

**GOVA REGION 3
FULL COUNCIL
MEETING PACKET**

October 16, 2024



GO Virginia Region 3 Executive Committee

Date and Time: October 16, 2024
1:00 p.m. – 3:00 pm

Location: SOVA Innovation Hub
715 Wilborne Ave
South Bostone, VA

Link: <https://tinyurl.com/y5ne34ud>

Dial-In: 301-715-8592

Meeting ID: 88310903526

Password: 429416

Purpose Statement

"Create more high-paying jobs through incentivized collaboration, primarily through out-of-state revenue, which diversifies and strengthens regional economies."

AGENDA

- | | |
|--|----------------|
| I. Call to Order and Vice Chairman's Opening Comments | Lauren Willis |
| II. Roll Call and Confirmation of Quorum | Deborah Gosney |
| III. Public Comments | Lauren Willis |
| a. Previously Submitted | |
| b. Submitted During Virtual Meeting | |
| IV. Declaration of Conflicts of Interest | Lauren Willis |
| V. Approval of Meeting Minutes and Notes | Lauren Willis |
| VI. Financial Report and Approved Projects Update | Deborah Gosney |
| VII. GO Virginia Region 3 Project Funding Matrix Report | Deborah Gosney |
| VIII. GO Virginia Region 3 Growth & Diversification Plan Status Report | Bryan David |

Special Appearances and Presentations

- | | |
|---|------------------|
| IX. SEED Innovation Hub Virtual Tour_Sheri McGuire, Associate Vice President for Community and Economic Development, Longwood University | Sheri McGuire |
| X. Demographic Trends for Region 3_Hamilton Lombard, Estimates Program Manager Demographics Research Group, UVA Weldon Cooper Center for Public Service | Hamilton Lombard |

Old Business

- | | |
|----------------------|-------------|
| XI. Project Pipeline | Bryan David |
|----------------------|-------------|



New Business

- | | |
|--|---------------|
| XII. Nominating Committee | Lauren Willis |
| a. Region 3 Council Member Appointment | |
| XIII. Project Review Committee | Bryan David |
| a. The Synergistic Co-location of Data Centers and Controlled Environment Agriculture Greenhouses to Boost Competitiveness_ Institute for Advanced Learning and Research | |
| b. REGION 3 TPM Futures Project: Talent Pipeline Management to Support Advanced Manufacturing_ Institute for Advanced Learning and Research | |
| XIV. Amendment to GO Virginia Region 3 Council Policy #9_ All Virtual Meetings | Bryan David |
| XV. Amendment to GO Virginia Region 3 Council Policy #10_ Virtual Member Participation for In-Person Meetings | Bryan David |

Program Director's Report

Bryan David

- XVI. GO Virginia Region 3 Council – Envisioning Leadership: A Summary
- XVII. 2025 GO Virginia Region 3 Growth & Diversification Plan Update
- XVIII. FY24 GO Virginia Annual Report
- XIX. Amelia County Regional Commerce Center Planning Grant
- XX. GO Virginia State Board Retreat/Meeting (9.9-10.24)

Adjourn

MINUTES

GO VIRGINIA REGION 3 FULL COUNCIL
MEETING MINUTES
Wednesday, July 17, 2024

REGULAR BUSINESS

Call To Order

Chair Willis called the GO Virginia (GOVA) Region 3 Full Council all virtual meeting to order on Wednesday, July 17, 2024, at 1:00 p.m.

Roll Call and Confirmation of Quorum

Deborah Gosney conducted roll call. Chair Willis declared a quorum was present.

Region 3 Council Members

Members	In Person	Virtual	Absent	Members	In Person	Virtual	Absent
Sheldon Barr		X		Elizabeth Leggett		X	
Robert Bates			X	Ilsa Loeser		X	
Clark Casteel		X		James McClain		X	
Timothy J. Clark		X		John Parkinson		X	
Melody Foster		X		Alfreda Reynolds		X	
Kristin Gee		X		Jeremy Satterfield			X
Amy Griffin		X		Sherry Swinson		X	
Keith Harkins			X	Dale Wagner		X	
Rhonda Hodges		X		Lauren Willis		X	
Randolph Lail		X					

Region 3 Staff in Attendance

Name – Organization - Role	In Person	Virtual	Absent
Deborah Gosney - Southside PDC - Support Org. & Fiscal Agent		X	
Bryan David - UVA Weldon Cooper Center Contract Staff – Region 3 Program Director		X	
Ann Taylor Wright (CTW Consulting, LLC) - Southside PDC Contract Staff		X	
Liz Povar (The Riverlink Group) - Southside PDC Contract Staff		X	

Guests in Attendance

Name - Title	Organization	In Person	Virtual
Billy Gammel- GOVA Senior Program Administrator	Department of Housing & Community Development		X
Dr. Scott Tate- Associate Director for Community Innovation	Virginia Tech Center for Economic & Community Engagement		X
Alex Veatch- Creative Director	LetterPress Communications		X
Cynthia Lawrence- President	Blue Ridge Partnership for Health Science Careers		X
Tad Deriso- President/CEO	Mid-Atlantic Broadband		X

Public Comments

No written, nor verbal, public comments were received.

Declaration of Conflicts of Interest

Conflicts of interest potentially exist for activities benefiting and /or contracts issued to the following organizations and projects listed below:

Name	Organization(s)
Charles H. Majors	Mid-Atlantic Broadband; Institute for Advanced Learning and Research; Danville Regional Foundation; Future of the Piedmont
Randolph Lail	Mid-Atlantic Broadband; SOVA Innovation Hub
Rhonda Hodges	GO TEC; Patrick Henry Community College; RISE Collaborative
Melody Foster	Longwood University; SOVA Innovation Hub; Mid-Atlantic Broadband
Keith Harkins	Southside Virginia Community College; GO TEC
Jeremy Satterfield	Microsoft; SOVA Innovation Hub; Southside Virginia Community College
Alfreda Reynolds	Brunswick County; VGA Board Member
Clark Casteel	Danville Regional Foundation
Lauren Willis	GO TEC; Charlotte Co Public Schools
Ilsa Loeser	LetterPress Communications

Committee Reports

Chair Willis suggested an amendment to the agenda to move the Committee Reports to the first order of business. **Ilsa Loeser made a motion to amend the agenda; the motion was seconded by Amy Griffin and was approved unanimously by roll call vote.**

The Nominating Committee has received interest from Elizabeth Leggett to be appointed to the Region 3 Council. Ms. Leggett is the Vice President of Leggett Town and Country, a local retail store that her husband opened in 2002. A native of Danville, she returned home after completing her MT in Latin at the University of Virginia. After teaching for 20 years in the Danville Public Schools,

she served on the Danville School Board. This appointment would serve an unexpired private-sector term through June 30, 2027. **Melody Foster made a motion to appoint Elizabeth Leggett to serve the unexpired private sector term through June 30, 2027; the motion was seconded by Clark Casteel and was approved unanimously by roll call vote.**

Approval of Minutes

Chair Willis noted that the minutes of the April 17, 2023 Full Council meeting were received via email prior to the meeting and included in the meeting packet. **Tim Clark made a motion that the minutes from the April 17, 2023 Full Council meeting be approved as presented; the motion was seconded by Melody Foster and was approved unanimously by roll call vote.**

Financial Reports & Project Update

Bryan David and Deborah Gosney presented the Financial Reports and Project Updates that were included in the meeting packet for the period ending June 30, 2023. **Randy Lail made a motion that the Financial Reports be approved as presented; the motion was seconded by Tim Clark and was approved unanimously by roll call vote.**

SPECIAL APPEARANCES & PRESENTATIONS

- Cynthia Lawrence, President of Blue Ridge Partnership for Health Science Careers, presented the GOVA Region 3 TPI Health Science Careers project.
- Tad Deriso, President/CEO of Mid-Atlantic Broadband, provided an update on the Middle Mile Expansion Project.
- Alex Veatch, Creative Director with LetterPress Communications, presented the Communications Annual Report for Region 3.
- Dr. Scott Tate, Associate Director for Community Innovation with Virginia Tech's Center for Economic & Community Engagement, discussed the findings from the recent Region 3 Leadership event.

OLD BUSINESS

Bryan David reviewed the current project pipeline which was emailed to Council members prior to the meeting. The following projects were discussed:

- Institute for Advance Learning & Research (IALR) – Virginia Controlled Environment Agriculture (CEA) Hub: This is an implementation project for the CEA Strategy & Roadmap.
- SOVA Innovation Labs: This is an expansion of the SOVA Innovation Hub and will offer a maker's space and co-working space in a campus style environment.
- Region 3 Leadership Development Project: This project would be in partnership with the UVA Sorenson Institute for Leadership and the Virginia Institute for Government to develop a community leadership program in Region 3.
- GO TEC Talent Pathway Initiative Planning Project: This project would expand GO TEC into 9th and 10th grade classrooms void. GO TEC is currently in middle schools and 11th and 12th grade classrooms.

Chair Willis asked members for questions or comments; there being none, there was no discussion regarding the updates.

NEW BUSINESS

The Southside Planning District Commission (PDC) drafted a new MOU following Department of Housing and Community Development guidance. It was recommended to include an outline of the roles and responsibilities for each party and to extend the term of the MOU to follow the GO Virginia biennium cycle. **Randy Lail made a motion to approve the Southside PDC MOU as presented; the motion was seconded by Melody Foster and was approved unanimously by roll call vote.**

PROGRAM DIRECTOR'S REPORT

Bryan David presented the Program Director's Report as detailed in the meeting packet. Topics discussed were the FY25-FY26 UVA Weldon Cooper Center Agreement, the GO TEC Expansion Project, GOVA State Board Policy #17, and the GOVA State Board Leadership Retreat. There were no questions nor comments from the Council.

ADJOURN

There being no additional business matters to go before the GOVA Region 3 Council, Chair Willis adjourned the meeting at 2:50 p.m.

These minutes were approved on ____.

Deborah Gosney, Southside PDC
Executive Director

Lauren Willis, GOVA Region 3
Council Chair

FINANCIAL REPORT & PROJECT UPDATE

GO VIRGINIA REGION 3 OPERATING BUDGET

GO Virginia Remittance Activity				<div>GO VIRGINIA</div> <div><div><div>G</div><div>O</div></div><div>VIRGINIA</div></div> <div><div>VIRGINIA INITIATIVE FOR</div><div>GROWTH & OPPORTUNITY</div><div>IN EACH REGION</div></div>		
Budget Year: May 1, 2024 to April 30, 2025						
Report Date: September 30, 2024						
FY24 Approved Budget Allocation						
Budget Categories	Operating Budget	Budget Revision #1	Previous Remittances	Remittance #6	Total to Date Remittances	Balance Remaining
Program Operations						
Audit	1,300.00	1,300.00	-		-	1,300.00
Meetings & Facilitation			-		-	-
Special Events	5,250.00	7,500.00	7,250.03		7,250.03	249.97
R 3 Meetings & Trainings	1,100.00	2,500.00	1,051.23		1,051.23	1,448.77
Total Meetings & Facilitation	6,350.00	10,000.00	8,301.26	-	8,301.26	1,698.74
Supplies	150.00	300.00	114.20		114.20	185.80
Salaries - SPDC	84,000.00	84,000.00	43,393.93	7,510.80	50,904.73	33,095.27
Contract Services			-		-	-
SPDC UVA MOU	107,363.00	107,363.00	50,599.98		50,599.98	56,763.02
SPDC Contract Staff - Riverlink	9,000.00	9,000.00	3,000.00		3,000.00	6,000.00
Total Contract Services	116,363.00	116,363.00	53,599.98	-	53,599.98	62,763.02
Marketing - Letterpress	31,900.00	31,900.00	12,439.01	2,625.00	15,064.01	16,835.99
Total Program Operations	240,063.00	243,863.00	117,848.38	10,135.80	127,984.18	115,878.82
Planning						
Technical Assistance	9,937.00	6,137.00	-	-	-	6,137.00
Total Planning	9,937.00	6,137.00	-	-	-	6,137.00
TOTAL	250,000.00	250,000.00	117,848.38	10,135.80	127,984.18	122,015.82
The Checking Account is comprised of		\$49,229.79	Local Funds (Martinsville-Henry Co EDC Match)			
		\$496.23	Interest cumulative through September 2024			
		\$49,726.02	Total Local Funds			
		(10,135.80)	Payments			
		\$39,590.22	Current Checkbook Balance			
Payments included in Remittance # 6						
Letterpress September Marketing		2,625.00				
SPDC September Salaries		7,510.80				
Total		10,135.80				

NOTE: The GOVA State Board has approved the annual FY25 allocation for \$250,000. We are currently expending funds from the FY24 allocation.

FY23 GO VA OPERATING BUDGET

GO Virginia Region 3

Budget Period: March 1, 2023 to February 29, 2024

Draw Period: September 1, 2023 - September 30, 2023

GO VIRGINIA



VIRGINIA INITIATIVE FOR
**GROWTH &
OPPORTUNITY**
IN EACH REGION

FY 23 GO VIRGINIA FUNDS

Budget Categories	Operating Budget	Previously Paid Expenses	DHCD Request Submitted in Remittance 7	Total Expenses To Date	FY23 Available Funds
Program Operations					
Audit	1,170.00	-	-	-	1,170.00
Meetings & Facilitation				-	-
All Hands Meeting	8,000.00	5,681.59	-	5,681.59	2,318.41
Region 3 Meetings & Trainings	1,500.00	557.10	-	557.10	942.90
Total Meetings & Facilitation	9,500.00	6,238.69	-	6,238.69	3,261.31
Supplies	500.00	-	-	-	500.00
Salaries - SPDC	80,000.00	44,012.86	4,143.16	48,156.02	31,843.98
Contract Services				-	-
SPDC UVA MOU	104,236.00	50,599.98	-	50,599.98	53,636.02
SPDC Contract Staff - Riverlink	9,000.00	750.00	3,750.00	4,500.00	4,500.00
SPDC Contract Staff - Nancy Pool	7,200.00	2,675.00	-	2,675.00	4,525.00
Total Contract Services	120,436.00	54,024.98	3,750.00	57,774.98	62,661.02
Marketing - Letterpress	31,900.00	16,392.40	-	16,392.40	15,507.60
Rent - SOVA Innovation Hub	5,415.00	2,679.00	446.50	3,125.50	2,289.50
Total Program Operations	248,921.00	123,347.93	8,339.66	131,687.59	117,233.41
Planning				-	-
Technical Assistance	1,079.00	-	-	-	1,079.00
Total Planning	1,079.00	-	-	-	1,079.00
TOTAL	250,000.00	123,347.93	8,339.66	131,687.59	118,312.41

**The Checking Account is
is comprised of:**

\$47,039.72 Local Funds/Martinsville-Henry County EDC
405.06 Interest
(2,645.00) Expenses to be submitted in next remittance
\$44,799.78 Checkbook Balance at September 30, 2023

Checks Submitted in Remittance 7	
9989 - The Riverlink Group - March to July 2023	\$ 3,750.00
9991 - SOVA Innovation Hub - Rent - September 2023	\$ 446.50
9993 - SPDC - Salaries - August 2023	\$ 4,143.16
Total Checks Submitted in Remittance 7	\$ 8,339.66

Checks To Be Submitted in Remittance 8	
9994 - Letterpress Communications - Sept 2023	2,645.00
Total Checks To Be Submitted in Remittance 8	\$ 2,645.00

SVRA SITE DEVELOPMENT

Grant Agreement Term: Oct. 1, 2021 - December 31, 2024

Report Period: September 2024

Sub-Grantee: Southern Virginia Regional Alliance

GO VIRGINIA



VIRGINIA INITIATIVE FOR
GROWTH & OPPORTUNITY
IN EACH REGION

GO VIRGINIA GRANT FUNDS

Budget Categories from CAMS	GOVA Budget	Previously Paid	DHCD Request Drawdown #3 4/12/2024	Total Paid After Remittance	Grant Balance
SPDC Project Monitoring/Reporting	\$ 15,000.00	\$ 836.00	\$ 1,558.55	\$ 2,394.55	\$ 12,605.45
Architectural and Engineering Fees	\$ 1,456,300.00	\$ 424,325.00	\$ 128,125.00	\$ 552,450.00	\$ 903,850.00
Administration - IALR	\$ 63,600.00	\$ 21,800.00	\$ 19,216.56	\$ 41,016.56	\$ 22,583.44
Awarded Total	\$ 1,534,900.00	\$ 446,961.00	\$ 148,900.11	\$ 595,861.11	\$ 939,038.89

REQUIRED MATCHING FUNDS

Budget Categories from CAMS	Committed Match	Previous Match	Current Match	Total Match To Date	Match Balance
Architectural and Engineering Fees	\$ 767,450.00	\$ 698,774.14	\$ 4,925.00	\$ 703,699.14	\$ 63,750.86
Match Total	\$ 767,450.00	\$ 698,774.14	\$ 4,925.00	\$ 703,699.14	\$ 63,750.86

Status: GOVA funds are 39% expended. DD#4 is in process. To date, 1,561 acres have been raised in tier level. This includes 4 parks and 16 sites raised to Tier 4 as well as, 1 park and 8 sites raised to Tier 5. The GOVA award for due diligence activities directly led to a \$9M VEDP and \$2.3M TRRC award. All work is on tract to be completed prior to the end of the contract period.

SEED INNOVATION HUB

Grant Agreement Term: January 2, 2023 - January 1, 2025

Report Period: September 2024

Sub-Grantee: Longwood University Real Estate Foundation

GO VIRGINIA



VIRGINIA INITIATIVE FOR
**GROWTH &
OPPORTUNITY**
IN EACH REGION

GO VIRGINIA GRANT FUNDS

Budget Categories from CAMS	GOVA Budget	Previously Paid	DHCD Request Drawdown #1 10/2/2024	Total Paid After Remittance	Grant Balance
SPDC Project Monitoring/Reporting	\$ 12,000.00	\$ -	\$ 3,577.83	\$ 3,577.83	\$ 8,422.17
Equipment	\$ 611,438.00	\$ -	\$ -	\$ -	\$ 611,438.00
Contingencies	\$ 50,866.00	\$ -	\$ -	\$ -	\$ 50,866.00
Awarded Total	\$ 674,304.00	\$ -	\$ 3,577.83	\$ 3,577.83	\$ 670,726.17

REQUIRED MATCHING FUNDS

Budget Categories from CAMS	Committed Match	Previous Match	Current Match	Total Match To Date	Match Balance
Construction	\$ 2,218,222.00	\$ -	\$ 1,869,581.78	\$ 1,869,581.78	\$ 348,640.22
A&E	\$ 150,000.00	\$ -	\$ 103,719.68	\$ 103,719.68	\$ 46,280.32
Match Total	\$ 2,368,222.00	\$ -	\$ 1,973,301.46	\$ 1,973,301.46	\$ 394,920.54

Status: DD#1 was primarily match. All equipment orders will be placed before December 31st and the project is expected to close out on time. A Director for the Makers Space has been selected, but not announced. Construction is expected to be completed by mid-December and a soft opening is planned for the first of the year.

