do matters for so many in our communities.

Why is this important? EWI provides professional and personal development at the Chapter level, and the Corporate level. Our EWI network supports us to become the best version of our current and future self. For our current Richmond Chapter and our future. To provide guidance and inspire future leaders at the Chapter level and the Corporate level. I was so re-energized at the end of LCAM!!

I have conveyed some notes and thoughts of the various break out sessions that were part of the Leadership Conference and Annual Meeting 2022!

- I. Opening Speaker: If Not You, Who? (Cracking the Code of Employee Disengagement) by Jill Christensen

I love the simplicity of her message and yet it was so profound. What is Employee Engagement? The emotional commitment the employee has to the organization. Engaged not happy. The engaged employee stays longer. There is a direct correlation between employee engagement and profitability. The employees voices are heard. Employee's want a connection and they want to bring value. Many are yearning to be part of something bigger than themselves. Employee's thrive on positive reinforcement! Tell me what I am doing right! It builds trust. Give feedback in the moment. Recognize your people!!

Jill offers several "The Truth..."s in her book. In hiring..."The goal is not to hire people who need a job. The goal is to hire people who believe what your company believes. "

- Be Self-Confident (not arrogant) – "I believe irrational fear is one of the greatest barriers to success. Irrational fear immobilizes you."
- Be Courageous – "Fear is a debilitating emotion. When you choose not to act and fulfill your destiny, you rob yourself and world of your gift – a gift that only you have been given."
- Be Present – "A major driver of employee engagement is whether people feel their leaders have genuine concern for their well-being. The best way to do this is to engage in face-to-face communication with your people, all the while staying present and completely in the moment."
- Be Optimistic – "The Truth...No thought lives in your head rent-free. Every thought you have will be an investment or a cost. It will either move you toward happiness and success or away from it. It will either empower you or disempower you. Being upbeat, positive, and optimistic is a choice. Your thoughts are also a choice."

You can find Jill at www.jillchristensenIntl.com.

- II. Professional Development Workshop:

Time Management for Balanced Leadership (Samantha Lane, Origami Day, EWI of Knoxville)

- How you spend your days is how you spend your life. Time is precious. We need to protect our time.

- Samantha asked: What is important to you? She asked us to write down what was truly important to us. Does our time spent really reflect what is important?
- Samantha suggested that on Friday afternoon, we plan for our next week.
- Shift your life from overwhelmed to organized. She helped us divide our days into four quadrants (Important / Urgent / Not Urgent / Not Important) Time Management = Energy Management.
- Samantha talked about the importance of writing things down and then have a digital reinforcement. Writing it down actually helps us remember better.
- You can request the weekly planning sheet and see a video of how to use it by going to the website at www.origamiday.com.

III. Academy of Leadership Module – “Professional and Volunteer Leadership: Thinking Like a Genius”

- a. This module is updated with new material. I first took this module in 2006 and it has been updated! Loved it!!

The Academy of Leadership embraces a three-fold philosophy:

1. Leadership can and must be taught.
2. Everyone possesses leadership potential
3. There are stellar examples of leadership within EWI

Some highlights of this two-day session:

- Leadership is not about perfection. Leadership is guiding others. A leader needs integrity – the quality of being honest and having strong moral principles. We need to continually evolve as a leader.
- We were given a Learning Style Inventory to help us understand what our natural learning style is and the benefits and challenges to each learning style.
- Great collaboration in the sessions. Brilliant Think Tank.

IV. Leaders of Tomorrow Panel Discussion – moderated by incoming Corporate President, Christine Laird.

- Four incoming emerging leaders (Tori Hargis, Student Member, EWI of Chattanooga; Kimberly Craft, EWI of Albuquerque; Amanda Landreth, EWI of Spokane; LaShana Sorrell, EWI of Birmingham)
- The purpose of this panel discussion was to ask younger leaders (under 40) why they joined EWI.
 - They just moved to their city and wanted to connect
 - Loved EWI and promoted EWI to new firm.
 - Student and wanted to be mentored by successful women
 - Networking and mentorship – win/win
- What could EWI do better?
 - Awareness to young professionals – reach out to the 40 under 40 winners
 - Be involved on college campuses
 - Be mindful when talking about Millennials and Gen Z – it does hurt their feelings
- What would you focus on for the upcoming year and years?
 - Student Membership / Collegiate
 - Grow membership with young leaders too. The young leaders are passionate about EWI and do not want it to dwindle.
 - Careers is a big “C” for young adults.
 - How are you posting pictures to social media? Is everyone included? How are you portraying “We want YOU here?”
- Out-of-the-box thinking
 - Cold call through LinkedIn
 - Outside meetings – Dog Park Day
 - Lunch time meetings during winter months (Spokane, WA)
 - Create engagement outside of EWI (social meet/greet)
- We need purpose / We need passion / Make an Impact and Make a Change!

V. Women of Influence Panel: Mayor Paulette M. Guajardo, City of Corpus Christi and Mayor Cathy Skurow, City of Portland, Texas.

Moderated by Kathleen Weisenberger, Assistant City Manager, City of Portland.

- Very powerful and eye-opening hour with two brilliant women in leadership that work daily for their cities. They are friends and lean on each other for guidance and strength in the good and challenging times. They both believed they were making decisions that were right for everyone as best they could. It starts with Servant Leadership, developing people, and building a great team.
- They were asked if you could write a letter to your younger self...what would you say?

*Be open to changes *Understand your weakness *Learn to say No *Reputation is your priority *Your job is not your life

VI. Professional Development Workshops: Achieving Peak Performance; the Mind-Body Connection by Andrea Bohn, Juice Plus+, EWI of San Antonio

- If you do not have your health – you have nothing to give
- You cannot exercise to eat...does not work
- If you take care of your health, you make a positive impact to your family
- Let's change a habit – concentrate on ONE area. Small but consistent.
- Food is fuel for your body
- Water and hydration: Take your body weight and divide by 2. This is the base of ounces per day we need to hydrate our bodies. For every 8 oz. of caffeine (soda, tea, coffee) you need to add 16 oz. to offset. Wow.

Thank you EWI of Richmond for choosing me for the Chapter Scholarship to attend LCAM. I wanted to attend because I felt rusty. I have served and then slowly slipped behind the scenes. In 2020, I was able to rejoin with my new firm, Closet Factory. I keep my Executive, Megan Underwood, in the loop by sending her the monthly EWI Newsletters and inviting her to meetings. Thank you also for supporting me and my firm for our Firm Night in August! It was AMAZING!

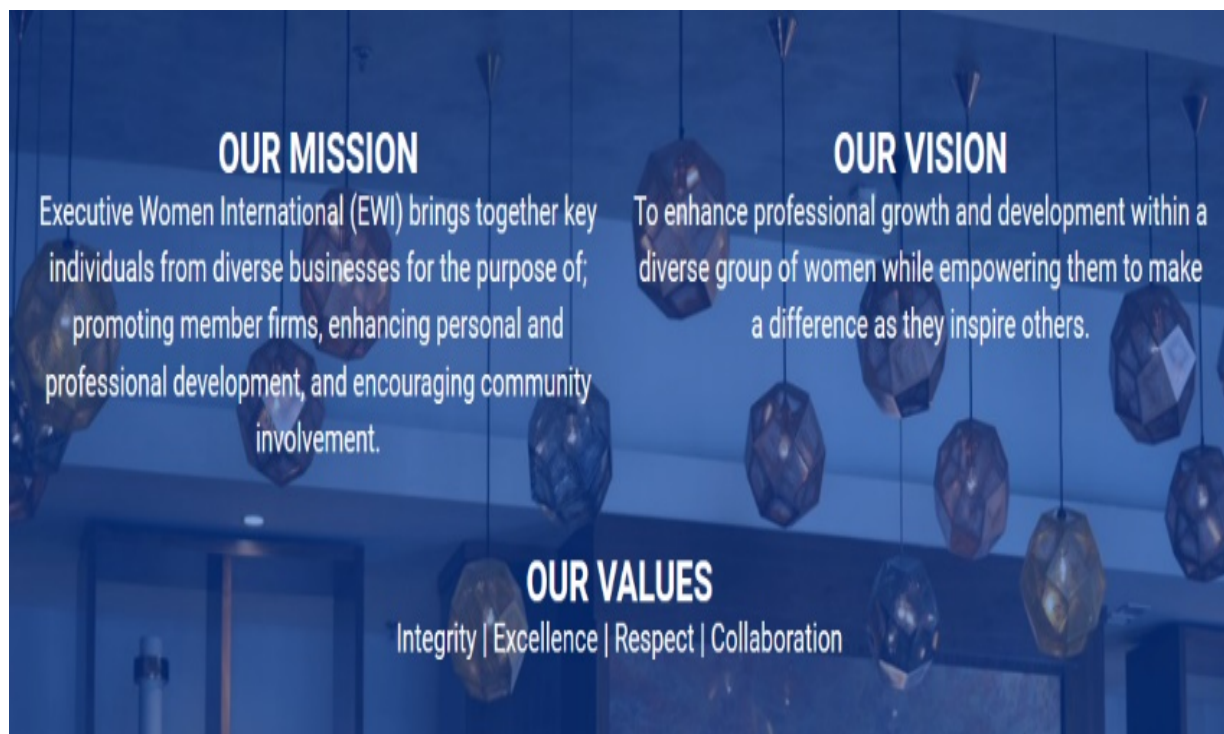
I am more dedicated to EWI! I am ready to Lean In. How are you investing in your chapter? What sets you on FIRE for EWI? My answer is **YOU!** My EWI Sisters and Brothers! Get involved! What sparks your heart? Scholarships? Reading Rally? Leading? Writing? EWI and LCAM make me want to be a better version of myself. I hope you will join me next year in Chattanooga, TN for LCAM 2023!