MBC MIDDLE MILE CONSTRUCTION

Grant Agreement Term: September 1, 2023 - August 31, 2025

Report Period: September 2024

Sub-Grantee: Mid-Atlantic Broadband

GO VIRGINIA



VIRGINIA INITIATIVE FOR
**GROWTH &
OPPORTUNITY**
IN EACH REGION

GO VIRGINIA GRANT FUNDS

Budget Categories from CAMS	GOVA Budget	Previously Paid	DHCD Request Drawdown #2 8/30/2024	Total Paid After Remittance	Grant Balance
SPDC Project Administration	\$ 26,713.00		\$ 1,761.15	\$ 1,761.15	\$ 24,951.85
MBC Project Administration	\$ 48,083.00			\$ -	\$ 48,083.00
Legal Expenses	\$ 10,685.00	\$ 171.21		\$ 171.21	\$ 10,513.79
A&E Fees	\$ 397,144.00	\$ 18,576.25	\$ 10,820.92	\$ 29,397.17	\$ 367,746.83
Contract Services	\$ 4,517,375.00			\$ -	\$ 4,517,375.00
Awarded Total	\$ 5,000,000.00	\$ 18,747.46	\$ 12,582.07	\$ 31,329.53	\$ 4,968,670.47

REQUIRED MATCHING FUNDS

Budget Categories from CAMS	Committed Match	Previous Match	Current Match	Total Match To Date	Match Balance
SPDC Project Administration	\$ 26,713.00	\$ 4,550.00	\$ 6,488.85	\$ 11,038.85	\$ 15,674.15
MBC Project Administration	\$ 48,083.00	\$ -	\$ -	\$ -	\$ 48,083.00
Legal Expenses	\$ 10,685.00	\$ 10,630.79	\$ -	\$ 10,630.79	\$ 54.21
A&E Fees	\$ 397,144.00	\$ 24,733.75	\$ 39,869.08	\$ 64,602.83	\$ 332,541.17
Contract Services	\$ 4,517,375.00	\$ -	\$ -	\$ -	\$ 4,517,375.00
Match Total	\$ 5,000,000.00	\$ 39,914.54	\$ 46,357.93	\$ 86,272.47	\$ 4,913,727.53

Status: GOVA funds are 1% expended. The NEPA Environmental Review is 95% complete. MBC submitted a scope of work amendment to NTIA and DHCD in April 2024 (now building 176.90 miles vs 130 miles). MBC has received preliminary approval of the route amendments and is awaiting formal approval from NTIA. An extension may be required on the GOVA grant due to the delay in funding from NTIA, the environmental review process, and the proposed route amendments.

GO TEC 2025

Grant Agreement Period: December 13, 2022 - December 31, 2025

Report Period: September 2024

Sub-Grantee: Institute for Advanced Learning & Research

GO VIRGINIA



VIRGINIA INITIATIVE FOR
GROWTH & OPPORTUNITY
IN EACH REGION

GO VIRGINIA GRANT FUNDS

Budget Categories (FROM CAMS)	GOVA Budget	Previously Paid	DHCD Request Drawdown #4 7/24/2024	Total Paid After Remittance	Grant Balance
SPDC Project Monitoring/Reporting	\$ 17,288.00	\$ 6,689.25	\$ 1,124.20	\$ 7,813.45	\$ 9,474.55
Contract Services	\$ 332,243.69	\$ 15,531.19	\$ -	\$ 15,531.19	\$ 316,712.50
Equipment (Freight, Inflationary)	\$ 292,146.96	\$ 292,146.96	\$ -	\$ 292,146.96	\$ -
Indirect Costs	\$ 256,114.00	\$ 68,887.98	\$ 14,040.01	\$ 82,927.99	\$ 173,186.01
Marketing (Outreach)	\$ 94,000.00	\$ 3,652.34	\$ -	\$ 3,652.34	\$ 90,347.66
Salaries & Fringe	\$ 1,961,228.00	\$ 309,091.12	\$ 104,544.24	\$ 413,635.36	\$ 1,547,592.64
Supplies	\$ 151,602.79	\$ 114,072.06	\$ 281.90	\$ 114,353.96	\$ 37,248.83
Training	\$ 336,697.56	\$ 125,149.45	\$ 69,430.89	\$ 194,580.34	\$ 142,117.22
Travel	\$ 33,500.00	\$ 1,476.31	\$ 1,243.01	\$ 2,719.32	\$ 30,780.68
Awarded Total	\$ 3,474,821.00	\$ 936,696.66	\$ 190,664.25	\$ 1,127,360.91	\$ 2,347,460.09

MATCHING FUNDS

Budget Categories (FROM CAMS)	Committed Match	Previous Match	Current Match	Total Match to Date	Match Balance
Contract Services	\$ 30,000.00	\$ 637.20	\$ -	\$ 637.20	\$ 29,362.80
Equipment (Freight, Inflationary)	\$ 505,191.00	\$ 504,959.30	\$ -	\$ 504,959.30	\$ 231.70
Marketing (Outreach)	\$ 127,848.00	\$ 162,325.61	\$ -	\$ 162,325.61	\$ (34,477.61)
Rent/Lease	\$ 400,500.00	\$ 4,500.00	\$ 1,500.00	\$ 6,000.00	\$ 394,500.00
Salaries & Fringe	\$ 1,232,540.00	\$ 197,569.87	\$ 29,116.73	\$ 226,686.60	\$ 1,005,853.40
Supplies	\$ 120,000.00	\$ 53.52	\$ 33.95	\$ 87.47	\$ 119,912.53
Travel	\$ 10,000.00	\$ 6,691.20	\$ 2,129.04	\$ 8,820.24	\$ 1,179.76
Match Total	\$ 2,426,079.00	\$ 876,736.70	\$ 32,779.72	\$ 909,516.42	\$ 1,516,562.58

Status: GOVA funds are 32% expended. All three open positions have been filled and the GO TEC team is now up to ten. Training lab upfit is 100% complete and Region 1 has moved into it's new location. Over 6,000 middle school students participated in GO TEC during the 2023-2024 school year.

SVCC: Expansion of GO TEC: Mechatronics Instructor

Grant Agreement Term: June 1, 2023 - May 31, 2025

Report Period: September 2024

Sub-Grantee: Southside Virginia Community College

GO VIRGINIA



VIRGINIA INITIATIVE FOR
GROWTH & OPPORTUNITY
IN EACH REGION

GO VIRGINIA GRANT FUNDS

Budget Categories from CAMS	GOVA Budget	Previously Paid	DHCD Request Drawdown #3 7/31/2024	Total Paid After Remittance	Grant Balance
SPDC Project Monitoring/Reporting	\$ 2,000.00	\$ 536.55	\$ 153.30	\$ 689.85	\$ 1,310.15
Salaries & Fringe	\$ 137,732.00	\$ 52,824.65	\$ 34,152.01	\$ 86,976.66	\$ 50,755.34
Awarded Total	\$ 139,732.00	\$ 53,361.20	\$ 34,305.31	\$ 87,666.51	\$ 52,065.49

REQUIRED MATCHING FUNDS

Budget Categories from CAMS	Committed Match	Previous Match	Current Match	Total Match To Date	Match Balance
Equipment	\$ 132,438.00	\$ 132,438.00	\$ -	\$ 132,438.00	\$ -
Dual Enrollment Tuition	\$ 90,770.00	\$ -	\$ -	\$ -	\$ 90,770.00
Match Total	\$ 223,208.00	\$ 132,438.00	\$ -	\$ 132,438.00	\$ 90,770.00

Status: GOVA funds are 63% expended. The dual enrollment students have completed their year long program. Some graduated and entered the workforce, others will return for their senior year. To date, a total of 15 students have participated in the program earning a total of 104 credentials.

P&HCC: Expansion of GO TEC: Welding Instructor

Grant Agreement Term: June 1, 2023 - May 31, 2025

Report Period: September 2024

Sub-Grantee: Patrick & Henry Community College

GO VIRGINIA



VIRGINIA INITIATIVE FOR
GROWTH & OPPORTUNITY
IN EACH REGION

GO VIRGINIA GRANT FUNDS

Budget Categories from CAMS	GOVA Budget	Previously Paid	DHCD Request Drawdown #4 7/15/2024	Total Paid After Remittance	Grant Balance
SPDC Project Monitoring/Reporting	\$ 2,000.00	\$ 852.35	\$ 209.00	\$ 1,061.35	\$ 938.65
Salaries & Fringe	\$ 116,545.00	\$ 61,252.19	\$ 18,089.82	\$ 79,342.01	\$ 37,202.99
Awarded Total	\$ 118,545.00	\$ 62,104.54	\$ 18,298.82	\$ 80,403.36	\$ 38,141.64

REQUIRED MATCHING FUNDS

Budget Categories from CAMS	Committed Match	Previous Match	Current Match	Total Match To Date	Match Balance
Equipment	\$ 129,261.00	\$ 129,261.00	\$ -	\$ 129,261.00	\$ -
Match Total	\$ 129,261.00	\$ 129,261.00	\$ -	\$ 129,261.00	\$ -

Status: GOVA funds are 68% expended, match has been met. The dual enrollment students have completed their year long program. Some graduated and entered the workforce, others will return for their senior year. To date, a total of 12 students have participated in the program earning a total of 41 credentials.

VIRGINIA'S GROWTH ALLIANCE (VGA) SITE DEVELOPMENT PROJECT

Grant Agreement Term: September 1, 2023 - August 31, 2025

Report Period: September 2024

Sub-Grantee: Virginia's Growth Alliance

GO VIRGINIA



VIRGINIA INITIATIVE FOR
**GROWTH &
OPPORTUNITY**
IN EACH REGION

GO VIRGINIA GRANT FUNDS

Budget Categories from CAMS	GOVA Budget	Previously Paid	DHCD Request Drawdown #1 5/2/2024	Total Paid After Remittance	Grant Balance
SPDC Project Monitoring/Reporting	\$ 8,825.00	\$ -	\$ 3,883.60	\$ 3,883.60	\$ 4,941.40
A&E	\$ 326,225.00	\$ -	\$ 47,877.50	\$ 47,877.50	\$ 278,347.50
Awarded Total	\$ 335,050.00	\$ -	\$ 51,761.10	\$ 51,761.10	\$ 283,288.90

REQUIRED MATCHING FUNDS

Budget Categories from CAMS	Committed Match	Previous Match	Current Match	Total Match To Date	Match Balance
Site Work	\$ 42,500.00	\$ -	\$ -	\$ -	\$ 42,500.00
A&E	\$ 125,500.00	\$ -	\$ 47,777.50	\$ 47,777.50	\$ 77,722.50
Match Total	\$ 168,000.00	\$ -	\$ 47,777.50	\$ 47,777.50	\$ 120,222.50

Status: GOVA funds are 15% expended. Due diligence updates are nearing completion at the FASTA site. A&E work is in process at the Heartland, Brunswick, and Lunenburg sites.

TPI: HEALTH SCIENCES CAREERS PLANNING

Grant Agreement Term: January 1, 2024 - December 31, 2024

Report Period: September 2024

Sub-Grantee: Blue Ridge Partnership for Health Science Careers

GO VIRGINIA



VIRGINIA INITIATIVE FOR
**GROWTH &
OPPORTUNITY**
IN EACH REGION

GO VIRGINIA GRANT FUNDS

Budget Categories from CAMS	GOVA Budget	Previously Paid	DHCD Request Drawdown #	Total Paid After Remittance	Grant Balance
SPDC Project Monitoring/Reporting	\$ 2,000.00	\$ -	\$ -	\$ -	\$ 2,000.00
Contract Services	\$ 131,000.00	\$ -	\$ -	\$ -	\$ 131,000.00
Awarded Total	\$ 133,000.00	\$ -	\$ -	\$ -	\$ 133,000.00

REQUIRED MATCHING FUNDS

Budget Categories from CAMS	Committed Match	Previous Match	Current Match	Total Match To Date	Match Balance
Contract Services	\$ 67,500.00	\$ -	\$ -	\$ -	\$ 67,500.00
Match Total	\$ 67,500.00	\$ -	\$ -	\$ -	\$ 67,500.00

Status: No remittance activity to date. The original sub-grantee for the TPI grant was West Piedmont Planning District Commission. PDC staff changes necessitated that Blue Ridge Partnership for Health Science Careers (BRPHSC) be designated as the sub-grantee. A contract amendment has been executed to reflect this change. The three initial committees: Talent Pathways, Student Engagement, and IT/Analytics continue to meet monthly. The George Mason University Center for Health Workforce produced an in-depth Region 3 analysis which was reviewed by the steering committee. The development of an Action Plan is underway.

RISE Build-to-Scale

Grant Agreement Term: January 1, 2024 - December 31, 2025

Report Date: September 2024

Sub-Grantee: SoVa Innovation Hub

GO VIRGINIA



VIRGINIA INITIATIVE FOR
GROWTH & OPPORTUNITY
IN EACH REGION

GO VIRGINIA GRANT FUNDS

Budget Categories from CAMS	GOVA Budget	Previously Paid	DHCD Request Drawdown #2 9/30/2024	Total Paid After Remittance	Grant Balance
SPDC Project Administration	\$ 40,000.00	\$ 2,095.10	\$ 2,209.54	\$ 4,304.64	\$ 35,695.36
Fiscal Management: MBC	\$ 20,000.00	\$ -	\$ -	\$ -	\$ 20,000.00
Marketing: MBC	\$ 30,000.00	\$ 5,088.09	\$ 1,625.00	\$ 6,713.09	\$ 23,286.91
Contract Services	\$ 510,000.00	\$ 3,150.00	\$ 12,622.85	\$ 15,772.85	\$ 494,227.15
Awarded Total	\$ 600,000.00	\$ 10,333.19	\$ 16,457.39	\$ 26,790.58	\$ 573,209.42

REQUIRED MATCHING FUNDS

Budget Categories from CAMS	Committed Match	Previous Match	Current Match	Total Match To Date	Match Balance
Marketing: MBC	\$ 50,000.00	\$ 13,204.00	\$ 17,639.00	\$ 30,843.00	\$ 19,157.00
Administration: MBC	\$ 125,000.00	\$ 66.80	\$ 11,651.69	\$ 11,718.49	\$ 113,281.51
Training	\$ 125,000.00	\$ -	\$ -	\$ -	\$ 125,000.00
Match Total	\$ 300,000.00	\$ 13,270.80	\$ 29,290.69	\$ 42,561.49	\$ 257,438.51

Status: GOVA funds are 4% expended. The project is now fully staffed. SVHEC launched the Entrepreneurship Track in its Career Tech Academy for Fall 2024. Outreach events included the RISE Business Pitch Competition and its awards ceremony and the monthly RISE Grapevine Virtual Meetups. The CIC/RISE Navigator Project Manager attended and tabled resource fairs, showcases, and awards events, such as RevUp and Ignite. To date, a total of 130 entrepreneurs and 70 businesses have been served.

GO TEC REGION 3 EXPANSION

Grant Agreement Term: June 4, 2024 - June 3, 2026

Report Date: September 2024

Sub-Grantee: Institute for Advanced Learning & Research

GO VIRGINIA



VIRGINIA INITIATIVE FOR
GROWTH & OPPORTUNITY
IN EACH REGION

GO VIRGINIA GRANT FUNDS

Budget Categories from CAMS	GOVA Budget	Previously Paid	DHCD Request Drawdown #	Total Paid After Remittance	Grant Balance
SPDC Project Monitoring/Reporting	\$ 5,690.00	\$ -	\$ -	\$ -	\$ 5,690.00
Indirect	\$ 22,000.00	\$ -	\$ -	\$ -	\$ 22,000.00
Training	\$ 275,000.00	\$ -	\$ -	\$ -	\$ 275,000.00
Awarded Total	\$ 302,690.00		\$ -	\$ -	\$ 302,690.00

REQUIRED MATCHING FUNDS

Budget Categories from CAMS	Committed Match	Previous Match	Current Match	Total Match To Date	Match Balance
Salaries	\$ 110,000.00	\$ -	\$ -	\$ -	\$ 110,000.00
Rent/Lease	\$ 37,500.00	\$ -	\$ -	\$ -	\$ 37,500.00
Training	\$ 156,000.00	\$ -	\$ -	\$ -	\$ 156,000.00
Match Total	\$ 303,500.00	\$ -	\$ -	\$ -	\$ 303,500.00

Status: No remittance activity to date. Teacher training is in process. All lab equipment has been ordered.

AMELIA COUNTY SITE SUITABILITY STUDY

Grant Agreement Term: April 17, 2024 - October 16, 2024

Report Date: September 2024

Sub-Grantee: Amelia County EDA

GO VIRGINIA



VIRGINIA INITIATIVE FOR
GROWTH & OPPORTUNITY
IN EACH REGION

GO VIRGINIA GRANT FUNDS

Budget Categories from CAMS	GOVA Budget	Previously Paid	DHCD Request Drawdown #	Total Paid After Remittance	Grant Balance
SPDC Project Monitoring/Reporting	\$ 1,000.00	\$ -	\$ -	\$ -	\$ 1,000.00
Contract Services	\$ 20,000.00	\$ -	\$ -	\$ -	\$ 20,000.00
Awarded Total	\$ 21,000.00		\$ -	\$ -	\$ 21,000.00

REQUIRED MATCHING FUNDS

Budget Categories from CAMS	Committed Match	Previous Match	Current Match	Total Match To Date	Match Balance
Acquisition	\$ 105,000.00	\$ -	\$ -	\$ -	\$ 105,000.00
Match Total	\$ 105,000.00	\$ -	\$ -	\$ -	\$ 105,000.00

Status: No remittance activity to date; the final invoice has been paid, awaiting canceled check to submit remittance. The project has been completed and the Site Suitability Study has been provided.

PROJECT FUNDING MATRIX

GO VIRGINIA REGION 3 PROJECT FUNDING MATRIX

Project Name	G & D Plan Investment Strategy	Project Status	Date of Award by State Bd	Date Closed*	Grant Amount Awarded	Per Capita Amount Expended	State Competitive Amount Expended	Project Match	Funding Pool
GO VA TOTAL ALLOCATIONS (2018-2025)						7,301,293.09			
GO TEC Phase 1	Talent Evolution	Closed	02/13/18	3/12/2021	648,000	617,172.79		1,966,230.33	Per Capita
SOVA Innovation Hub	Startup Ecosystem	Closed	07/25/18	6/30/2020	80,000	79,919.80		79,919.81	Per Capita-Planning
GO TEC Phase 2A	Talent Evolution	Closed	03/12/19	6/30/2021	1,320,787		1,320,787.00		State Competitive
E&I Strategic Initiative	Startup Ecosystem	Closed	10/09/19	1/13/2021	100,000	77,662.12		90,641.32	Per Capita
Operation Last Mile Drone	Cluster Scale Up	Closed	04/15/20	10/15/2020	75,000		75,000.00		COVID ERR Fund
IALR Common Platform	Talent Evolution	Closed	04/15/20	12/15/2021	90,140	88,914.96		119,369.53	Per Capita-Planning
GO TEC Phase 2B	Talent Evolution	Closed	06/23/20	9/30/2022	3,575,741		3,360,247.21		State Competitive
MBC Middle Mile Planning	Site Development	Closed	08/04/20	12/31/2022	100,000	99,017.68		891,159.12	Per Capita-Planning
Bridge to Recovery	Cluster Scale Up	Closed	06/23/20	9/27/2023	925,000		767,818.64		COVID ERR Fund
E&I Implementation	Startup Ecosystem	Closed	03/16/21	9/29/2023	449,000	448,120.25		418,229.59	Per Capita
SVRA Site Development	Talent Evolution	Active	09/23/21		1,534,900	1,534,900.00		767,450.00	Per Capita
ExperienceWorks	Talent Evolution	Closed	09/23/21	3/31/2024	515,628	321,436.64		257,814.00	Per Capita
Controlled Environment Ag (CEA) Planning	Cluster Scale Up	Closed	11/29/21	6/30/2023	77,803	77,315.50		40,230.90	Per Capita-Planning
SEED Innovation Hub	Startup Ecosystem	Active	12/15/21		674,304	674,304.00		2,368,222.00	Per Capita
VGA Refresh Planning	Site Development	Closed	01/19/22	12/31/2023	100,000	100,000.00		51,000.00	Per Capita-Planning
MBC Middle Mile Construction	Site Development	Active	03/10/22		5,000,000		5,000,000.00		State Competitive
Gupton Initiative Planning	Talent Evolution	Closed	06/23/22	12/31/2023	99,200	99,177.65		55,000.00	Per Capita-Planning
CRC REDO Planning	Site Development	Closed	08/18/22	1/31/2024	65,000	64,279.45		44,500.00	Per Capita-Planning
GO TEC Virginia 2025	Talent Evolution	Active	12/13/22		3,474,821		3,474,821.00		State Competitive
PHCC GO TEC Welding Instructor	Talent Evolution	Active	03/14/23		118,545	118,545.00		129,261.00	Per Capita
SVCC GO TEC Mechatronics Instructor	Talent Evolution	Active	03/14/23		139,732	139,732.00		223,208.00	Per Capita
VGA Site Development	Site Development	Active	06/13/23		335,050	335,050.00		168,000.00	Per Capita
SOVA RISE Build to Scale	Startup Ecosystem	Active	09/12/23		600,000	600,000.00		300,000.00	Per Capita
SoVA Health Sciences Careers Planning	Talent Evolution	Active	09/12/23		133,000		133,000.00		Talent Pathways
Amelia Co Reg. Commerce Center: Due Dilligence	Site Development	Pending			100,000	100,000.00		100,000.00	Per Capita-Planning
Amelia Co Reg. Commerce Center: Site Study	Site Development	Approved	05/06/24		210,000	21,000.00		10,500.00	Per Capita-Planning
GO TEC Region 3 Expansion	Talent Evolution	Approved	06/04/24		302,690	302,690.00		303,500.00	Per Capita
TOTAL PROJECT FUNDING						5,899,237.84	14,131,673.85	8,384,235.60	
FY 25 PER CAPITA PROJECT BALANCE						1,402,055.25			
Of the \$1,000,000 that is awarded annually, no more than \$250,000 can be utilized for Planning Projects. Projects highlighted in green are not funded by the Region 3 Per Capita allocation. Date of Award for Planning Grants is the date DHCD staff approved it. DHCD recaptured \$497,944.75 per letter dated October 4, 2024. *Fiscal Close Out Report date.							ERR-Economic Resilience & Recovery Fund ECB-Enhanced Capacity Building		



October 4, 2024

Lauren Willis, Chair
GO Virginia – Region 3

RE: Region 3 GO Virginia Regional Maximum Per Capita Carryover, Fund Balances and FY24 Project Closeout

Dear Chair Willis

On June 4, 2024 the GO Virginia State Board approved to exercise Board Policy #14, allowing the Board to rescind unobligated regional Per Capita funds in excess of its annual per capita allocation. Funding rescinded because of this Board action is reallocated to the Competitive Fund, pursuant to Item 115 #5c Subsection 5 of the 2022-2024 Biennium. As a result of this action, a balance of \$93,664.16 has been carried over into the Competitive Fund.