Talk to your Executive now!

Thank you for allowing me to share.

Gratefully,

Christine Slate





Why should you attend LCAM in 2023?

My first LCAM was 5 years ago in Dallas, TX. I didn't know what to expect but had frequently heard that attending LCAM is when you really experience all that EWI has to offer and see the 'big picture' of the organization. After my experience, nothing was closer to the truth. 5 years and 5 LCAMs later, I've graduated from EWI's exclusive Academy of Leadership program, participated in community literacy initiatives, witnessed incredible students receive scholarships to reach their academic goals, and have formed deeply-rooted friendships that make me a better professional and more well-rounded individual. I continue to attend LCAM to quench my never-ending thirst for professional development, to see the great friends I've made across North America, and to celebrate annual accomplishments of an organization I am passionate about.

CHRISTINE LAIRD

I will always remember my first LCAM in Palm Springs, California. I met so many like-minded professionals and had the best time with EWI of Des Moines. We were engaged in a full agenda each day, providing professional development, networking activities, and recognizing Corporate scholarship winners. One of my favorite memories was meeting Lori G., the Dean of our Academy of Leadership Program. Not only is she an exceptional trainer, but she is now a great friend and made me feel valued from our very first interaction. I had never been to a Conference that had so much meaning to an Organization. From then until now, I have not missed a single LCAM.

CHRISTINE HEALY

In 2018 I attended my first LCAM in Raleigh, North Carolina. That was the AHA moment for me. The moment of realization of how invested and connected our women are. It not only helped me better bond with my own chapter ladies, it's opened me to up to women from all over- connecting with a common purpose- to grow and help one another grow in our personal and professional lives. You can feel the energy in LCAM, the excitement and genuine care for one another. I have attended three in-person and one virtual LCAM's since joining in 2016. It has been one of the largest draws as a member and has increased my engagement and interest in serving in a larger capacity beyond my chapter. LCAM serves as the ultimate resource to build out your connections, your ideas, your confidence, to share best practices and to learn. The information, the feelings, the tools you come back from LCAM with flow over into your home, work and chapter life.

TRENLAN POUNDS

I joined EWI of Albuquerque in February of 2019, by September I was headed to our leadership conference. I was excited and unsure of what exactly I said yes to. I was loved on by women I was meeting and I was connecting with like minded professional women. I understood the big picture, during those 3 days! I felt the passion, the mission and the love from the women who attended. I learned so much during my time in Milwaukee. Attending LCAM, offered me connections that introduced me to the corporate committees. The amount of growth I have seen from attending my first LCAM, has been very rewarding for me personally and professionally.

SAMANTHA PATRICK

The Leadership Conference and Annual meeting brings our vision to life. The personal and professional development opportunities that this conference delivers each year are truly second to none and I can say with confidence that it has directly affected my continued growth in my career. By attending this conference, you grow personally and professionally, but you also learn how to improve the local operations so we can continue to grow and enhance the ways we serve and give back to our communities. I cannot stress this enough. When the opportunity to attend LCAM is available- GO. I would not be the woman I am today without the opportunities this organization has afforded me.

COREE FALL

LCAM PROFESSIONAL DEVELOPMENT HIGHLIGHTS



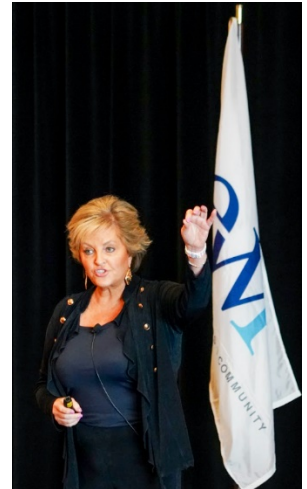
Above: Renee Gaines enjoying herself at Presidents Caucus.

Below: Jill Christensen signing her books "If Not You, Who?" and "Remote 101 – The Secrets to Engaging Virtual Workers", which were given to all LCAM attendees.



LCAM starts with Presidents Caucus, ran by President-Elect Christine Laird. Presidents Caucus provides incoming Presidents, Vice Presidents and other members of Chapter Boards the tools, tips and best practices they need to run a successful Chapter year. Both Christine Slate, Treasurer, and Renee Gaines, VP/President-Elect, from the Richmond Chapter attended Presidents Caucus and look forward to sharing their knowledge this year.

Thursday morning began with breakfast at the opening ceremonies, remarks from President Christine Healy, keynote speaker Jill Christensen. Jill provided her four-step strategy for turning disengaged workers into a unified, high-performing team. By cracking the code of employee disengagement, she said you can increase customer satisfaction, profitable revenue growth, productivity and employee retention as well as decrease quality defects, safety incidents, theft, and absenteeism. After breakfast, Jill provided all LCAM attendees with both of her books, even signing them. These are all great tips that can be employed now in the age of "quiet quitting".



Above: Jill Christensen gives the Keynote Presentation at the Opening Ceremonies breakfast., "If Not You, Who? How to Crack the Code of Employee Disengagement"

Following the opening breakfast and keynote speaker, LCAM attendees headed into Professional Development workshops – Creating with Canva, presented by Jennifer Clark (EWI of Dallas) or Time Management for Balanced Leadership, presented by Samantha Lane (EWI of Knoxville).

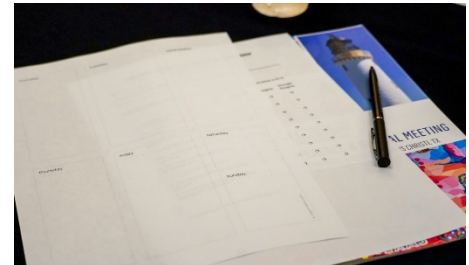
Below: Time Management worksheet provided by Samantha Lane who encourages you to write your days out on paper to protect your time, and reinforce it in your digital calendar.



Above: Samantha Lane (representing Origami Day, EWI of Knoxville) presenting professional development workshop "Time Management for Balanced Leadership". Samantha provided tips for time management and being protective of your time.

Below: Roseann Freitas makes her Academy of Leadership instructor debut at LCAM, teaching the AOL Module "Professional and Volunteer Leadership: Thinking Like a Genius"; Dee Dee Van Buren engages with AOL instructors during the module.

After lunch, LCAM attendees chose to either attend the Academy of Leadership Module: "Professional and Volunteer Leadership: Thinking Like a Genius" or join the Academy of Leadership Alumni Experience with a trip to South Texas Botanical Gardens and Nature Center.



Below: Roseann Freitas graduates from the Academy of Leadership posing for a picture with fellow AOL instructor Christi Emmons Jones and President Christine Healy.

Following the second session of the Academy of Leadership Module, representatives who completed five modules of AOL training graduated and were presented with their AOL Graduate Certificates. Roseann Freitas not only debuted as an AOL instructor, she also graduated the Academy of Leadership.





Following Session One of the AOL module, attendees listened to the Leaders of Tomorrow Panel Discussion – Plenary Session, moderated by incoming Corporate President Christine Laird. Panel members included Victoria Hargis (Student Member, EWI of Chattanooga), Kimberley Craft (EWI of Albuquerque), Amanda Landreth (EWI of Spokane) and LaShana Sorrell (EWI of Birmingham). These emerging leaders gave us insight into what makes them tick and why EWI provides value to them in their career development and how they view leadership as the future unfolds for EWI.



Above: Canine unit officer with his partner.

Right: Charlie Rosenquist (EWI of Chattanooga) presents a donation to Purple Door on behalf of EWI.

Below: Left to Right: Kathleen Weisenberger, Assistant City Manager for the City of Portland, Mayor Cathy Skurow (City of Portland), and Mayor Paulette M. Guajardo (City of Corpus Christi).

Day two included Session Two of the Academy of Leadership Module or the Academy of Leadership Alumni Experience which was a one on one with the Police Academy Canine Unit including a special Community Service Project benefitting Purple Door. The Purple Door is a 501(c)(3) nonprofit organization headquartered in Corpus Christi, Texas. The agency provides free services to victims and survivors of family violence and sexual assault throughout a 12-county region of South Texas. They offer support and empowerment to individuals through a safe shelter, non-residential services/programs, and outreach.



Next, attendees were treated to Women of Influence Panel Lunch with panelists Mayor Paulette M. Guajardo (City of Corpus Christi), Mayor Cathy Skurow (City of Portland), and Kathleen Weisenberger, Assistant City Manager for the City of Portland. Each Mayor explained their career obstacles and how they overcame them, what it takes to be a leader in politics, as well as how they deal with the pressing issues facing their cities.



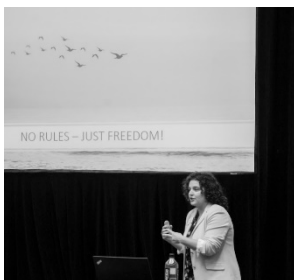
AOL Alumnis, including Debbie Clark, listen to the Canine Unit officers explain their relationships with their partners and provided many self-defense tips and moves to the participants.



Next all members were invited to a Town Hall meeting with the Corporate Board, legal counsel and the Parliamentarian. This is the time when you can ask any question to the board about EWI, operations, budgets, AOL, programs, scholarships, etc. Our own Renee Gaines stepped up to the podium to ask questions about the online scholarship application process and ways to improve the user experience to encourage more applicants.

Rounding out the day, attendees could select one of

two professional development workshops – Achieving Peak Performance: the Mind-Body Connection presented by Andrea Bohn (EWI of San Antonio) or The Life-Changing Magic of Visact! Creating Your Future Self presented by Sarah Roeder (EWI of Des Moines).



AWARDS PRESENTATION AND GALA

The recognition gala was brought back this year on Friday evening where all attendees were invited to dress in their finest attire for the gala which consisted of a fashion show, the awards presentation, dinner and dancing the night away.