In response to the State Comptroller's directive to transfer \$28 million from the Virginia Growth and Opportunity Fund to the General Fund, the State Board approved the utilization of the full Competitive Fund balance. In addition, the Board approved the remaining balance needed to satisfy the transfer be proportionally distributed across the regions. As a result of this action, **the amount of \$497,944.75 from Region 3's Per Capita funds have been included in the budget recapture.**

Given these two actions from the Board, Region 3's FY24 Per Capita year end balance is \$502,055.25. Your **FY25 Per Capita beginning balance is \$1,502,055.25** which includes the FY24 year end balance.

We have reviewed the final fiscal and performance closeout reports for the projects listed below and verified all activities were completed in accordance with their grant contracts, and all requirements have been satisfied. As a result, we are closing these projects and lifting any previously imposed conditions. The table below indicates whether remaining balances for these projects were moved to Region 3's FY25 Per Capital allocation or returned to the Competitive Fund.

Contract #	Project Name	Remaining Balance	Movement of Remaining Balance
18-GOVA-11B	GO-TEC Phase 2B	\$215,493.79	Moved to Competitive Fund
19-GOVA-03B	IARL Common Platform	1,225.04	Moved to Regional Per Capita allocation
19-GOVA-03C	Middle Mile Expansion – Planning	\$982.32	Moved to Regional Per Capita allocation
19-GOVA-03D	Entrepreneurship and Innovative	\$879.75	Moved to Regional Per Capita allocation
20-GOVA-03A	ExperienceWorks	\$194,191.36	Moved to Regional Per Capita allocation
21-GOVA-03B	CEA Strategy and Roadmap	\$487.50	Moved to Regional Per Capita allocation






22-GOVA-03B	VGA Refresh/Restart	\$0	N/A - no remaining balance
22-GOVA-03C	Gupton Initiative	\$22.35	Moved to Regional Per Capita allocation
22-GOVA-03D	CRC REDO Strategy and Business Plan	\$720.55	Moved to Regional Per Capita allocation
20-GOVA-ERR-03B	Bridge to Recovery	\$157,181.16	Moved to Competitive Fund

If you have any questions relating to this matter, please contact Billy Gammel
(billy.gammel@dhcd.virginia.gov).

Sincerely,

DocuSigned by:

 60E80B946EF6414...

Sara Dunnigan

Deputy Director, GO Virginia and Economic Development, Virginia Department of Housing and Community Development (DHCD)

cc: Lauren Willis, Chair, GO Virginia Region 3 Council
 Deborah Gosney, Executive Director, Southside Planning District Commission
 Bryan David, Region 3 Program Manager, Weldon Cooper Center
 Ann Taylor Wright, Grants Administrator, Southside Planning District Commission



G&D Plan Status Report



DATE: October 10, 2024

TO: GO Virginia Region 3 Council

FROM: R. Bryan David, Program Director

A handwritten signature in blue ink, appearing to be 'RBD', is placed over the name 'R. Bryan David'.

RE: GO Virginia Region Growth & Diversification Plan Status Report

The Region 3 Council received a quarterly update on the status of the Growth & Diversification Plan's goals, objectives, and strategies. As previously mentioned, the format will be refined over time.

We are currently improving the format and content presentation and do not have a version ready for the October 16th meeting. A reformatted report will be made available with the agenda for the Region 3 Council's meeting on January 15, 2025.

RECOMMENDATION:

For the Region 3 Council's information. No action is needed.

SPECIAL APPEARANCES & PRESENTATIONS



DATE: October 9, 2024

TO: Region 3 Council

FROM: R. Bryan David, Program Director

A handwritten signature in blue ink, appearing to read 'RBD', next to the 'FROM' line.

**RE: SEED Innovation Hub Virtual Tour_Sheri McGuire, Associate Vice President
for Community and Economic Development, Longwood University**

The construction phase of the [SEED Innovation Hub](#) is underway, and things are progressing as planned. The opening is targeted for Spring 2025.

Sheri McGuire is the project principal for the GO Virginia-funded elements. She will lead the Region 3 Council on a “virtual” hardhat tour of the space as it stands today while under construction.

RECOMMENDATION:

For the Region 3 Council’s information. No action is needed.





DATE: October 9, 2024

TO: GO Virginia Region 3 Council

FROM: R. Bryan David, Program Director

A handwritten signature in blue ink, appearing to read 'RBD', is placed over the 'FROM' line.

**RE: Demographic Trends for Region 3_Hamilton Lombard, Estimates Program Manager
Demographics Research Group, UVA Weldon Cooper Center for Public Service**

The Virginia Growth & Opportunity Act provides that each GO Virginia Region will update its Growth & Diversification Plan every two (2) years. For Region 3, the last update was completed in November 2023, and the next update will be completed in 2025.

Anticipating the update, I discussed with the Executive Committee at its meeting on September 18th about two recently identified demographic trends affecting Region 3. These trends might be included in the analysis and priority setting for the 2025 update:

- a demographic trend that has the median age decreasing for certain localities in Region 3
- the US Census Bureau recently highlighted that changes to population distribution and commuting patterns are “blurring of the line between rural and urban” places

I have invited Hamilton Lombard with UVA Cooper Center to present these trends and his analysis to the Region 3 Council at its meeting on October 16th.

I have attached two documents that may provide helpful background information about these issues.

RECOMMENDATION:

For the Region 3 Council’s information. No action is needed.

OPINION

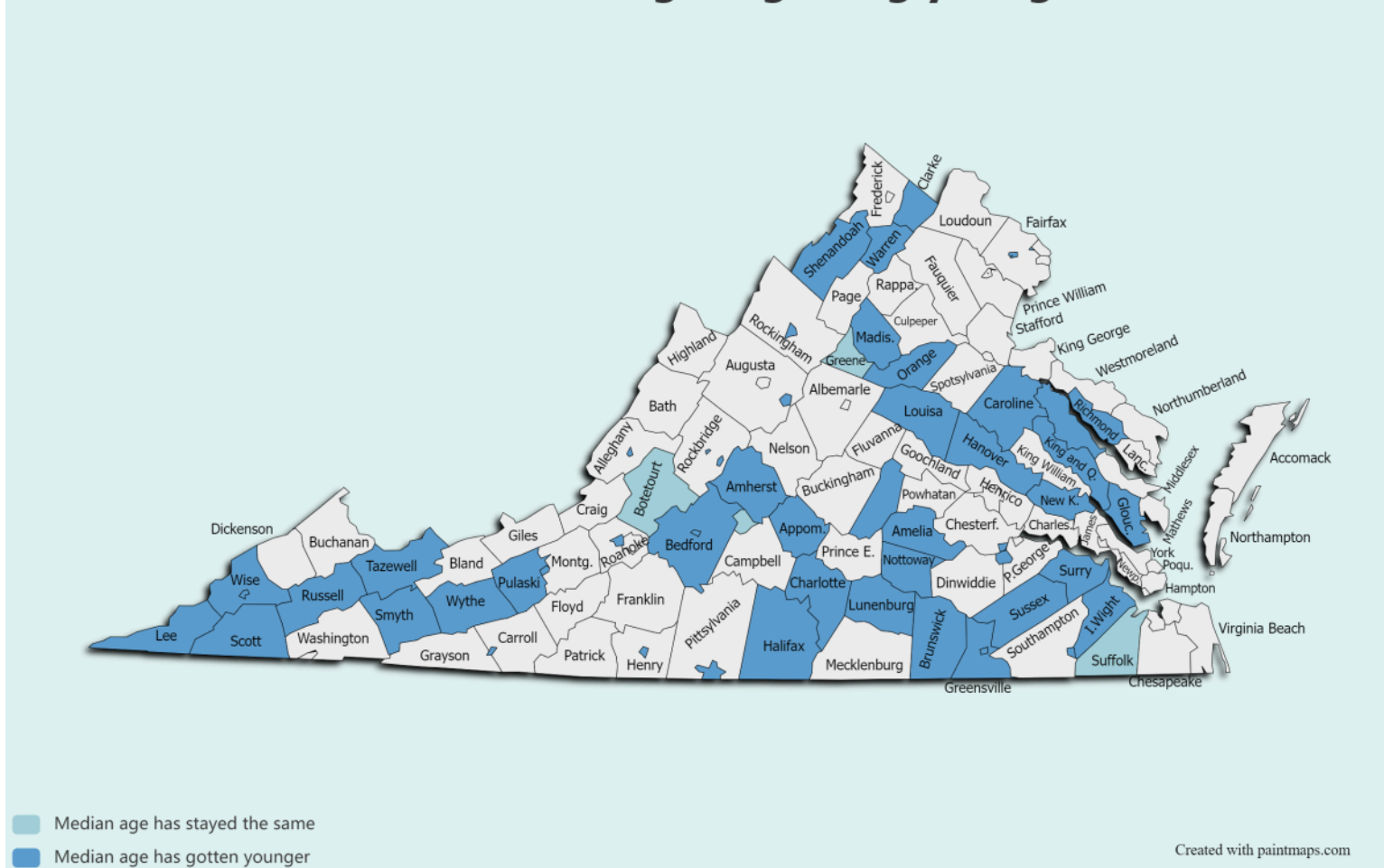
Much of rural Virginia is now growing younger, not older

The net in-migration of younger adults has been significant enough that the median age has now fallen in 35 Virginia localities. Most of them are rural, and most of them are in Southwest and Southside.



by **Dwayne Yancey**
August 15, 2024

Localities where the median age is getting younger



Localities where the median age is falling: These communities are getting younger. Data from U.S. Census Bureau.

*Want more news about Virginia's changing demography? We've gathered all our demographic coverage together **in one place.***

The next sound you hear will be that of some long-held stereotypes being shattered.

Most of us have grown up with a single picture of rural Virginia, particularly Southwest and Southside Virginia, in our minds: These are communities where people leave by the moving van if they're not leaving by the hearse. These are communities that young adults can't wait to get out of. These are communities that are aging.

Here's today's news: All that is now untrue.

It's still true in some places, to be sure.

We now have several years' worth of U.S. Census Bureau stats that show many rural areas are now seeing more people moving in than moving out. They may still be losing population because, with older populations, those communities have more deaths than either births or the net in-migration. Still, the trend is clear: People are moving in.

One question I always hear when I present that data: What kind of people are moving in? Are they mostly retirees? Now, thanks to the Census Bureau (and more specifically to demographer Hamilton Lombard at the University of Virginia's Weldon Cooper Center for Public Service, who has sorted through this data so even a layman like me can understand it), we can now say "no." In much of rural Virginia, we're seeing an increase in the number of young adults, part of what appears nationally to be a post-pandemic trend to move out of bigger cities.

For a while, we wondered whether this would be a temporary blip, and how significant it would turn out to be. While those are still two good questions to ask, with three years of data since the 2000 census (and the pandemic), we now have this development: The net in-migration of younger adults has been significant enough that the median age has now fallen in 35 Virginia localities, most of them rural, and most of them in Southwest and Southside.

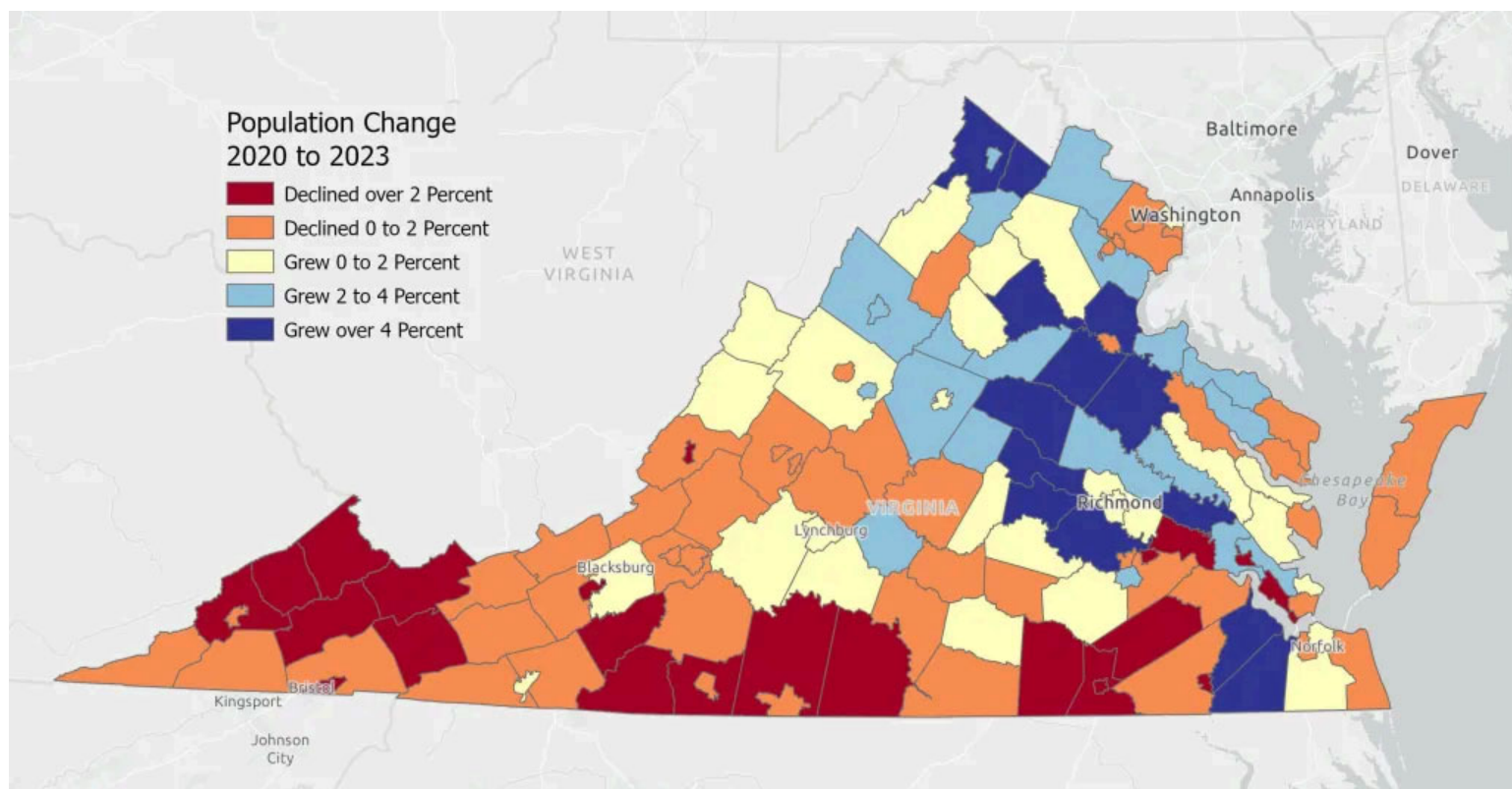
Let's repeat that for emphasis: ***Much of Southwest and Southside is now getting younger.***

Lombard offers this caution: "At this point I am not sure how much I would read into the median age data for every county, but the general trend is noteworthy when you consider how different the trend of declining median ages in rural counties is compared to the past few decades."

Let's walk through all this. First, some basics.

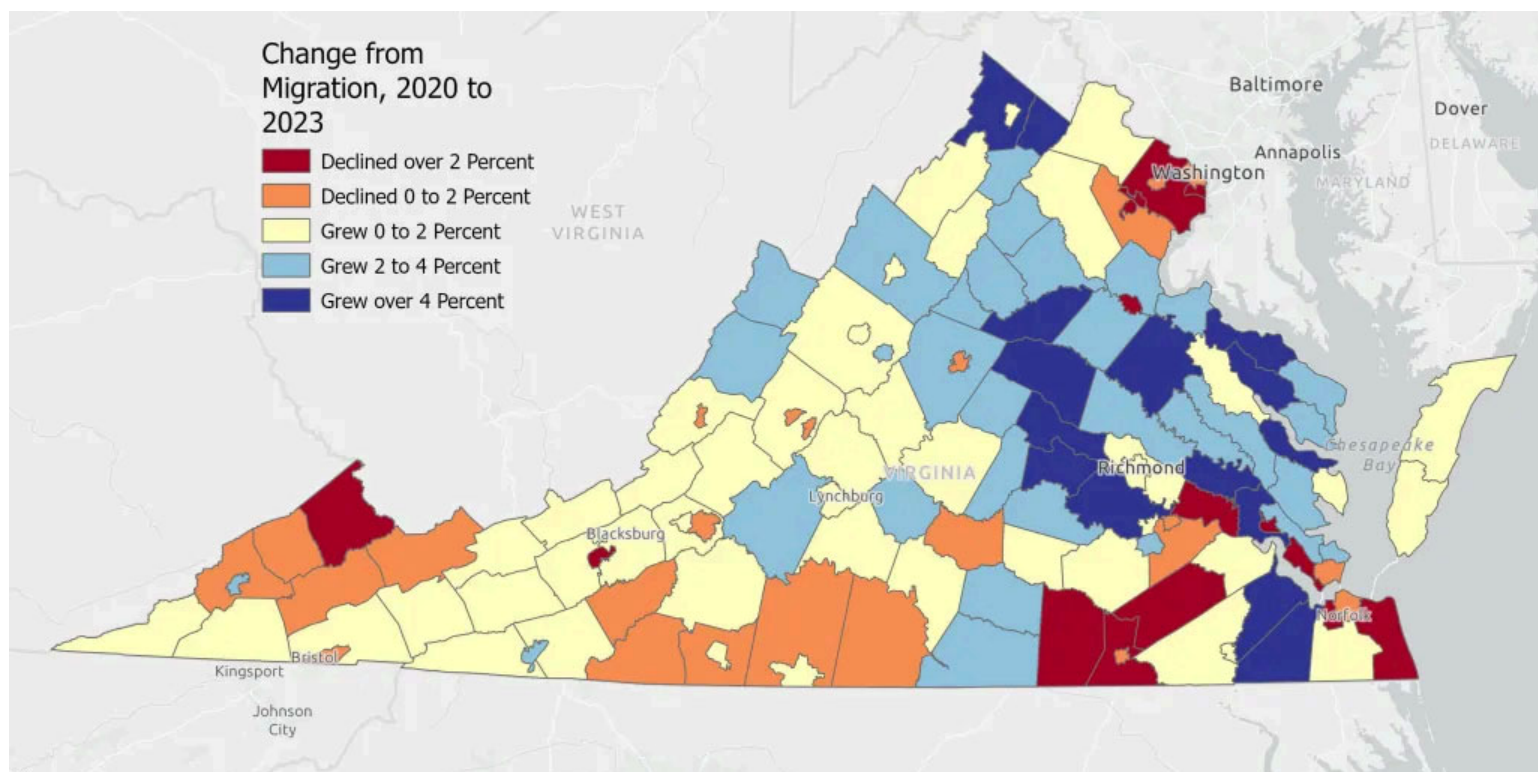
Migration patterns have changed since the pandemic

Here's which localities are gaining population and which ones are losing:



How Virginia's population has changed from 2000 to 2023. Courtesy of Weldon Cooper Center for Public Service, University of Virginia.