The beautiful Richmond Chapter ladies and Dave all dressed up for the Gala.



Top right to left: Christine Slate, Michele Rundstrom, Debbie Clark with Christine Healy and Cortney Ihde; Renee Gaines; and Dave and Dee Dee Van Buren.

Bottom photo left to right: Renee Gaines, Debbie Clark, Michele Rundstrom, Christine Slate, Dee Dee Van Buren and Davie Ban Buren.

Fancy





Congratulations to the Richmond Chapter for attaining Chapter of Excellence again in 2022! Our Chapter met the criteria to be designated as a 2022 Chapter of Excellence.

This has been accomplished with our Board's leadership, tenacity, and belief that so evidently permeated throughout your membership to realize this prestigious achievement. #RichmondStrong. We would also like to congratulate the following Chapters for also achieving this prestigious award: Birmingham, Milwaukee, Omaha, Phoenix, San Antonio, San Diego and Tulsa.



Congratulations to EWI of Richmond for earning the Growth Award with **18.75% growth** in 2021-2022. Everyone should be very proud of this achievement! It takes a village.



Leadership Conference & Annual Meeting
elementary school counselor and transition into a private practice setting with a focus centered on elementary school-age children.

Congratulations to the Corporate 1st Place Winner of the ASIST Scholarship, KeShawndra Davis. KeShawndra will be attending Shelton State University and then transferring to the University of Alabama. She was awarded a \$6,000 scholarship in addition to the funds awarded by EWI of Birmingham. KeShawndra plans to obtain her Master's Degree in social work with a minor in psychology. After graduation, she plans to begin a career as an



Corporate B/C/DP Director Cheryl Holmes (EWI of Columbus) presents KaShawndra Davis with the 1st Place ASIST Corporate Scholarship in the amount of \$6,000.

Lucille Johnson Perkins

EWI
LUCILLE JOHNSON PERKINS

OUTSTANDING MEMBER FIRM - LARGE: AMEGY BANK, EWI OF HOUSTON

Amegy Bank believes in the power of relationships, and this is demonstrated within the Houston Chapter through Amegy's unwavering commitment to engage not only their executives in supporting and promoting the work of EWI, but several other staff as well. Amegy Bank leads by example in the community by consistently and proudly giving their finances, time, and other resources such as meeting space in support of the Houston Chapter's philanthropic initiatives and inspires other firms to take action.

OUTSTANDING MEMBER FIRM - MEDIUM: CASTO, EWI OF COLUMBUS

CASTO actively supports every tenet of EWI, demonstrated through active engagement of all four of their member Representatives and encouragement of board service at both the Chapter and Corporate levels (connections), consistently sponsoring and donating time, talent, and treasure at both the Chapter and Corporate levels (community), to disseminating webinar information across the organization and promoting attendance at LCAM (careers). CASTO is also taking action to heighten EWI of Columbus' social media presence, and their executive is highly engaged in supporting the mission and vision of the organization.

OUTSTANDING MEMBER FIRM - SMALL: SPEEDY PRINTING - KATY FREEWAY, EWI OF HOUSTON

Speedy Printing gives ongoing support to corporate initiatives in addition to providing free printing services for many EWI events. Speedy Printing engages in Chapter and Corporate efforts throughout the year, donating door prizes and auction items, as well as providing financial support. This small yet mighty member firm is also unwaveringly supportive of their Representative and encourages her continuous growth and development at both the Chapter and Corporate levels.

OUTSTANDING LEADER OF THE YEAR: JENNIFER BURNS, BELL SIGNS, EWI OF PHOENIX

Jennifer exudes the qualities of an EWI leader in many ways, one of which is by serving as a champion for her Chapter in the Phoenix community. She is consistently promoting her "EWI Why" along with EWI's story which creates buzz to excite new firms to join. She generously gives of her time and talents by mentoring new members and serving in virtually every capacity on Phoenix's Chapter Board, while also supporting her Chapter's fundraising efforts with donations. Jennifer is the ultimate EWI cheerleader!

The Lucille Johnson Perkins Awards:
Outstanding Member Firm - Large - AmegyBank

Outstanding Member Firm - Medium - Casto

Outstanding Member Firm - Small - Speedy Printing

Outstanding Leader of the Year - Jennifer Burns, Bells Signs (EWI of Phoenix)

Communications Award - EWI of Chattanooga

The 2022 Tillie Award - EWI of Omaha.

Congratulations to all of the award recipients!





They were not the only winners... Drum roll.....The LCAM 50/50 drawing was held at the end of the Annual Meeting and low and behold, we have a winner! Winner Winner Chicken Dinner! Maybe not chicken, but definitely a big win! Congratulations to Dee Dee Van Buren (and Dave) on her big win of the 50/50 Raffle. Look at those smiles!!