Here's the map we really ought to pay attention to, though, — this shows the migration trends that are taking place beneath the surface. Notice all the rural areas that are seeing net in-migration.



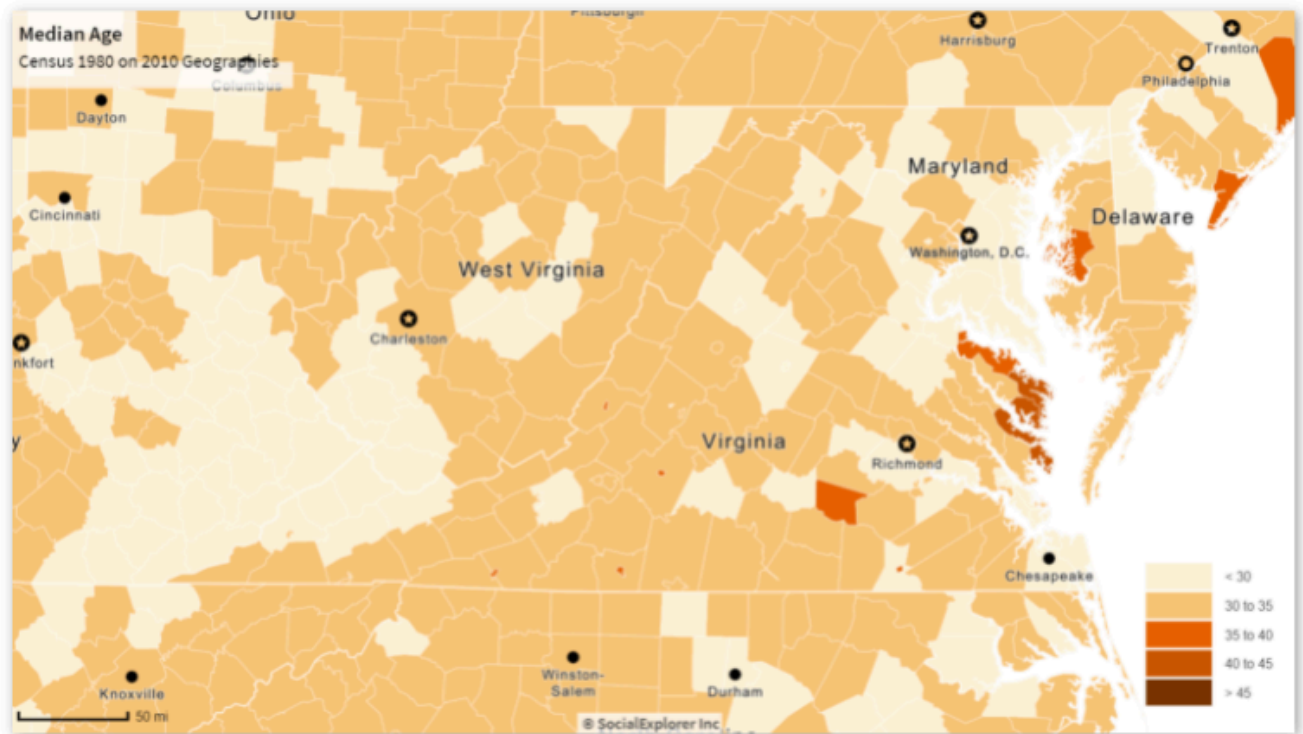
This map shows which localities have seen more people move in than move out — or vice versa. Note that a county might see more people moving in but still lose population because deaths outnumber births — and the net in-migration. Courtesy of Weldon Cooper Center for Public Service, University of Virginia.

Now, onto the age data.

Newcomers are lowering the median age in many places

In 1980, there wasn't much difference in the median ages among localities in Virginia:

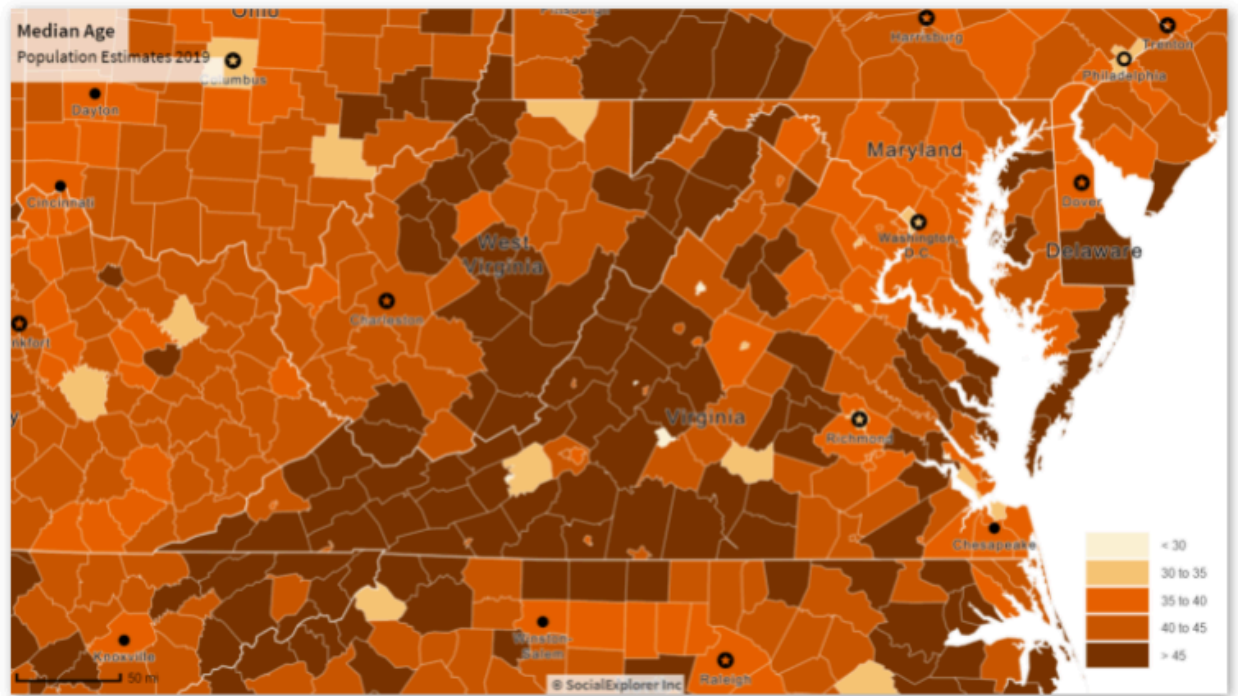
Median Age: 1980



Virginia counties and cities by median age in 1980. Courtesy of Hamilton Lombard.

By 2019, every locality had gotten older but, just as significantly, a distinct age gap had happened between rural areas and metro areas:

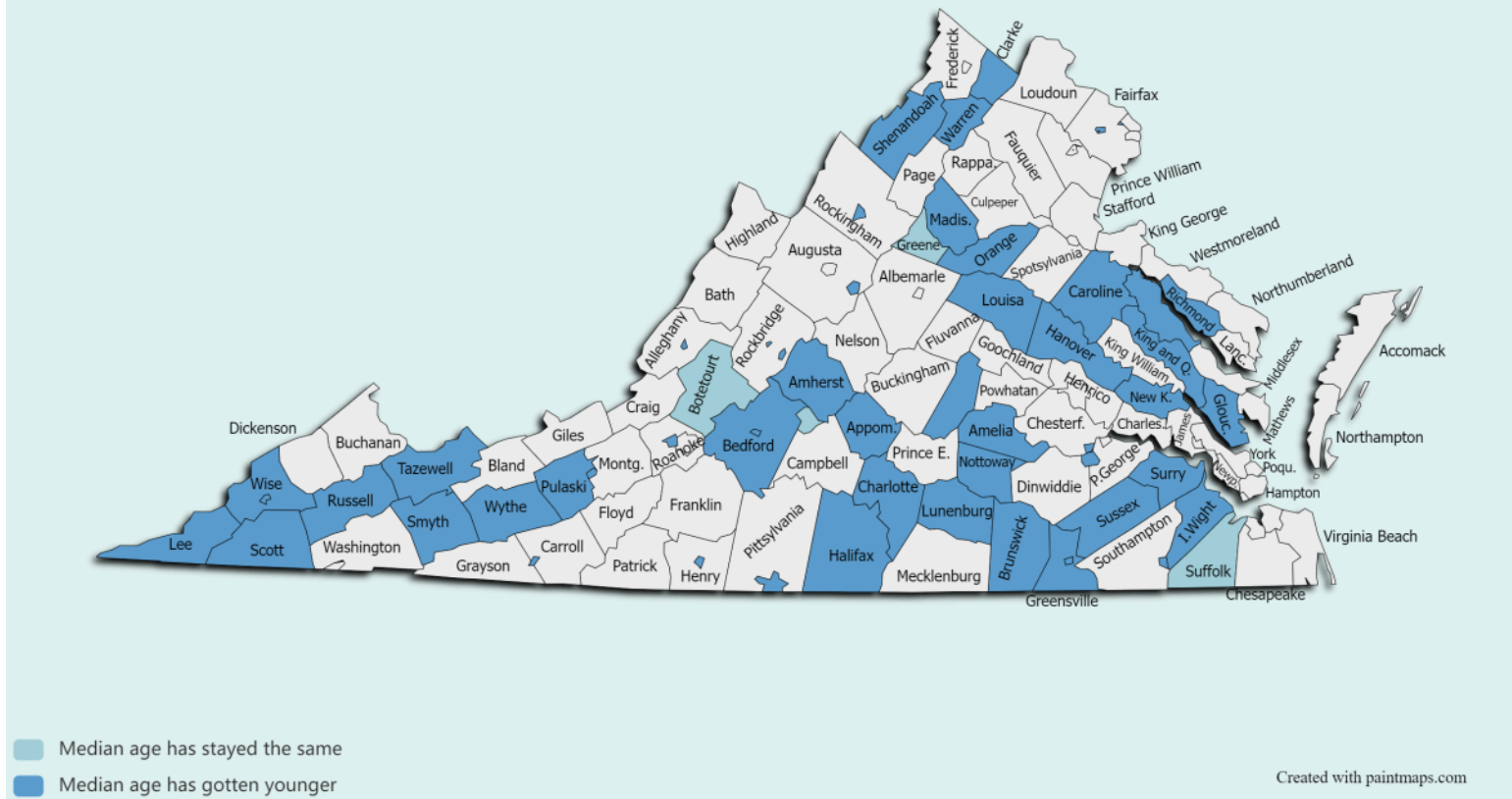
Median Age: 2019



Virginia localities by median age in 2019. Courtesy of Hamilton Lombard.

You'll see in that map the darkest areas — the oldest ones — are primarily in Southwest and Southside Virginia. Now, though, comes some new data that shows since the 2020 census, these localities have gotten younger:

Localities where the median age is getting younger



Localities where the median age is falling: These communities are getting younger. Data from U.S. Census Bureau.

You can see how well that overlaps with the migration map above — counties with a lot of net in-migration tend to be getting younger.

The changes aren't big, but directionally, they're a big deal because this has reversed trends that have been going on a long time.

While Lombard cautions against hanging too much on any particular data point, we're also naturally curious, so proceed with this data at your own risk: The locality that has seen the biggest drop in median age is the city of Franklin, which has shaved 2.8 years off its median age since the 2020 census — the median age there has dropped from 39.8 to 37. The place that comes in second is Martinsville, which has seen its median age drop 2.7 years, from 39.7 to 37. We've seen a lot of housing development in Martinsville — more accurately, redevelopment of old buildings into living spaces. (Cardinal's Martinsville-based reporter Dean-Paul Stephens has [written about this](#).) I suspect those housing developments have made a difference. This is huge news for Martinsville, a city that a quarter-century ago saw its economy collapse and has been in the doldrums for

The state's youngest localities

By median age:

Lexington 21.9
 Radford 23.8
 Harrisonburg 25
 Williamsburg 26.4
 Lynchburg 28.7

many years since. Now it seems clear that a comeback is getting underway in Martinsville. Likewise, Botetourt County is among the localities where the median age has stayed the same, still a demographic feat. That’s surely due to the construction of many apartments in the southern part of the county, which has helped to attract younger residents to offset the rest of us who are getting older.

The locality that’s seen the biggest increase in its median age is Northampton County on the Eastern Shore, where the median age has gone up 1.8 years, from 50.7 to 52.5.

Let’s dig in deeper.

Most localities are seeing their age 25–45 population grow

To simplify things, let’s look at four basic age groups: under 25, 25 to 45, 45 to 65 and 65 and older.

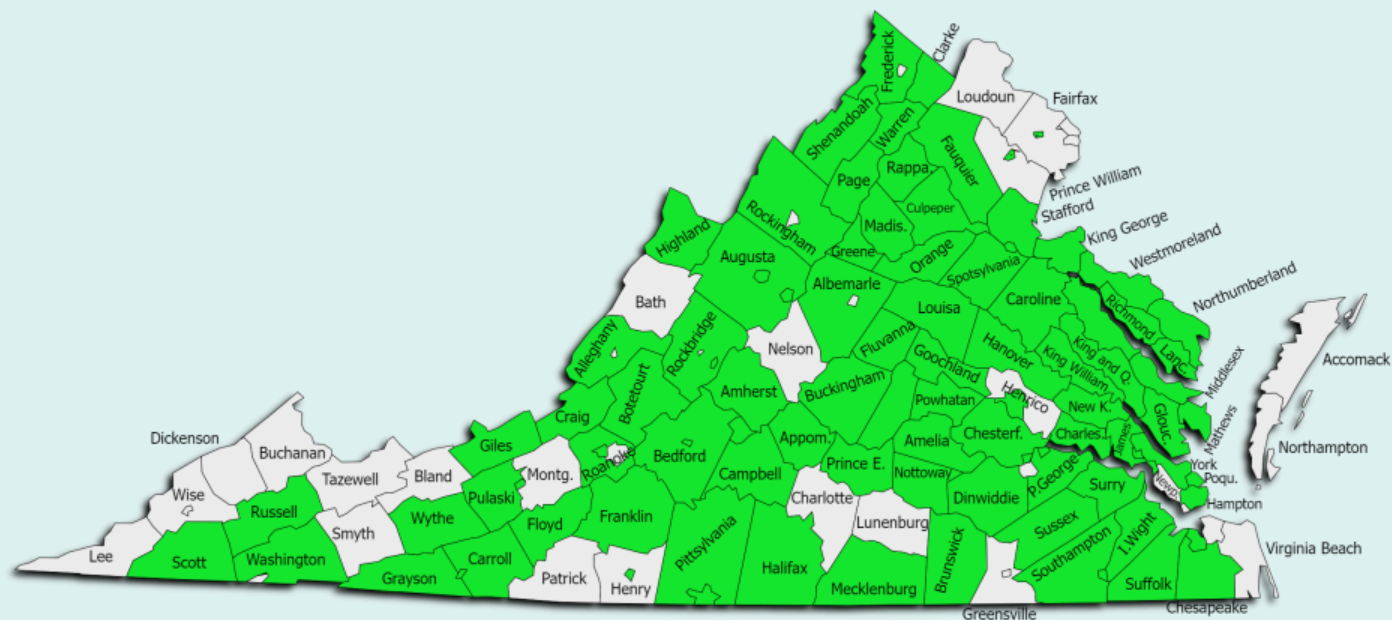
Statewide, two of those age groups are growing — 25 to 45, and 65 and older — while two are shrinking — under 25, and 25 to 45.

Virtually every locality is seeing its 65 and older population grow (we’ll come back to this). That’s no surprise, as the huge baby boom generation ages. What’s demographically more interesting is that 25 to 45 group — working-age adults in the main years for getting married and having families.

The state’s oldest localities

Highland County	60.0
Northumberland County	59.2
Lancaster County	59.0
Middlesex County	55.7
Mathews County	54.6

Localities where population 25-45 has increased



Created with paintmaps.com

This map shows where the age 25-45 population has increased from 2020 to 2023. Source: U.S. Census Bureau.

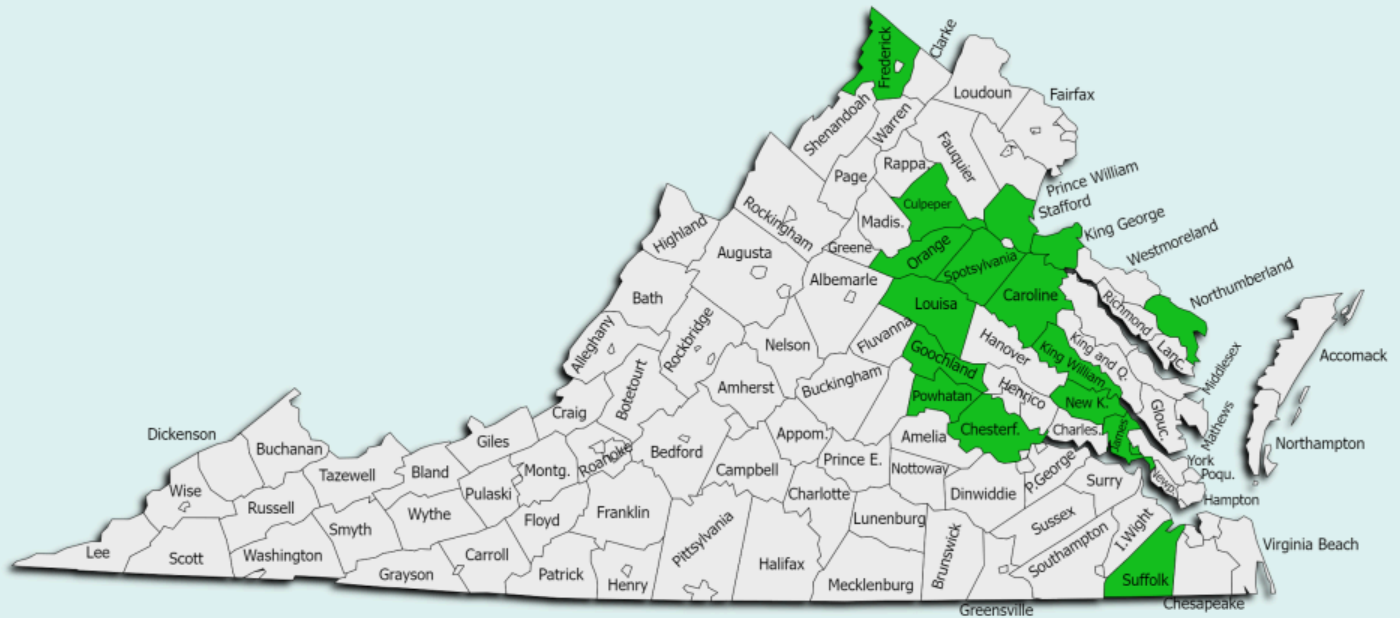
As you can see in the map above, most places have seen their population of ages 25 to 45 grow. The three main exceptions are the state's westernmost counties, Northern Virginia and Hampton Roads. I've written before about how the out-migration from the state's two biggest economic engines has some profound economic consequences for those regions, and for the state as a whole. Overall, though, the state is gaining people in the 25-45 cohort; it's just not gaining them in the biggest metros. Instead, they're going to rural areas.