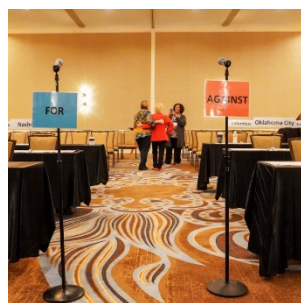
The evening would not have been complete without Corporate President Christine Healy honoring all of the 2021-2022 Chapter Presidents and presenting them with a gift.

After all the activities, awards and fashion show, it was time for dancing to round out the evening. There are plenty of videos and pictures, but what happens at LCAM, stays at LCAM! What a fun night!



ANNUAL MEETING

The Credentials Committee starts the day early for delegate/alternate delegate registration. Once checked in and registered, delegates may take their seats at the annual meeting. At the beginning of the meeting, the Chair of the Credentials Committee (Michele Rundstrom, Altria Client Services LLC) gives the Credentials Report. The report outlines how many delegates are entitled to vote, if any delegates need to be voted in on the floor, and what the final tally of votes should be for any given item voted upon by the delegates. All annual meeting procedures follow Roberts Rules of Order.



ANNUAL MEETING RESULTS



Amendment #1 – Corporate Bylaws:-

ARTICLE III MEMBERSHIP

Section 6. Suspension and Termination of Membership

Bylaw Currently Reads:

The Corporate Board may suspend or terminate the membership of a Chapter, Satellite Chapter, or Member-at-Large on the following grounds: (1) Failure to pay Corporate dues and assessments; (2) Any violation of the provisions of the Articles of Incorporation or these Bylaws; or (3) Any action disruptive to or inconsistent with the activities and conduct of the business and mission of the Corporation or any Chapter. If the Chapter, Satellite Chapter, or Member-at-Large has not corrected any violation(s) and has had a reasonable opportunity to be heard by the Corporate Board, the charter of a Chapter or the membership rights of a Satellite Chapter or Member-at-Large may be revoked.

Amend to Read:

The Corporate Board may suspend or terminate the membership of a Chapter, Satellite Chapter, or **Member-at-Large Virtual Member** on the following grounds: (1) Failure to pay Corporate dues and assessments; (2) Any violation of the provisions of the Articles of Incorporation or these Bylaws; or (3) Any action disruptive to or inconsistent with the activities and conduct of the business and mission of the Corporation or any Chapter. If the Chapter, Satellite Chapter, or **Member-at-Large Virtual Member** has not corrected any violation(s) and has had a reasonable opportunity to be heard by the Corporate Board, the charter of a Chapter or the membership rights of a Satellite Chapter or **Member-at-Large Virtual Member** may be revoked.

Amendment #2 – Corporate Bylaws:



ARTICLE V MEMBERSHIP MEETINGS

Section 4. Voting

Bylaw Currently Reads: A. Number of Delegates and Votes per Chapter. At any meeting of the membership of the Corporation,

the voting rights held by the chartered Chapters of the Corporation shall be based on the Chapter's number of Member Firm representatives and Individual Members as follows:

No. of Members	No. of Delegates and Votes Allowed
Up to 25 Representatives/Individual Members	1
26 to 50 Representatives/Individual Members	2
51 to 75 Representatives/Individual Members	3
76 to 100 Representatives/Individual Members	4
101 + Representatives/Individual Members	5



No. of Members	No. of Delegates and Votes Allowed
Up to 15 Representatives/Individual Members	1
16 to 30 Representatives/Individual Members	2
31 to 45 Representatives/Individual Members	3
46 to 60 Representatives/Individual Members	4
61 + Representatives/Individual Members	5

Amendment #3 – Chapter Bylaws:



Article IV CHAPTER OFFICERS

Section 3. Vacancy

Bylaw Currently Reads:

In the event of a vacancy in the office of President, the President-Elect automatically ascends to the office of President. If the President-Elect cannot ascend then the Nominating Committee shall present a nominee and an election shall be held at a special meeting called for that purpose. A vacancy in any other office shall be filled for the unexpired term by the Chapter Board.

Amend to Read:

In the event of a vacancy in the office of President, the President-Elect automatically ascends to the office of President to serve the remainder of the term. If the President Elect cannot ascend then If the President-Elect is unable to assume the presidency, the Nominating Committee shall present a nominee to serve the remainder of the term and an election shall be held at a special meeting called for that purpose. A vacancy in any other office shall be filled for the unexpired term by the Chapter Board.

Rationale:

This verbiage clarifies the guidelines with regards to a vacancy in the office of President. This Bylaw amendment was recommended by EWI of Omaha, and reviewed and approved by the Bylaws Committee, Legal Counsel and Parliamentarian.



Amendment #4 – Chapter Bylaws:

**ARTICLE VIII
ELECTRONIC MEETINGS AND COMMUNICATION**

Bylaw Currently Reads:

A. Meetings. The Chapter, the Board of Directors and committees shall be authorized to meet by telephone conference or through other electronic communications media, as long as all members may simultaneously hear each other and participate during the meeting. Notice of meetings may be sent by email.