Here's how much the world has changed. From 2020 to 2023, Loudoun County saw its 25-45 population decrease by 349, Prince William County saw it decline by 957, Alexandria by 2,743, Fairfax County by 3,109, Arlington by 4,765. In Hampton Roads, Virginia Beach saw that age group decline by 3,535.

Meanwhile, Chesterfield County — Virginia's new growth hotspot — saw that age group grow by 7,589. Richmond saw that age group grow by 3,824, Spotsylvania County by 3,241, Stafford County by 2,901, Suffolk by 2,839, Hanover County by 1,901, Chesapeake by 1,713, Frederick County 1,342, Hampton by 1,093, Albemarle County by 1,014, Orange County by 1,014.

Virginia's population is rearranging itself, moving out of Northern Virginia and parts of Hampton Roads and moving into a diagonal line from Frederick County to Chesapeake. Here's another way to visualize that: These localities are seeing their populations increase in every age cohort:

Localities that are gaining population in every age cohort

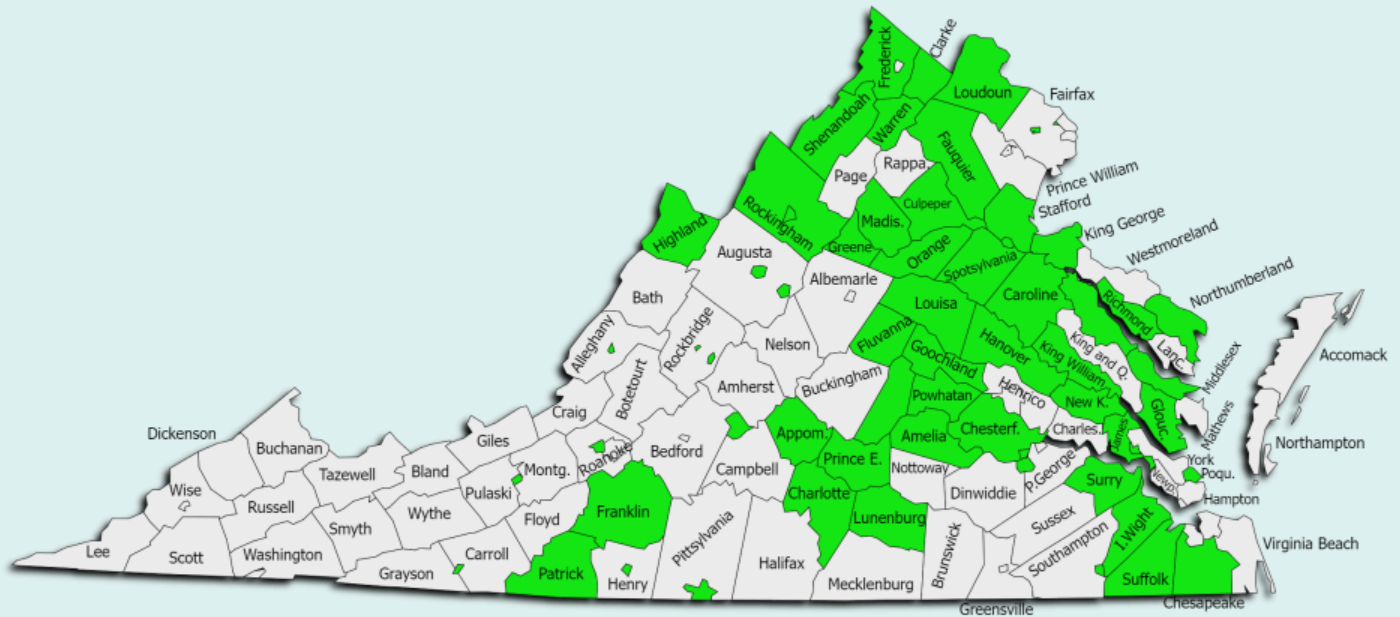


These localities are gaining population in every age cohort, 2020 to 2023. Source: U.S. Census Bureau.

The growth of the 25-45 population is lower in Southwest and Southside — no surprise there — but it is growing, and that is something of a surprise. If your eyes have glazed over from all those numbers, I don't blame you. Just think of it this way: Franklin County is seeing adults 25-45 move in, while Fairfax County is seeing them move out. Same for Pittsylvania County and Pulaski County in contrast to Prince William County. As long as you remember that, all those numbers may not really matter.

These are the counties that are going against a statewide trend

Localities where population under 25 has increased

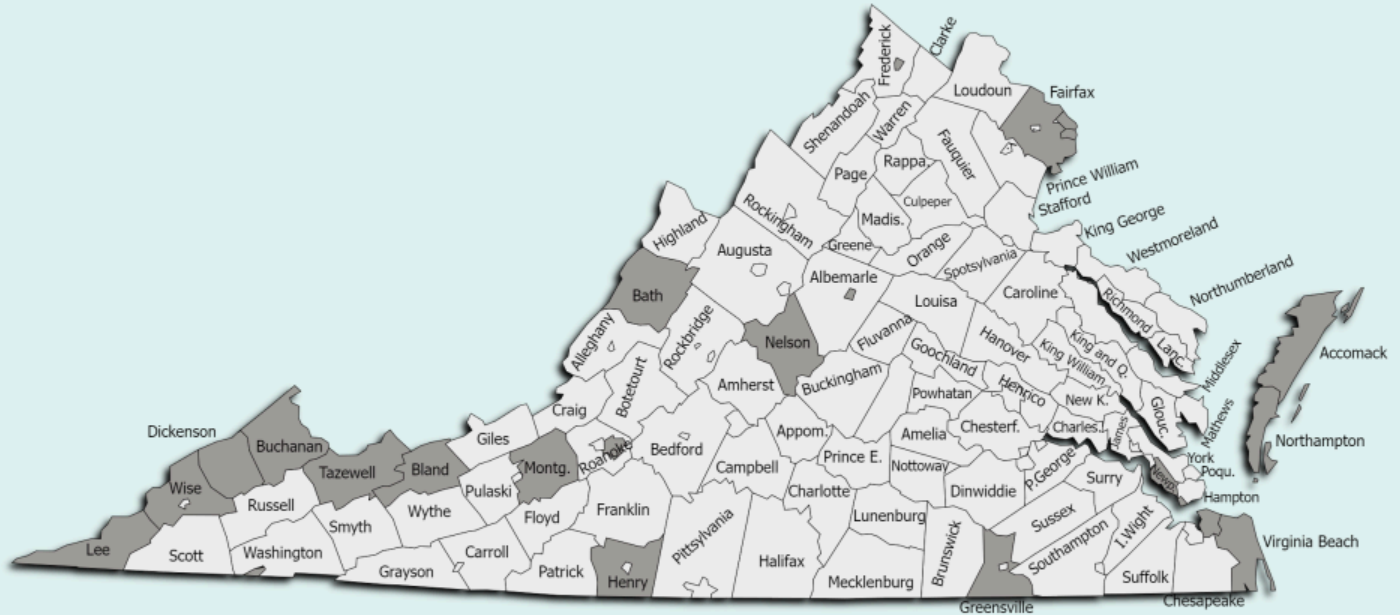


Localities where the population under 25 increased from 2020–2023. Source: U.S. Census Bureau.

Of the two age groups where Virginia overall is seeing declines, one is the under-25 group. Some of that may be due to falling birth rates, some to out-migration. However, some localities are seeing their under-25 population increase. Generally, the map above matches up with the high-growth areas we've seen in the earlier maps. What I notice is that some counties in the central part of Southside as well as Franklin County and Patrick County have seen an increase in that age group. That's welcome news in those communities.

These are the places that need the most demographic help

Localities where only age group growing is 65+



Created with paintmaps.com

Localities where the only age group growing is age 65 plus. Source: U.S. Census Bureau.

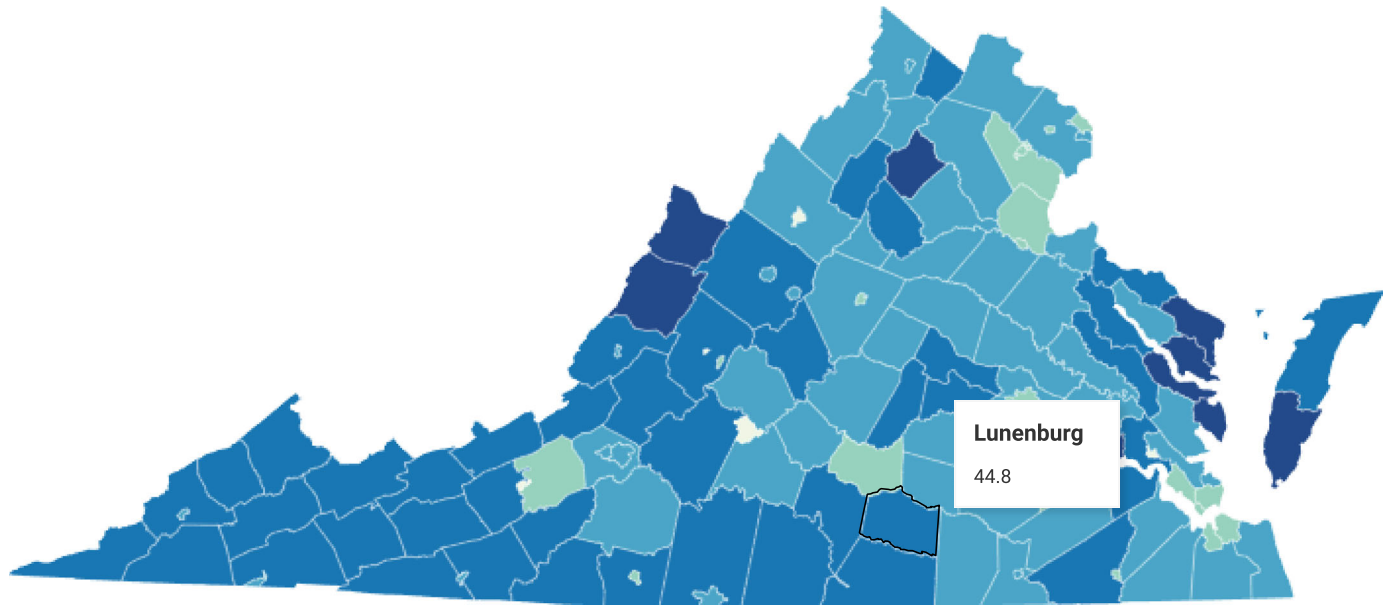
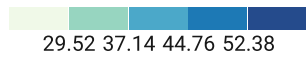
This shows a group of localities where every age group is declining except one — those over 65. Nothing against those 65-plus, but in demographic terms, these communities need more younger people. It's natural for the eye to go to those Southwest Virginia counties because they take up so much space on the map, but what you really ought to see is how much of Northern Virginia and Hampton Roads now is in the same situation.

The takeaways

I've thrown around a lot of numbers and made lots of maps, so some of you might be wondering "what's this all mean?"

Here are some suggestions. First, rural areas remain the oldest in the state:

Median age 2023



[Get the data](#) • Created with [Datawrapper](#)

However, here are some others:

- The state's two biggest metro areas, Northern Virginia and Hampton Roads, are facing unprecedented demographic challenges that should concern all of us. Rural areas depend on our state's metro areas to generate the revenue that subsidize rural schools, for instance.
- Much of rural Virginia is now seeing a demographic renaissance.
- Two of the biggest success stories are Danville and Martinsville, two cities given up for dead when textiles, tobacco and furniture collapsed. Both are now seeing net in-migration, both now growing their under-25 and 25-45 age groups, and they're growing both so much that both cities have seen their median ages drop. I'll look more closely at both places in a future column.

Rethinking Urban and Rural Distinctions



Changes to Population Distribution and Commuting Patterns Blur the Line Between Rural and Urban

August 27, 2024

Author: Earlene K.P. Dowell

For decades, American families have been moving farther away from city centers in search of lifestyle changes, more space and other amenities. Suburbs have increasingly become employment centers, enabling workers to move farther out, even into rural areas, and still have a reasonable commute.

“While this is not new, the trend has been a blurring of the line between rural and urban.”

– Michael Ratcliffe, senior geographer in the U.S. Census Bureau’s Geography Division.

As a result, we’re seeing suburban-style subdivisions in otherwise rural areas; residents of small rural towns working in urban areas; and jobs in urban and suburban areas filled by workers living in predominantly agricultural areas.

“While this is not new, the trend has been a blurring of the line between rural and urban,” said Michael Ratcliffe, senior geographer in the U.S. Census Bureau’s Geography Division.

The increasing connectedness between people who live in rural areas but work in urban areas highlights an interesting dynamic: a melding of rural and urban economies.

Connected Economies

A 2023 Census Bureau Local Employment Dynamics (LED) Webinar [<https://www.youtube.com/watch?v=cde9vScGGao>] explored “The Importance of Off-Farm Income to the Agricultural Economy.”

Related America Counts Stories

Population

More People Moved Farther Away From City Centers Since COVID-19

New July 1, 2023 population estimates show that more of the nation’s fastest-growing places were exurban communities.

[[library/stories/2024/05/exurbs-city-population.html](#)]



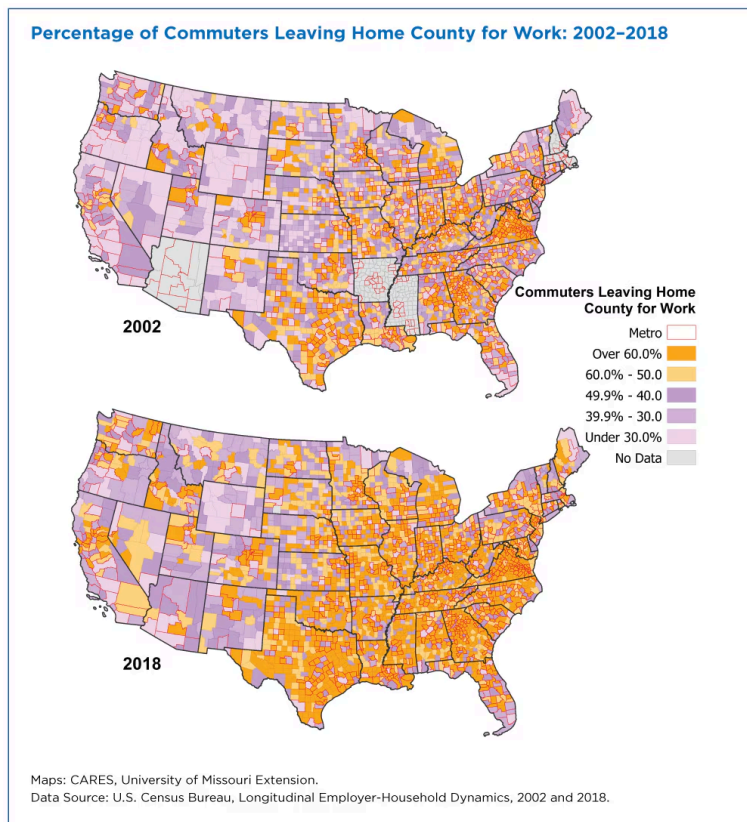
Population

Two Years Into Pandemic, Domestic

The webinar featured results of a study showing the rural and agricultural economy has evolved over the past half century to benefit connected and diverse communities.

Using the Longitudinal Employer-Household Dynamics (LEHD [programs-surveys/longitudinal-employer-household-dynamics.html]) Origin-Destination Employment Statistics (LODES [https://lehd.ces.census.gov/data/loodes/]) (FTP) data, the study (by University of Missouri Extension researchers Alan Spell, an assistant professor, and Justin Krohn, a research project analyst for the Center for Applied Research and Engagement Systems, highlighted increased interactions between workers and businesses across metropolitan and nonmetropolitan counties.

The map below shows change in the commuting patterns of rural area residents and growth in economic connectedness with urban areas from 2002 to 2018.



[/content/dam/Census/library/stories/2024/08/redefining-rural/figure-1-redefining-rural.jpg]

The University of Missouri Extension established the Center for Applied Research and Engagement Systems or CARES [https://careshq.org/] to develop maps and data visualization tools.

They used 2021 LODES data to show that the number of commuters working outside of the counties in which they lived increased by 15% or more in some areas.

Migration Trends Shifted

Domestic migration rebounded in some of the nation's most populous counties that saw steep outmigration earlier in pandemic.

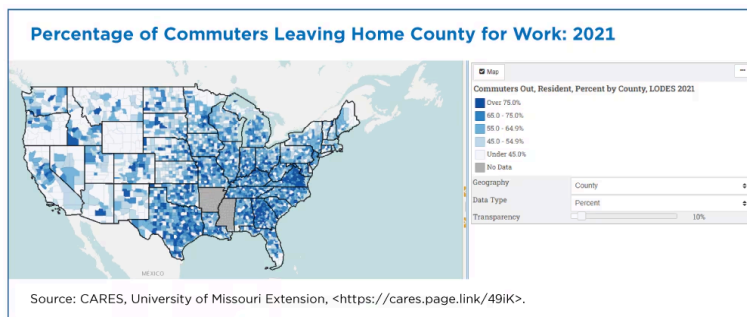
[library/stories/2023/03/domestic-migration-trends-shifted.html]

Population

Remote Work During the Pandemic Shifted Daytime Population of Cities

U.S. Census Bureau tools show how the daytime population of urban job centers declined during the pandemic as more employees worked from home.

[library/stories/2023/02/remote-work-during-pandemic-shifted-daytime-population.html]



[/content/dam/Census/library/stories/2024/08/redefining-rural/figure-2-redefining-rural.jpg]

Understanding this dynamic relationship is vital to strengthening the financial health of communities. But increased rural and urban economic interdependence can be hard to make out when geographic areas of different kinds of communities are not clearly defined or distinguishable.

“There are a lot of rural communities that are economically tied to larger cities, but they just disappear as they are being captured into metropolitan classifications,” Spell said.

This melding, however, is not reflected well in existing classifications and the way they tend to be used in analysis.

“This illustrates the need to move beyond urban/rural and metropolitan/nonmetropolitan definitions,” Ratcliffe said. “Instead, we need to develop and implement geographic area classifications that help highlight the social and economic relationships that, to some extent, have always existed.”

What Is “Rural?”

The Census Bureau defines urban [/[programs-surveys/geography/guidance/geo-areas/urban-rural.html](#)] areas as densely developed territory encompassing a variety of residential, commercial and nonresidential land uses.

Rural is basically any territory not in an urban area.

While the Census Bureau’s urban and rural classification divides areas into densely developed urban areas and less developed rural areas, it does not tell us about the social and economic interactions that occur between areas and across the urban-rural divide.

Many researchers have defined metropolitan as “urban” and nonmetropolitan as “rural.” Based on the Census Bureau’s definition, 55.7% of the nation’s rural population lives within metropolitan statistical areas.

A county could go from nonmetropolitan to metropolitan status for a variety of reasons: expansion of densely developed urban/suburban areas; more rural residents working in urban centers; urban area workers moving to rural communities; or a combination of these.

A change in status from nonmetropolitan to metropolitan should not necessarily be viewed as a change from rural to urban, but rather as an indicator that settlement patterns and economic interactions are changing.

A Need for New Classifications

Context matters and can change the economic dynamics of rural areas.

Changes in where people live and work point to the need for new kinds of classifications — ones that move away from describing communities simply as urban, rural, metropolitan or nonmetropolitan.

For example, a rural community within easy driving distance of an urban area has quick access to the variety of services, amenities and opportunities available in that urban center.

On the other hand, a small town farther away from larger urban centers might support services and retail not needed in small communities on the edge of a large urban area, allowing small businesses to compete against larger urban retailers. But more isolated rural areas may also not have enough people to sustain retail establishments, hospitals and other services.