B. Mailings. Mailings may be sent by email, except where the Bylaws require the use of postal mail or where a member does not have email access.

PROPOSED: Add the following Paragraph C and edit the Title of Article VIII to read ELECTRONIC MEETINGS, COMMUNICATION AND ACTION BY CONSENT

C. Action by Consent. The Chapter, the Board of Directors and committees may take action permitted under these Bylaws or by law by written consent without a meeting if such action is approved by a majority of:

- (i) Representatives in the case of the Chapter,
- (ii) Members of the Board of Directors in the case of the Board of Directors, or
- (iii) Committee members for any committee.

Consent may be given in writing in any manner determined by the Board of Directors or as set forth in Standing Rules for the Chapter.

Rationale:

This additional paragraph aligns with the Corporate Bylaw allowing for Action By Consent when voting is needed outside of a meeting. The proposed title change incorporates the additional subject of Action by Consent. This Bylaw amendment was recommended, reviewed and approved by the Bylaws Committee, Legal Counsel and Parliamentarian.

(Additional Information: The Corporate Board of Directors has reviewed the nature of business being conducted through electronic means and would like to recommend additional flexibility in our Bylaws for holding meetings to conduct business. The addition of this Bylaw clarification allows the business of a Chapter to be conducted in any environment deemed necessary by the Chapter.)



Richmond Chapter Standing Rules Amendment:

New Paragraph for Standing Rules approved at the September 8, 2022 Chapter Membership Meeting:

ELECTRONIC MEETINGS AND COMMUNICATION – In accordance with Chapter Bylaws, Article VIII, EWI of Richmond adopts electronic communications and consents with the following rules:

- When a motion is electronically mailed to the members for a vote, the times when the poll opens and closes shall be included. The result of the electronic voting shall be communicated to the membership within five (5) days of the closing of voting and included in the minutes.
- Notice of an electronic vote by consent shall be given at a preceding meeting or at least five (5) days in advance of the closing of voting. The motion under consideration shall be included in the notice.
- Procedures shall be established to allow for secret balloting upon request.

The 2022-2023 Corporate Board of Directors

President – Christine Laird
Director – Marji Zamora
Advisor – Christine Healy

Vice President – Charlie Rosenquist
Director – Kathy Scott

Secretary/Treasurer – Samantha Patrick
Director – Vicki Chapman



EWI 2022 READING RALLY

"THE WORLD IS YOUR NEIGHBORHOOD"



All EWI Members were welcome to attend this year's conference and get involved in the Reading Rally event which was hosted onsite at the Omni Corpus Christi Hotel on Saturday. Many chapters and Member Firms helped to support our giving of literacy and educational materials for the causes adopted by our Corporate Reading Rally committee. This year, we worked with the YMCA of Corpus Christi's fifth and sixth grade girls. We presented a program that targets adolescent young ladies as they grow into their personalities and begin to learn more about themselves. This is the age that they begin making life-altering and important decision in social situations. Prevention and education are vital in making a positive path for girls this age. The girls the YMCA serves in YWTeens are primarily from lower socioeconomic areas of the community. The goal at the Reading Rally was to promote reading and literacy while having fun and learning from each other.



Special Guest Diana López, Author of "Confetti Girl" and many other books, joined us to read to the girls during a pizza lunch. Each girl received a goodie bag filled with books, socks, note pads, pens and pencils, toiletry items and other goodies that were purchased and donated by member firms, representatives and EWI Chapters. After lunch, the girls participated in a scavenger hunt with fun had by all! EWI also presented the YMCA of Corpus Christi with a \$1,000 donation.



CORPUS CHRISTI CHAPTER FUN AND HIGHLIGHTS



Christine Slate, Debbie Clark and Renee Gaines arrived early in Corpus Christi with enough time to get a walk in by the ocean and enjoy the beautiful weather before Presidents Caucus began.

Other fun included a visit to the Aquarium at the Plaza of the Whales, the USS Lexington and dinner at the Republic of Texas, the only AAA Four Diamond restaurant in south Texas!



The USS Lexington - Her History

Commissioned in 1943, she set more records than any other Essex Class carrier in the history of naval aviation. The ship was the oldest working carrier in the United States Navy when decommissioned in 1991. An Essex-class carrier, LEXINGTON was originally named the USS CABOT. During World War II, final construction was being completed at Massachusetts' Fore River Shipyard when word was received that the original carrier named USS LEXINGTON, CV-2, had been sunk in the Coral Sea. The new carrier's name was changed to LEXINGTON.

After training maneuvers and a shakedown cruise, LEXINGTON joined the Fifth Fleet at Pearl Harbor. The Fifth Fleet was established April 26, 1944, at this time it was Central Pacific Force. During World War II, the carrier participated in nearly



every major operation in the Pacific Theater and spent a total of 21 months in combat. Her planes destroyed 372 enemy aircraft in the air, and 475 more on the ground. She sank or destroyed 300,000 tons of enemy cargo and damaged an additional 600,000 tons. The ship's guns shot down 15 planes and assisted in downing five more.