Some different classifications of urban and rural already exist:

- The Department of Agriculture's Economic Research Service defines Frontier and Remote (FAR) levels that identify ZIP codes where most of the population is at various distances from different sizes of Census Bureau urban areas. FAR Level 1 includes areas or ZIP codes where the majority of the population is 60 minutes or more from an urban area with 50,000 or more residents; FAR Level 4 identifies ZIP codes that are 15 minutes or more from an area with 2,500 or more people.
- The National Center for Education Statistics' locale codes [https://nces.ed.gov/programs/edge/docs/LOCALE_CLASSIFICATIONS.pdf] [PDF <1.0 MB] identify four basic area types: city, suburban, town and rural. The city and suburban categories can be distinguished further by population size. The town and rural categories can be subdivided based on proximity to or distance from an urban area.
- At an international level, the United Nations adopted the Degree of Urbanization classification for use in cross-country comparisons. It classifies territory ranging from urban center, suburban, urban cluster, rural villages and low-density rural territory.

"Delineating a line between rural and urban America has always been problematic, and the complexity of today's settlement system now makes futile any search for a one-size-fits-all solution," Ratcliffe and U.S. Department of Agriculture Economic Research Service geographer John Cromartie wrote in Rural Definitions and Measures Tools [https://nces.ed.gov/fcsm/edt/rural_definitions.html] . "A better strategy is to recognize that urban and rural are multi-dimensional concepts incorporating size, density, distance and other perspectives."

Earlene K.P. Dowell is a supervisory program analyst in the Census Bureau's Economic Management Division.

This article was filed under:

Business and Economy [/library/stories.html?tagfilter_List_1688678669=Census:Topic/business-economy#List_1688678669]

Employment [/library/stories.html?tagfilter_List_1688678669=Census:Topic/Employment#List_1688678669]

Geography [/library/stories.html?tagfilter_List_1688678669=Census:geography#List_1688678669]

Population [/library/stories.html?tagfilter_List_1688678669=Census:Topic/ThePopulation#List_1688678669]

Related Statistics

OLD BUSINESS

PROJECT PIPELINE



DATE: October 9, 2024

TO: GO Virginia Region 3 Council

FROM: R. Bryan David, Program Director

A handwritten signature in blue ink, appearing to read 'RBD'.

RE: Project Pipeline Report

Below is information about projects that are in varying stages of development, as evidenced by the data presented:

I. **Institute for Advanced Learning and Research (IALR)** – Controlled Environment Agriculture_ Advancing Virginia's Controlled Environment Agriculture Sector through Translational Research and Economic and Workforce Development.

-implementation project for Region 3 CEA Strategy and Roadmap

-due to state-wide partnerships transitioning the project to a Statewide Competitive Application to include those regions that include *agricultural production* as a target section, viz., Regions 1 (Southwest), 2 (New River Vally/Lynchburg), 3 (SOVA), 6 (Shenandoah Valley), and 8 (Middle Peninsula/Northern Neck/Fredericksburg).

-project partnerships are under development with Dr. Michael Evans, Virginia Tech School of Plant and Environmental Sciences (entrepreneurship), Josh Dusci, Indoor Agriculture Extension Associate, VA Cooperative Extension/Virginia State University College of Agriculture (entrepreneurship), Virginia Future Farmers of America (workforce development), Virginia Western Community College (workforce development), and TechSpark/Microsoft (workforce development).

-targeting application submission to GO Virginia Region 3 Council for the 4.16.25 meeting and GO Virginia State Board for 6.10.25.

CEA Innovation Center/IALR will issue a Request for Proposals for a Preliminary Engineering Report for facility expansion (10.24).

-Preliminary Engineering Report and Economic Impact Report to be presented to first-level funders for grant funding for capital and equipment expenses (US EDA, Tobacco Commission, and GO VA Region 3).

-ongoing communication with first-level funders: GO Virginia, Tobacco Commission Region Revitalization Commission, and US Economic Development Administration/West Piedmont Planning District Commission.



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- IALR has engaged the Virginia Tech Center for Economic and Community Engagement (authors of the CEA Strategy and Roadmap) to prepare the GO Virginia application.

- all grant applications are to be prepared by or on behalf of the IALR application.

II. **SOVA Innovation Labs (no change)**

- the SOVA Innovation Hub has been developing plans to expand the SOVA Innovation Campus in South Boston. This expansion involves adaptively reusing a structure adjacent to its existing building.

- a bid package has been developed for contractors, and proposals are under review.

- a Region 3 per application is under development and will be submitted to the Region 3 Council for review and approval at its meeting on January 15, 2025.

- the grant funds will be used to acquire equipment for the digital maker's space, and it will be similar to the earlier SEED Innovation Hub project in Farmville.

- preliminary estimates are in the ~\$250-\$500k range.

III. **Region 3 Leadership Development Project**

- report completed (8.24)

- GO Virginia funding strategy under development

IV. **Talent Pathway Initiative Planning Project**

- application completed by Dr. Julie Brown.

- submitted to GO Virginia Region 3 Council for review and approval at the October 16th meeting for submission to DHCD GO Virginia staff by 11.1.24 and State Board consideration at 12.10.24 meeting

- available funding \$117k

V. **Institute for Advanced Learning and Research/Resource Innovation Institute - The Synergistic Co-location of Data Centers and Controlled Environment Agriculture Greenhouses to Boost Competitiveness**



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- this planning grant proposal seeks to align and strengthen these two priority sectors by exploring co-location strategies through the work of the Resource Innovation Institute and its technical advisory workgroup.

- submitted to GO Virginia Region 3 Council for review and approval at the October 16th meeting for submission to DHCD GO Virginia staff by October 18th.

- ECB funding request of \$50k

RECOMMENDATION:

For the Region 3 Council's information. No action is needed.

NEW BUSINESS



DATE: October 9, 2024

TO: GO Virginia Region 3 Council

FROM: Lauren Willis, Chair, Nominating Committee

RE: Region 3 Council Member Appointment

The Nominating Committee received word from Jeremy Satterfield about his need to resign from the GO Virginia Region 3 Council. His resignation is not over any issues with the Region 3 Council but about his appointment by Governor Youngkin to the Virginia Community College Systems Board.

He had hoped he could make both work for him; however, the VCCS Board meets during the year on the same days as the GO Virginia Region 3 Council. Given the conflict of these meeting dates, it was agreed that his appointment to the VCCS Board took precedence for all the apparent reasons.

Jeremy approached his colleague at Microsoft, Kelly Lanier-Arnold. Her appointment would continue to continue Microsoft's support and to represent Region 3's eastern subregion.

Kelly is very interested in being appointed as Jeremy's replacement. She is a Senior Program Manager with Microsoft, and before this work, she was an Apprenticeship Coordinator and Adjunct Instructor at Southside Virginia Community College.

The Nominating Committee recommends that she be appointed to an unexpired private-sector term through June 30, 2027. Following this term, she can serve two (2) consecutive four (4) year terms according to the Region 3 Council's bylaws.

RECOMMENDATION:

Appoint Kelly Lanier-Arnold to serve the unexpired private sector term through June 30, 2027.





DATE: October 10, 2024

TO: GO Virginia Region 3 Council

FROM: R. Bryan David, Program Director

A handwritten signature in blue ink, appearing to read 'RBD', is placed over the 'FROM' line.

RE: Project Review Committee Report

The Project Review Committee met on Wednesday, October 9th, to review the following project applications:

- I. **REGION 3 TPM Futures Project: Talent Pipeline Management to Support Advanced Manufacturing** – Dr. Julie Brown at the Institute for Advanced Learning and Research will align GO TEC® efforts with the EmPOWER Employer Engagement framework, engaging industry representatives and strengthening the region's capacity to support advanced manufacturing job growth and existing workforce needs.

\$116,745 GO Virginia Region 3 TPI Request

59,842 Match of 2:1 met (cash)

Sources_Danville Regional Foundation and the Tobacco Region Revitalization Commission

\$ 30,605 Additional leverage (in-kind)

Sources_Institute for Advanced Learning and Research

\$207,192 Total Project Budget

Project Schedule: 12 months

The Project Review Committee recommends approval of the application.

A project summary and the complete application will be distributed to the Region 3 Council under separate cover. This is done as applications have many pages and attachments.

It should be noted the GO Virginia State Board allocated during 2022 up to \$250K for each GO Virginia Regional Council to use for a planning phase of the initiative. DHCD would accept applications from each GO Virginia Region for the Talent Pathway Initiative (TPI) funds through December 2024.

For GO Virginia Region 3, TPI planning funds of \$133k were first approved by the Southern Virginia Partnership for Health Science Careers in April 2023 and by the GO Virginia State Board in December 2023. Matching funds of \$67,500 were provided by the Claude Moore Charitable Foundation.

- II. **The Synergistic Co-location of Data Centers and Controlled Environment Agriculture (CEA) Greenhouses to Boost Competitiveness** – Dr. Scott Lowman at the Virginia Tech/Institute for Advanced Learning and Research Controlled Environment Innovation Center is partnering with the Resource Innovation Institute (RII) leadership to prepare a report



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on the opportunities and challenges of co-locating data centers and CEA greenhouses. The waste heat from data centers would be used through a thermal connection and conversion to heat or cool CEA greenhouse operations, thereby lowering capital and operating expenses for these businesses. For data centers, it will monetize a byproduct of the HVAC systems, which is now vented to the atmosphere.

The project budget will be for contracted services provided by the Resource Innovation Institute, as follows:

\$52,000 (contract services_GO Virginia planning grant from Per Capita funds)
23,500 (in-kind services_RII funding)
2,500 (in-kind services provided by IALR and REDO workgroup representatives)

\$78,000 Total Project Budget

Project Schedule: 6 months

The Project Review Committee recommends approval of the application.

A project summary and the complete application will be distributed to the Region 3 Council under separate cover. This is done as applications have many pages and attachments.

RECOMMENDATION:

For the Region 3 Council's information.





DATE: October 9, 2024

TO: GO Virginia Region 3 Executive Committee

FROM: R. Bryan David, Program Director

A handwritten signature in blue ink, appearing to read 'RBD', is placed over the name 'R. Bryan David'.

RE: Amendment to GO Virginia Region 3 Council Policy #9_Virtual Member Participation for In-Person Meetings

The Region 3 Council adopted Policy #9 on October 20, 2021. This policy provided the conditions and procedures for Region 3 Council members to participate, under certain conditions, at public meetings through electronic communication means from remote locations.

The 2024 General Assembly amended the enabling statute for this policy, making several definitional and procedural changes that need to be included in the Region 3 Council's adopted policy. Attached is a copy of the proposed policy, which follows a similar policy amendment adopted by the Southside Planning District Commission.

The Executive Committee adopted the amendment at its meeting on September 18th to implement this policy at the earliest opportunity. This approval made the policy amendment effective for the Region 3 Council in-person meeting on October 16, 2024.

RECOMMENDATION:

For the Region 3 Council's information. No action is needed.

Attachment

Policy 9 – All-Virtual Public Meetings

EFFECTIVE DATE: September 18, 2024

Region 3 Council all-virtual public meetings are governed by subsection C of [§ 2.2-3708.3](#) of the Code of Virginia, as amended. This code outlines the conditions and procedures for the Region 3 Council to conduct all-virtual public meetings.

POLICY:

The Region 3 Council, Executive Committee, or any Sub-Committee may conduct all-virtual public meetings under the following conditions:

1. The public meeting notice must state whether the meeting will be in-person or all-virtual, along with information on how the public can access the meeting virtually.
2. Public access to the all-virtual public meeting is provided via a virtual platform.
3. The virtual platform used allows the public to hear all members of the Council participating in the meeting and, when audio-visual technology is available, to see them as well.
4. When audio-visual technology is available, Council members will be considered absent from any portion of the meeting during which their visual communication is disconnected or fails or during which audio communication involuntarily fails.
5. If the audio or video transmission of the meeting fails, the Council must take a recess until public access can be restored.
6. The proposed agenda, agenda packet, and other meeting materials (unless exempt) furnished to the Council for the meeting must be made available to the public in electronic format simultaneously with when such materials are provided to the Council.
7. The public is afforded the opportunity to comment through electronic means, including by way of written comments, at those public meetings when public comment is customarily received.
8. If a closed session is held during an all-virtual public meeting, the transmission of the meeting to the public resumes before the public body votes to certify the closed meeting as required by subsection D of [§ 2.2-3712](#).
9. No more than two Council members may be together in any one remote location unless that remote location is open to the public to access physically.
9. The Council may not hold more than two all-virtual meetings per calendar year or 25% of the meetings held per calendar year rounded up to the next whole number, whichever is greater.
10. The Council may not hold an all-virtual meeting immediately following another all-virtual public meeting.
11. Meeting minutes must state that the meeting was held all-virtually and which virtual platform was utilized.
12. The Council shall at least once annually adopt an All-Virtual Meeting Policy.

APPROVAL AND REVIEW: This Council policy was reviewed and approved on September 18, 2024.

SUPERSESSION: This policy replaces Policy 9 – *Members Participating by Electronic Means* approved on October 20, 2021.





DATE: September 11, 2024

TO: GO Virginia Region 3 Council

FROM: R. Bryan David, Program Director

A handwritten signature in blue ink, appearing to read 'RBD', is placed over the name 'R. Bryan David'.

RE: Amendment to GO Virginia Region 3 Council Policy #10_ All-Virtual Public Meetings

The 2024 General Assembly amended the enabling statute for public bodies to conduct all virtual meetings outside a state-wide emergency effective 7.1.24. The GO Virginia Region 3 Council and Executive Committee had utilized this enabling statute to hold a limited number of virtual meetings during FY2023-2024, absent a written policy. Such use absent a written policy did not create any issues.

These amendments increased the number of virtual meetings to no more than two times per calendar year or fifty percent (50%) of the meetings held per calendar year rounded up to the next whole number, whichever is greater. This original statute language set a twenty-five percent (25%) ceiling on virtual meetings. For the Region 3 Council, these new amendments permit two (2) virtual and two (2) in-person meetings per year as before. For the Executive Committee, this increases the number of potential virtual meetings to four (4) out of the eight (8) potential meetings per year.

The attached policy was prepared for the Region 3 Council and Executive Committee. The enabling statute requires the Region 3 Council or Executive Committee to readopt this policy each year.

Like the amendment to Policy #9, the Executive Committee adopted this policy at its meeting on September 18th since the fiscal year started on 7.1.24.

RECOMMENDATION:

For the Region 3 Council's information. No action is needed.

Attachment

Policy 10 – Virtual Member Participation for In-Person Meetings

EFFECTIVE DATE: September 18, 2024

The virtual participation in meetings by GO Virginia Region 3 Council members is governed by [§ 2.2-3708.3](#) of the Code of Virginia, as amended. This code outlines the conditions and procedures for Region 3 Council members to participate virtually in public meetings that are held in person.

POLICY:

Region 3 Council members are permitted to participate virtually in any in-person meeting, as allowed by subsection B of [§ 2.2-3708.3](#) of the Code of Virginia. This policy is applied uniformly to ensure fairness and equal opportunity, regardless of the member's identity or the topics discussed or voted upon. The Region 3 Council, Executive Committee, or Sub-Committee may permit a member's virtual participation under the following conditions:

1. Quorum Requirement: A quorum must be physically present at the primary meeting location advertised in the meeting's public notice.
2. Approval/Disapproval of Participation: Council members physically present must vote to approve or disapprove the virtual participation. The meeting minutes must record the vote and reason to approve or disapprove virtual participation.
3. Participation Location: The remote location from which the member participated shall be recorded in the minutes; however, the remote location need not be open to the public and may be identified in the minutes by a general description.
4. Notification and Allowable Conditions: The Council member attending virtually must notify the chairperson before the meeting that they are unable to attend in person due to one of the following:
 - a. A temporary or permanent disability or medical condition preventing physical attendance. To determine whether a quorum is physically assembled, an individual member of a public body who is a person with a disability as defined in [§ 51.5-40.1](#) and uses remote participation counts toward the quorum as if the individual was physically present.
 - b. A medical condition or disability of a Council member's relative requires them to provide care during the meeting, preventing their physical attendance. To determine whether a quorum is physically assembled, a Council member who is a caregiver for a person with a disability as defined in [§ 51.5-40.1](#) and uses remote participation counts toward the quorum as if the individual was physically present.

- c. The member cannot attend the meeting due to a personal matter and identifies with specificity the nature of the personal matter. However, the member may not use remote participation due to personal matters for more than two meetings per calendar year, or 25 percent of the meetings held per calendar year rounded up to the next whole number, whichever is greater.
 - d. The member's principal residence is more than 60 miles from the meeting location.
- 5. Documentation of Allowable Condition: The justification for the member's virtual participation, which must be one of the four Allowable Conditions listed above, shall be recorded in the minutes.
 - 6. Access to Materials: Council members attending virtually must have access to all materials presented to those physically present.
 - 7. Access to Audio: All persons in attendance at the primary meeting location must hear the voice of the member participating virtually to allow adherence to parliamentary procedure.

Failure to comply with this policy may result in the Council disallowing future participation by electronic means.

APPROVAL AND REVIEW: This Council policy was reviewed and approved on September 18, 2024.

SUPERSESSION: This is a new policy.

PROGRAM DIRECTOR'S REPORT



DATE: October 10, 2024

TO: GO Virginia Region 3 Council

FROM: R. Bryan David, Program Director

A handwritten signature in blue ink, appearing to be 'RBD', is placed over the name 'R. Bryan David'.

RE: GO Virginia Region 3 Council – Envisioning Leadership: A Summary

Following the May Region 3 Council meeting, Dr. Scott Tate, with Virginia Tech's Center for Economic and Community Engagement, prepared a report on the meeting and its findings. The anticipated outcomes from this meeting include an asset map of leadership development and support activities in the region and the identification of possible strategies and project ideas to enhance regional leadership.

I have attached a copy of the report for your review. I will be prepared to discuss the report, its findings, and possible next steps with the Region 3 Council.

RECOMMENDATION:

For the Region 3 Council's information. No action is needed.

GO Virginia Region 3 Council—Envisioning Leadership: A Summary

MAY 29TH, 2024

IN PARTNERSHIP WITH:

GO Virginia Region 3 Council

Virginia Tech Center for Economic and Community Engagement

Southern Virginia Higher Education Center (SVHEC) Innovation Center

BACKGROUND and OVERVIEW

The Region 3 GO Virginia Council has identified leadership development as a core strategy for Regional Economic Growth and Diversification¹. The 2023 Growth and Diversification Plan Update identified four over-arching leadership goals:

- Anticipate the Future
- Sustain Strong Council and Regional Leadership
- Support Sustainable REDOs (Regional Economic Development Organizations)
- Build Regional Coalitions

The Update included the following strategies to advance these goals:

- Identify and adapt strategies for emerging trends
- Create a sustainability model for Council leadership and funding
- Support strategies and plans for regional approaches and solutions at the subregion level
- Sustain regular and predictable dialogue with regional economic and workforce development stakeholders
- Increase the diversity and number of audiences with Region 3

At the time of the plan update in late 2023, Region 3 staff and Council recognized that these strategies were preliminary and more comprehensive discussion was needed to refine these goals and to develop clearer tactics, outputs, and metrics. Region 3 Council and staff proposed a Spring 2024 retreat-style “Advance” or Forum focused on leadership. Region 3 staff worked with the Virginia Tech Center for Economic and Community Engagement and Virginia Cooperative Extension to plan and conduct this session which took place from 10:00 am to 2:00 pm on Wednesday, May 29, 2024 at the SVHEC Innovation Center in South Boston, Virginia.

The GO Virginia Region 3 Spring “Advance” focused on the Council’s goals, strategies, and objectives surrounding leadership capacity in Region 3. The session was designed to emphasize leadership capacity across Region 3 as a foundational element for economic growth and community well-being. Anticipated outcomes included an asset map of leadership development and support activities in the region; and an identification of possible strategies and project ideas to enhance regional leadership.