The Japanese reported LEXINGTON sunk no less than four times! Yet, each time she returned to fight again, leading the propagandist Tokyo Rose to nickname her "The Blue Ghost." The name is a tribute to the ship and the crew and air groups that served aboard her.

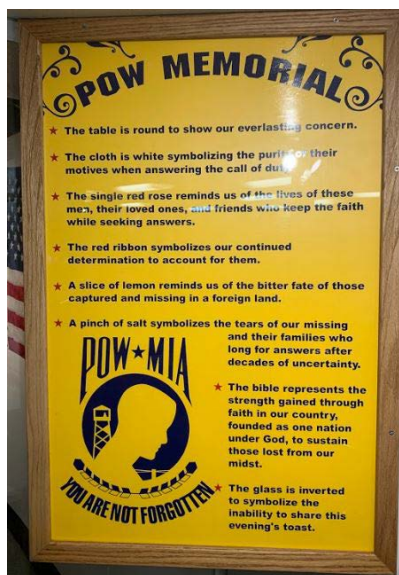
After the war, LEXINGTON was briefly decommissioned (1947-1955). When reactivated, she operated primarily with the Seventh Fleet out of San Diego, California. Although not involved in actual combat, LEXINGTON kept an offshore vigil during tensions in Formosa, Laos, and Cuba.

In 1962, she sailed into Pensacola, Florida, and began training operations, eventually being officially designated CVT-16, Navy Training Carrier. Corpus Christi is privileged to be selected as the permanent home to this national treasure.



The Facts:

- Crew: 1,550 Men and Women – about 3,000 members during WWII
- Length of the Flight Deck: 910 Feet
- Length at the Water Line: 880 Feet
- Height (Water Line to Flight Deck): 52 Feet
- Maximum Width: 196 Feet
- Draft (Keel to Water Line): 30 Feet
- Displacement: 42,000 Tons
- Speed: 30+ Knots
- Range at Maximum Speed: 4,131 Miles



EWI of Richmond Member Firms

31 Member Firms

38 Representatives

[Altria Group, Inc.](#)
[Altria Client Services LLC](#)
[Better Business Bureau of Central Virginia](#)
[The Cardiac Connection](#)
[Cater Nation](#)
[ChamberRVA](#)
[Children's Hospital of Richmond](#)
[Closet Factory \(Mueller & Mueller Inc.\)](#)
[Cobb Technologies](#)
[Community Foundation for a greater Richmond](#)
[Dignity Memorial Woody Funeral Home](#)
[Dominion Energy, Inc.](#)
[Federal Reserve Bank of Richmond](#)
[JMI](#)
[Joyner Fine Properties](#)
[Keiter Certified Public Accountants & Consultants](#)

[Legal Resources](#)
[Marsh & McLennan Agency](#)
[Reynolds Community College](#)
[Richmond Raceway](#)
[Richmond Region Tourism](#)
[RMT Construction & Development Group](#)
[T.A.C.-Solutions](#)
[Topgolf](#)
[TowneBank](#)
[Transformation Group, LLC](#)
[Universal Corporation](#)
[Venture Richmond, Inc.](#)
[Virginia Commonwealth University](#)
[Virginia Credit Union, Inc.](#)
[Westminster Canterbury Richmond](#)

EWI of Richmond Chapter Life Members

These women are chapter life members due to their special meritorious service above and beyond the call of duty to the Chapter.

Debora Honodel, Southern States Cooperative, Inc.

Chapter President, 1996

Brenda Long, Dominion Energy

Chapter President, 2012

Karen Kuhn, Federal Reserve Bank of Richmond

Chapter President, 2015

EWI of Richmond Chapter Sustaining Members

Sustaining members are representatives in good standing immediately prior to retirement from a Member Firm who want to stay active and engaged with EWI.

Donna Thornburg

Retired, Virginia Commonwealth University

EWI of Richmond Chapter Honorary Members

These women are chapter honorary members due to their service as chapter president and/or special service to the community while active in EWI.

Bev Beadles, Chesapeake & Potomac Telephone Company of VA

Chapter President, 1987

Jo Anne Cole, Retail Merchants Assoc. of Greater Richmond

Chapter President, 1973

Kit Hull, Bill's Barbecue

Representative 1993-2012

Liz M. Perry, Trigon Healthcare, Inc.

Chapter President, 1995

Carolyn Raskind, Westminster Canterbury Richmond

Chapter President, 2000

Pat Sims, Robert L. Figg & Sons, Inc.

Chapter President, 1972

Lillie Stratton, Greater Richmond Partnership, Inc.

Chapter President, 1993

THANK YOU ALL FOR YOUR INVALUABLE SERVICE TO EWI!

Looking for ways to stay connected?

Follow us on social media, [email us](#) or visit our [website](#).