¹ See Appendix C in the 2023 revised plan accessible at chrome-extension://efaidnbmnnnnibpcajpcglclefindmkaj/https://govirginia3.org/wp-content/uploads/2024/02/GO-VA-Region-3_2023-GD-Plan-Review_final_10.30.23.pdf

The aims of this event also included:

- Growing social capital by engaging new leaders
- Sharing collective knowledge of existing leadership assets in the region
- Learning from the experiences of established leaders in Region 3
- Identifying opportunities to strengthen the region’s “leadership ecosystem”
- Prioritizing strategies or activities for GO Virginia Region 3 in this work

The audience for the Spring Advance included Region 3 Council members who were able to attend. In addition, each participating Council member was encouraged to “bring a friend” - i.e. another business or civic leader from their community, or sub-region. There were 30 total participants in the program. Participants were evenly divided across the sub-regions of GO Virginia 3 with 9 attendees from the western sub-region; 9 attendees from the northern sub-region; and 8 attendees from the eastern sub-region. A third of the attendees were Region 3 Council members (10), with the other 2/3 being regional guests including some staff members or presenters. A full list of participants by name and organization is included as Appendix A in this report.

The program included a welcome and introductions, and participants were provided an opportunity to speak individually with someone they did not know, and then to introduce their partner to the larger group. This activity represented a small step in strengthening social capital, the bridging linkages that represent new connections across differences. The GO Virginia 3 Council Chair and Vice-Chair delivered a brief overview of GO Virginia, and GOVA Region 3, for those in attendance who may have been less familiar with GO Virginia. Throughout the day, participants had opportunities to respond to question prompts related to leadership in Region 3 and see real-time results displayed using the online Mentimeter application.

The Virginia Tech team facilitated an asset mapping exercise, including sub-region breakout groups, followed by an all-group report-out and discussion. Groups discussed:

- Why is leadership important in your sub-region? What challenges or opportunities call for an increased emphasis on leadership?

- Who's already developing and supporting leaders in your footprint? (programs, resources, etc.)
- What barriers or gaps to developing or supporting leaders exist in your footprint?

During lunch, Liz Povar with RiverLink Strategies moderated a panel discussion with three regional leaders who each shared their story of practicing leadership in region, including their current roles, what resources or mentors shaped or helped them, what barriers or challenges they faced, and what lessons they have learned about leadership.

The panelists were Dr. Chip Jones, Superintendent, Cumberland County Public Schools; Lauren Mathena, Director, Economic Development & Community Engagement, Mid-Atlantic Broadband Communities Corp.; and Telly Tucker, President, Institute for Advanced Learning and Research. Themes that were heard included 1) envisioning oneself as future leader is not a common experience; 2) outreach and inclusion from existing leaders is important; 3) mentors matter.

After lunch, the Virginia Tech Center for Economic and Community Engagement facilitated an all-group session centered around possibility-oriented action planning. Afterwards, the Region 3 staff offered next steps and closing remarks. The two-page agenda is included in this report as Appendix B.

This document includes a summary of the participant input related to asset mapping (Part 1) and possibility-oriented action planning (Part 2), followed by a brief synthesis and discussion section (part 3), and finally some concise recommendations for next steps (Part 4).

PART I: ASSET MAPPING

Below are the full audience responses to our first interactive prompt, the words in larger font size represent more common or duplicated responses:



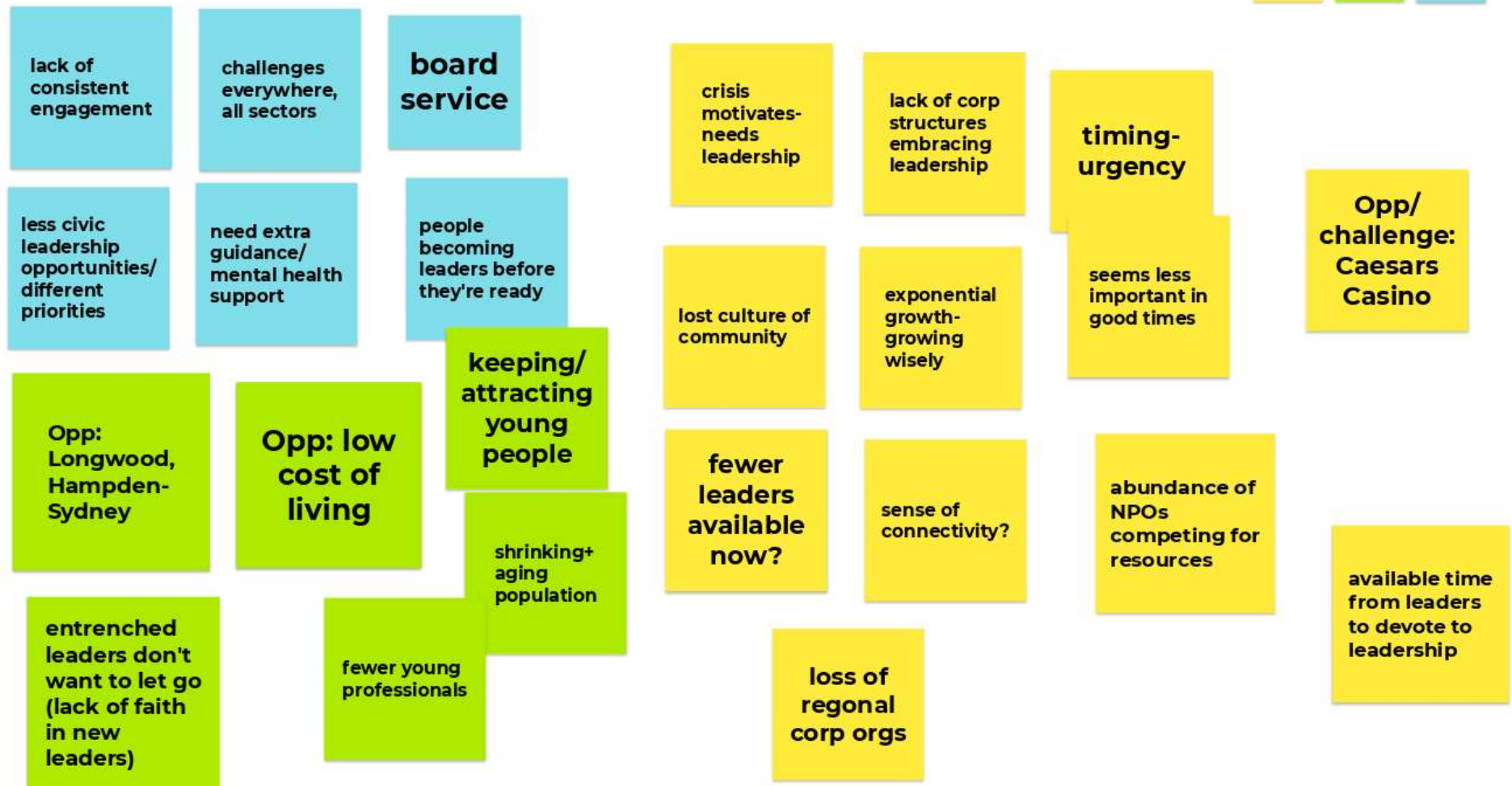
Guiding Discussion

Questions:

- Why is leadership important in your sub-region? What challenges or opportunities call for an increased emphasis on leadership?
- Who's already developing and supporting leaders in your footprint? (programs, resources, etc)
- What barriers or gaps to developing or supporting leaders exist in your footprint?



CHALLENGES/OPPORTUNITIES FOR LEADERSHIP?

GROUP
1GROUP
2GROUP
3

RESOURCES + ASSETS

GROUP
1

GROUP
2

GROUP
3



PART II: ACTION PLANNING

Below are the raw responses to our second interactive prompt.

Mentimeter Moment #2: Thinking about supporting and developing leaders in Region 3, what themes stand out so far?

- Recruitment
- Mentorship
- People. Collaboration. We before I
- Meeting people where they are
- Make haste!! Start small and start now
- The need for peer support and mentorship opportunities
- Support grants, matching leaders with linked projects or ideas
- Leadership exists within all communities but organizations don't always reach out effectively
- Current leaders are aging
- Shifting mindset from command/control to collaboration
- Must give back
- Saying yes
- Encouragement
- Early career leadership academies
- Taking advantage of opportunities and looking for them
- Mentoring young people to leadership abilities
- Internships
- Think big, being uncomfortable, learn from it
- Growing new leaders
- Everyone is a leader, everyONE matters
- We can inspire leadership by getting more people believing in the transformation of the region
- Mentorship programs. Listening sessions for emerging leaders- opportunities to see how the sausage is made, what types of conversation, who are key players.
- We need to coach others
- Personal interactions are inoperable
- The importance of collaboration. Creating experiences & opportunities for people to practice leadership
- Individual connectivity
- With trend from volunteering and less focus on long term company careers- you may need to pay people to participate free in leadership opportunities

Then, the entire group engaged in guided discussion around action planning for enhancing leadership capacity in Region 3. Below are the three core prompt questions, followed by raw responses.

Guiding Discussion Question:

- What would success look like?
 - What are first steps to take in moving forward?
 - If you could wave a magic wand, what would be your wish to strengthen leadership in the region?
-
- Leaders don't see themselves being successful in the future; there's hope. Tools and tech--need forum to expose youth to the tools and opportunities for taking control of their lives
 - Differences in upbringing, social divisions
 - Youth-focused resources around hope, mentorship
 - Truly regional leadership program for those of all disciplines to build relationships while developing leadership skills-experiential, project work and skills-building
 - DRF, schools, corporate: lot of things going on in the region with leadership but people need to learn about leadership, period. What's already out there so you can share best practices about what's going on already, GO VA can facilitate and build on it
 - What does responsibility look like? Then develop leadership style
 - Need the ability to recognize the "intangibles" in potential leaders
 - Discomfort leads to growth; it's ok to feel uncomfortable
 - First step first: develop wellness programs, we're in a scarcity culture, people think they're not good enough and aren't ready to step into leadership, not feeling worthy of being in those spaces
 - Helping them understand their own capacities then collaborate with leadership education programs, help them identify civic groups and find experiential opportunities to lead with guidance and continued engagement
 - Lot of new modern tools, particularly for intercommunication. Need local model to identify community potential leaders, can use communication tools. Use zoom, other platforms to introduce leaders to each other across the region, it's a big region so everyone might not be connected.

- Develop virtually at first then convene in person
- Get people to believe in the transformation of the region and that they are an important part of that. Every org wants young bright people to be involved. Need to INSPIRE them. “We’re making progress and we need you to be involved” then they will self-identify and step up
- Nothing is stable, everything changes, you need to learn to change
 - Need to re-educate, re-teach outside of school structure
 - Incorporating simulation games (in schools?): acting as governors, business owners, etc to teach them and engage
- Foster and teach young leaders by being vulnerable with them
- Already a lot of state leadership programs, need more peer-to-peer mentorship opportunities, get people at the same table
 - Virginia council of CEOs: can’t be government affiliated, At least \$1 mil
 - Need people around failure sharing, communal vulnerability, self mentorship groups, talking through communal problems
- Need inventories, check what studies have already been done to identify needs and existing assets--make sure everyone is aware, then where can Region 3 step in and fill gaps of what's missing?
- Mecklenburg Leadership long time ago... but Region 3 is very large, not always aware of what’s going on across other parts of the region
- How are we bringing people in for succession on Boards? What if everyone board made 2 spots that were open for 1 year to anyone? -- make inventory of those involved
 - 1 year to try the service, report out experience/lessons learned
 - Connects back to recognizing potential in leaders before they might see it in themselves
- More intentional regional intermediary that promotes Board engagement to emphasize opportunities, get people on boards
- Something like SWVA Economic Forum but here, focused on leadership specifically (like keynote about generational differences)
- Have a virtual resource base/ virtual library of leadership resources, books, guides, etc.
- Video stories about personal leadership stories, maybe like podcast
- Lunch/dinner, other in-person opportunities, where existing leaders bring 1 new leader/mentee and share out personal leadership stories, network, more casual and less intimidating
 - Other in-person opportunities

- Best practice model or expectations to add to make advisory groups more inclusive, wider that encourages more potential leaders
- Barriers: “leadership” “mentorship”, people might not see themselves as fitting into those ideas, more inclusive language

PART III: DISCUSSION AND SYNTHESIS

The economic and growth challenges we face – whether at the community, regional, state, national or global scale – are increasingly complex. There are no simple, clear solutions. The challenges require learning, growth, and change, and the development of new capacities and strengths. Most of our most pressing challenges require collaboration. Outside expertise and authority are insufficient. These adaptive challenges call for leadership as a practice that builds the capacity of people to tackle challenges & opportunities that demand new capacity².

The pandemic and post-pandemic economic recovery illustrated the importance of leadership. During this time, as part of its 2021 Regional Growth and Diversification Plan, the Region 3 Council described the challenge in these words: *“The stakeholder interviews also uncovered an ardent desire for the GO Virginia Regional Council to address and support leadership development within the Region. Those who recommended this clearly understand that the primary purpose of the Regional Council is to invest in transformational projects that align with its Growth & Diversification Plan and investment strategy. They also view the Region 3 Council as a successful leadership organization that has laid a foundation of trust, inclusion, diversity and communication among its subregions and believe that building on this foundation is one key to the long-term success of the Region’s economic health. This 2021 Update therefore includes recommendations regarding leadership engagement as a strategy for the next years.”*³

The 2024 Spring Advance illuminated some core areas of common agreement among event participants:

- The region’s future economic growth and well-being requires a **broader range of leaders**.
 - There is a strong but small set of established leaders.
 - However, there is a sense that leadership guidance is not available to everyone or that some people don’t see themselves as leaders. In addition, the demographic trends towards an aging population create a sense that the pool of leaders is relatively small in the region.
 - This can be mitigated, or may only be partially true.

² See, for instance: *Leadership on The Line*, 2002, Ronald Heifetz & Marty Linsky

³ See [chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://govirginia3.org/wp-content/uploads/2022/01/R3GD2021-Summary.pdf](https://govirginia3.org/wp-content/uploads/2022/01/R3GD2021-Summary.pdf)

- **The region's leaders, current and future, require a deeper set of tools, support, and resources** to be fully successful.
 - There are some existing leadership supports and programs in region, but not enough. More peer-to-peer mentoring, coaching, networking, and knowledge-building activities are needed.
- **People need to feel excited about and connected to the region and its future, to want to step into leadership roles.**
 - This requires a range of strategies to grow people's connection to place, to communicate regional successes, assets, and strengths, and to demonstrate regional opportunities and vitality.
- **Visible and prominent leadership-focused forums and programs are important.**
 - Events like this one, where a diverse range of leadership voices come together positively to discuss specific leadership aspects and opportunities can help people feel connected and inspired, and generate positive momentum.
- **Collaboration may be the ultimate leadership skill required to grow the economy. However, it is not well supported intentionally and comprehensively.**
 - Skills training in communication, working across differences, and building collaborations are critical.
 - GO Virginia plays a crucial role in incentivizing collaboration, but sometimes people need more support to assemble and successfully lead collaborative projects.

PART IV: RECOMMENDATIONS AND NEXT STEPS

Based on the participant feedback and discussion, we offer the following set of recommended next steps:

- **Establish a Working Group on Building Leadership Capacity in Region 3.**
 - This would be a small group of 8-12 members who meet monthly to guide the creation and implementation of a building leadership capacity strategy for Region 3.
- Build on the Spring 2024 Advance and this summary document to **create and adopt a comprehensive Building Leadership Capacity in Region 3 Working Strategic Plan.**
 - This should be a working plan, a document that can be adapted and evolve. Rather than spending months in a planning process, begin taking actions and use the working group to re-visit and adjust plan as needed every 1-3 months. This is a “strategic doing” or “design thinking” model involving an iterative, learn-by-doing approach, in which not every activity will be successful – but the region can more quickly learn from “failure” and make adjustments as needed.
- One of the first actions is to build on the asset mapping activity during the 2024 Spring Advance to develop a comprehensive inventory of regional leadership assets (that can be added to as needed in an ongoing manner).
 - This would include formal and informal in-region programs, expertise, and events, as well as out-of-region resources that can be called upon, including possible program models.
- As another one of the early actions, **explore the implementation of a peer-to-peer executive leader or emerging leader mentoring program for the region.**
 - Attendees at the Advance discussed the importance of peer-to-peer networks for executive leaders as well as the way that peer-mentors can be supportive for emerging and less experienced leaders.

- As another one of the early actions, encourage Virginia Cooperative Extension to revise and strengthen its former community-based Innovative Leadership program (with a coaching element added) and to pilot the new program in one or more Region 3 communities.
 - VCE has been involved with the Spring Advance and has had internal discussion whether and how to adapt a formerly successful program.
- Enhance and expand the 2024 Spring Advance model as an annual leadership forum event and rotate it around the region each year.
 - Grow the “bring a friend” model and focus on a blend of established and emerging leaders, enhance networking and peer-to-peer interaction opportunities to grow “bridging social capital”
- Explore how to best maximize and enhance youth leadership development (K-12) and early career/young professionals
- Develop a “designing and leading collaborative projects” workshop for potential and current GOVA applicants in Region 3 as well as non-profits and others.
 - Offer a mix of virtual and in-person options.
 - Use workshops to help GOVA project teams and develop a deeper pool of leader contacts in the region. Place participants on the mailing list for the annual forum and other events.
- Consider offering “recommended guidelines” and technical assistance for each Region 3 GOVA applicant as they develop project advisory teams.
 - These teams can become places for leadership development and learning spaces for emerging leaders.
- Explore **developing several Region 3 working groups** that include 2-3 Council members with 3-6 non-Council members who are all less established or emerging leaders in region.
 - The working groups can be industry—or strategy-focused. They can be used to engage the private and public sectors and broaden the pool of future Council members.

APPENDIX A: List of Attendees: Region 3 Council Leadership Meeting_5.29.24

Attendee Name Tags List (as of 5.28.24)

Subregion Groups 1=western/9 members
 2=northern/9 members
 3=eastern/8 members

ATTENDEES:

Philip Kauneckas guest	Alfreda Reynolds R3 Council
Tim Clark R3 Chair	Dr. Keith Harkins R3 Council
Elizabeth Leggett guest	Ann Taylor Wright R3 Council staff
Will Vaughan guest	Randy Lail R3 Council
Clark Casteel R3 Council	Deborah Gosney R3 Council staff
Dale Wagoner R3 Council	Charley Majors R3 Council
Jay Dickens guest	Luther Cifers guest
Lauren Willis R3 Vice Chair	Anastasiia Cifers guest
Dr. Chip Jones guest/speaker	Telly Tucker guest/speaker
Melody Foster R3 Council	Lauren Mathena guest/speaker
Ilsa Loeser R3 Council	Laura Coleman guest
Camilla McCoy guest	Dr. Scott Tate VT CECE
Austin Agee guest	Anna Nagorniuk VT CECE
Christin Jackson guest	Liz Povar R3 Council staff
Jeremy Satterfield R3 Council	Bryan David R3 Council staff

Appendix B: AGENDA



GO Virginia Region 3 Spring Advance: Leadership

Wednesday, May 29, 2024_10:00 am – 2:00 pm SVHEC Innovation
Center
605 Seymour Dr., South Boston, VA 24592

AGENDA

10:00 Welcome Tim Clark, Chair, GO Virginia Region 3 Council

Dr. Betty Adams, Executive Director, Southern Virginia Higher Education
Center

10:05 Pair Conversation and Introductions Scott Tate & Anna Nagorniuk, VT Center for Economic &
Community Engagement

10:40 GO Virginia & Leadership: Setting the Stage

Lauren Willis, Vice Chair, GO Virginia 3 Council Tim Clark, Chair, GO Virginia
Region 3 Council

10:50 Mentimeter Moment #1 *When thinking about leadership in Region 3, what word
comes to mind?*

10:55 Asset Mapping Exercise Instructions Scott Tate & Anna Nagorniuk, VT Center for Economic &
Community Engagement

- 11:00 Asset Mapping Exercise_Part 1 Breakout Groups for Northern, Eastern, and Western by
Region 3 Subregions (designated classrooms)
- 11:35 Asset Mapping Exercise_Part II Breakout Group Reports and General Discussion
(large meeting room)
- 11:55 Mentimeter Moment #2 *Thinking about supporting and developing leadership in
Region 3, what themes stand out to you so far?*
- 12:00 Break and retrieve box lunch
- 12:10 Plenary Session Stories of Leadership in Our Region
Liz Povar, Moderator, Region 3/Riverlink Group
Dr. Chip Jones, Superintendent, Cumberland County Public Schools
Lauren Mathena, Director, Economic Development & Community
Engagement, Mid-Atlantic Broadband Communities Corp.
Telly Tucker, President, Institute for Advanced Learning and Research
- 12:45 Break
- 1:00 Possibility - Oriented Action Planning
- 1:30 Possibility - Oriented Action Planning
- 1:50 Mentimeter Moment #3
- 1:55 Next Steps and Closing
- 2:00 Adjourn





DATE: October 10, 2024

TO: GO Virginia Region 3 Executive Committee

FROM: R. Bryan David, Program Director

A handwritten signature in blue ink, appearing to read 'RBD', is placed over the name 'R. Bryan David'.

RE: 2025 GO Virginia Region 3 Growth & Diversification Plan Update

The Virginia Growth & Opportunity Act provides that each GO Virginia Region will update its Growth & Diversification Plan every two (2) years. For Region 3, the entire update was completed in 2021, and a review was completed in November 2023. [GO Virginia Region 3 - Growth & Diversification Plan](#)

The Department of Housing and Community Development GO Virginia staff recently convened a coordinating meeting with all regional support staff to outline the process and timeline for each region's Growth & Diversification update in 2025. The draft plan updates are due to the DHCD GO Virginia staff from each region by September 15, 2025. The GO Virginia State Board would then approve the plan updates at its December 2025 meeting.

Region 3 staff has met and developed a proposed timeline to complete the 2025 Growth & Diversification Plan update. Liz Povar, given her experience with Region 3 in this regard, prepared the bulk of the attached timeline.

It should be noted that Region 3's operating budget is limited and cannot support the cost of outside consultants to undertake this work. Given this situation, the update will be made by our current staff. The scope of the update and timeline are geared towards this staffing capacity.

In light of the preceding information, the Executive Committee discussed and agreed at its meeting on September 18th that several current issues might be included in the analysis and priority setting for the 2025 update. The following are those issues:

- a demographic trend that has the median age decreasing for certain localities in Region 3 (subject of the presentation by H. Lombard)
- the US Census Bureau recently highlighted that changes to population distribution and commuting patterns are "blurring of the line between rural and urban" places (subject of H. Lombard)
- the availability, cost, and quality of childcare/early childhood education as an employee recruitment and retention challenge for traded-sector businesses in Region 3

Documents related to the median age decrease, rural/urban population and commuting patterns were attached to the agenda report or H. Lombard's presentation. Attached is information about the childcare issue, which may provide helpful background information.



GO Virginia Region 3
Council
October 10, 2024
Page 2

Members of the Region 3 Council can discuss these issues at the October 16th meeting and are encouraged to bring forward ideas, opportunities, or challenges that may be included in the analysis and priority setting for the 2025 update.

RECOMMENDATION:

Per the Region 3 Council discussion.

GO Virginia Region 3 2025 Growth & Diversification Plan Update Timeline

Start Date	Actions	End Date	Lead	Partners
10/15/2024	Guidance received from DHCD/GV Staff	10/15/2024	DHCD/GV Staff	
10/16/2024	Overview timeline with Region 3 Council	10/18/2024	R3 Chair	
	GD 25 Advisory Committee assigned	10/18/2024	R3 Chair	
11/1/2024	Advisory Committee meeting; define goals, identify SME cohort members, set meeting schedule	11/22/2024	Bryan	R3 staff
12/18/2024	Update to R3 Executive Committee	12/18/2024	Bryan	R3 staff
1/15/2025	Data packages received	11/30/2024	DHCD/GV Staff	R3 staff
1/30/2025	Data package sent to Longwood	3/31/2025	Bryan	Longwood SBDC, R3 staff
2/3/2025	SME cohort focus group meetings (virtual): health care, education, economic development, entrepreneurship, child care, housing	2/21/2025	Liz	R3 staff
3/1/2025	Literature review - CEDS	3/31/2025	Ann	R3 staff
	Literature review - Virginia Career Works	3/31/2025	Liz	R3 staff
	Literature review - REDO Strategies	3/31/2025	Liz	R3 staff
	Project Announcements review (VEDP projects)	3/31/2025	Liz	R3 staff
	R3 Project Investment Outcomes analysis	3/31/2025	Ann	R3 staff
4/1/2025	Synthesis and summary reports of Literature Review and SME Cohort meetings	4/15/2025	Liz, Ann	R3 staff
	Advisory Committee meeting: review status of inputs; discuss KPIs	4/30/2025	Bryan	R3 staff
5/1/2025	Draft G&D Plan Update	6/30/2025	Liz, Ann, Bryan	
7/15/2025	Advisory Committee meeting: review draft of report, affirm KPIs	7/31/2025	Bryan	R3 staff
8/1/2025	Finalize G&D draft; share with Advisory Committee	8/30/2025	Liz, Ann, Bryan	R3 staff
9/1/2025	Draft G&D report sent to DHCD for review	9/30/2025	DHCD/GV Staff	
10/1/2025	Adjustments to final G&D report made based on DHCD feedback	10/8/2025	Liz, Ann, Bryan	R3 staff
10/15/2025	R3 Council approves final G&D report	10/15/2025	Bryan	R3 staff
10/31/2025	G&D plan sent to DHCD	10/31/2025	Bryan	R3 staff
9.11.24 draft				

ECONOMY

Child care challenges are threatening economic growth in Southside, study finds

A lack of adequate child care is one of the biggest inhibitors to growth in Danville and Pittsylvania County, according to Virginia Tech researchers.



by **Grace Mamon**
June 13, 2024



About 75 people attended the child care solutions summit Wednesday at the Institute for Advanced Learning and Research. The attendees were a mix of child care providers, local government members, and local businesspeople. Photo by Grace Mamon.

About 52% of the Danville-Pittsylvania County area is considered [a child care desert](#), according to a new Virginia Tech study. This means that there's inadequate access to quality child care — an issue that the study found is hindering the region's economic growth.

Alongside housing and infrastructure, child care was identified by community workshop events over the last year as a main inhibitor of economic progress.

These workshops, called [Big Sorts](#), were organized by the Partnership for Regional Prosperity, a civic think tank focused on preparing for the rapid economic growth that Danville and Pittsylvania County are experiencing.

It's common to hear anecdotes about parents struggling to find convenient, affordable child care, and about child care providers struggling to recruit and retain employees in Southwest and Southside Virginia, said Dylan Andrews, a Virginia Tech economic development specialist who worked on the study.

In fact, the local child care desert figure of 52% is very similar to the state and national figure, he said.

But the Danville-Pittsylvania area is the only region in the state so far to request a formal study from Virginia Tech to assess these needs, Andrews said, though the school is working with other localities on child care workforce projects.

Ashley Posthumus, another economic development specialist from Virginia Tech, presented findings from the study at a child care solutions summit event Wednesday at Danville's Institute for Advanced Learning and Research.

The study found that the region has insufficient child care for both full-time and after-school services, and that care is especially lacking for infants and toddlers, she said.

About 400 slots are needed to close this gap in Danville, with another 410 needed in Pittsylvania County. And about 58% of licensed and regulated child care sites reported having a waitlist, according to the study.

The study surveyed nearly 700 parents in the region, and only about 6% of parents said they were completely satisfied with the current child care offerings in the region.

Through the surveys, the study analyzed the link between access to child care and workforce productivity and found that the region's poor access to child care is impacting its ability to grow, said Posthumus.

Because of child care challenges, 32% of parents surveyed had reduced their working hours, 29% had turned down a job opportunity, 16% had left the workforce and 14% had passed up a promotion.

"If you were to apply some of these values to the larger region, if 16% of parents left the workforce, this would equate to over 8,000 people," Posthumus said. "That's 8,000 parents that are diminishing their earning potential and quality of life and it's also reducing overall economic contributions that these parents could be making to the region."

Child care affordability is a large reason that a parent might leave the workforce to care for a child. Since 2019, the average price of child care services in the region has risen 30%, the study found.

The economic impact of these child care service gaps in the region is \$22.7 million yearly, according to the study.

One of the biggest challenges in providing child care is the availability of staffing. Pursuing further training and education as a child care employee is time-intensive and doesn't lead to higher pay as it would in other industries, Posthumus said.

"There really is little push to improve the quality that is offered," she said.

A local panel elaborated on this challenge after the presentation of the study's findings.

Traci Daniels, an assistant professor at Danville Community College's early childhood development program, and Rhonda Tucker, owner of a child care provider, talked about the low pay and demanding work environments that are common in the industry.

They were joined on the panel by Linda Green, executive director of the Southern Virginia Regional Alliance, a regional economic development organization. Green said that child care often comes up in conversations about businesses locating in the area.

"We fill out in-depth RFIs [requests for information] when we talk to companies ... and they will ask [about child care]," Green said. "Most of the time it's more about the quality than the cost. They know they want [child care]."

After the panel, each table of attendees brainstormed solutions to child care challenges in the area.

This input will be synthesized by the Partnership for Regional Prosperity, alongside the Center for Early Success, a Danville-based nonprofit that works to strengthen early childhood education in the cities of Danville and Lynchburg, as well as 14 counties in Southside.

The full Virginia Tech study will be available online in coming weeks, Posthumus said.

DANVILLE-PITTSYLVANIA

REGIONAL CHILDCARE NEEDS ASSESSMENT



This initiative aims to provide an understanding of the current childcare landscape, including gaps in care to inform strategies that will enhance regional prosperity and opportunity

THE COST OF THE GAP

\$22.7M

economic impact in childcare
service gaps

58.2% sites

licensed & regulated sites reported a
waitlist

810 slots

early childcare supply needed to
close the gap in the region

Source: Ready Region, Southside Early Care Access Dashboard



**ONLY 6% OF PARENTS ARE
COMPLETELY SATISFIED WITH THE
CURRENT CHILDCARE OFFERINGS**

Source: Parent Needs Assessment Survey, n-695

The childcare crisis has impacts beyond the families and children it serves. It has the ability to impact the economy.

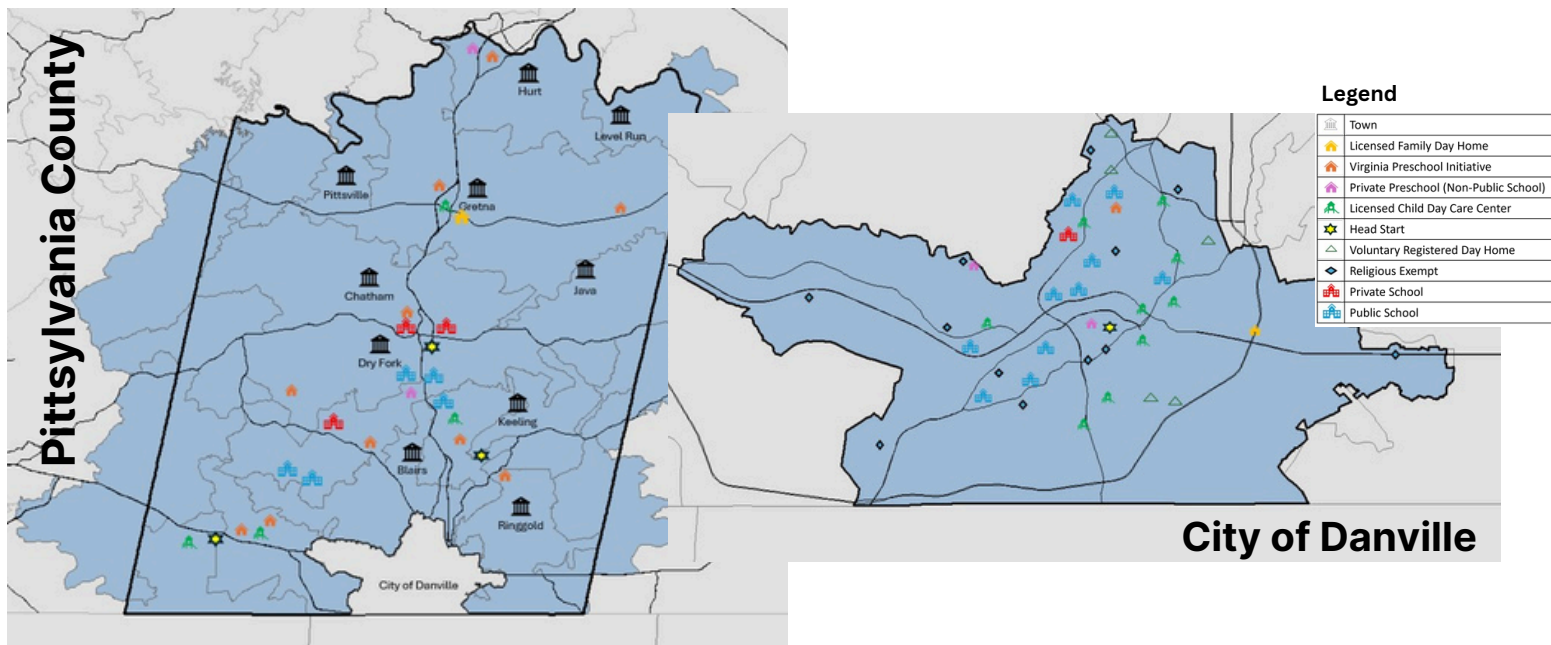
Acknowledgements

The research team extends gratitude to the individuals and organizations that contributed to surveys, interviews, focus groups, and technical assistance, thereby informing the needs of the childcare industry in the Danville-Pittsylvania County region.

POOR ACCESS IMPACTS THE REGION’S ABILITY TO GROW

ACCESS

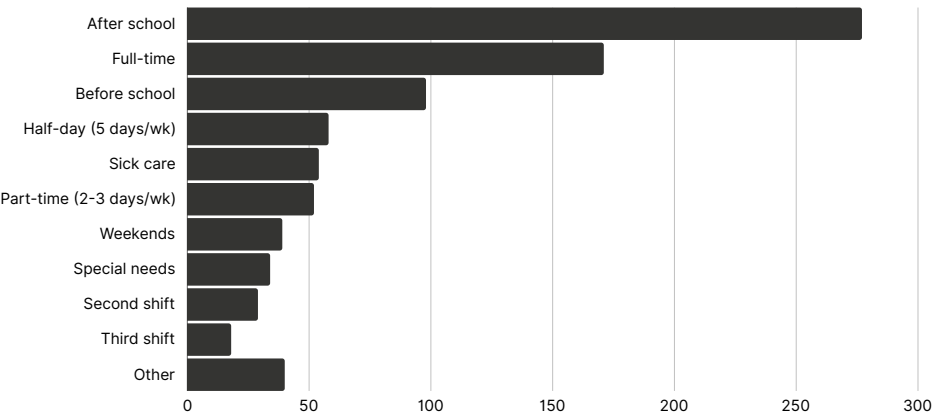
CHILDCARE SITES ARE UNEVENLY LOCATED THROUGHOUT THE REGION



There is a limited workforce due to lack of compensation & benefits

Geographic disparities have created a gap between available childcare options and parent preferences

Parents indicated full-time and after school care as their top childcare needs



Source: Parent Needs Assessment Survey, n-695

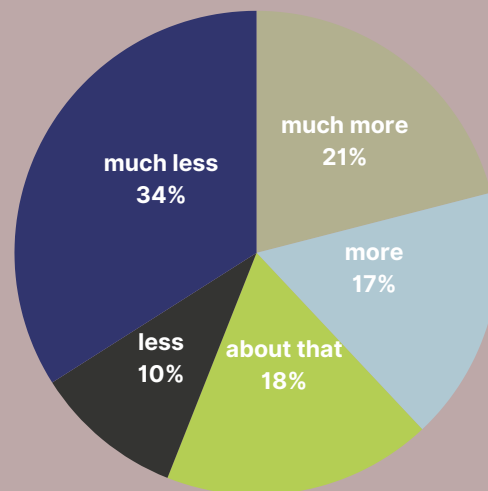
RISING TUITIONS ARE PRICING CAREGIVERS OUT OF THE MARKET FOR SERVICES

FUNDING

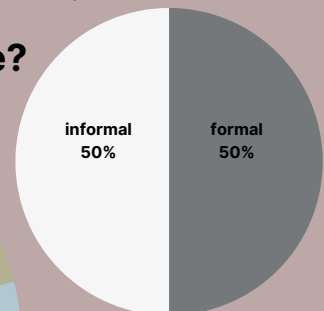
Since 2019 the average price of childcare services has risen 30%

Economic forces impede the region from offering above baseline quality care

Do you spend 7% of your household income on childcare?

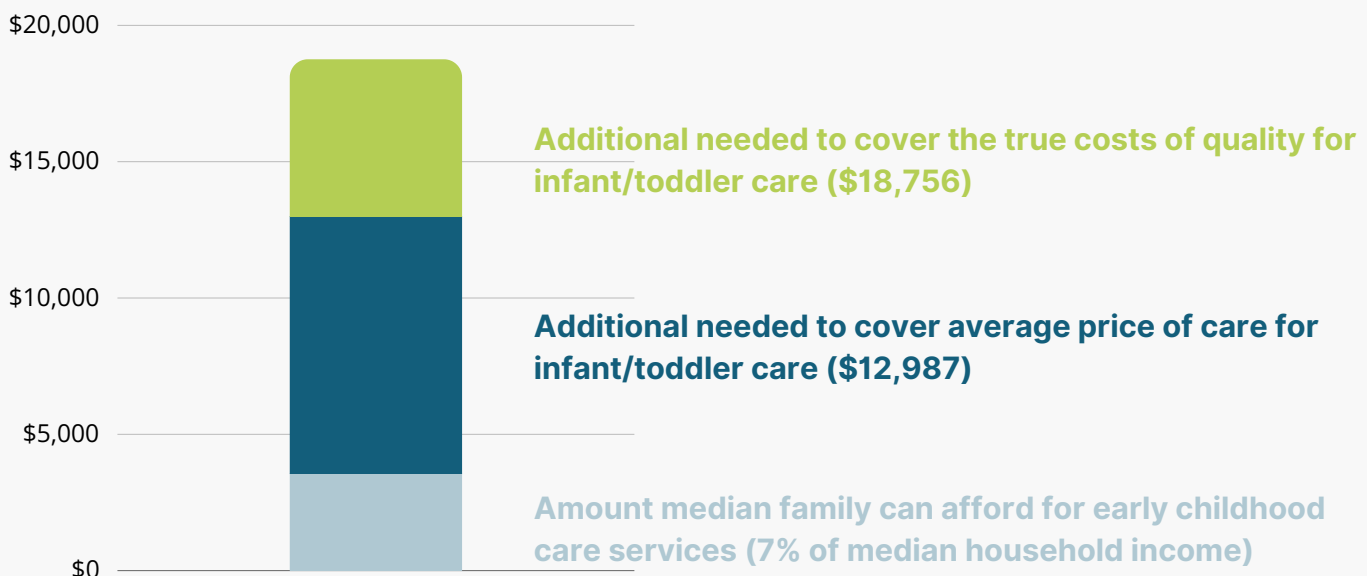


What type of childcare do you utilize?



Source: Parent Needs Assessment Survey, n-695

There is a gap between affordability, average cost of care, and quality care



Source: Ready Region, Southside Early Care Access Dashboard

EXCEPTIONAL QUALITY IS THE GOAL

QUALITY

The State of Virginia has established the Virginia Quality Birth to Five (VQB5) system to measure the quality of teaching and learning based on two indicators: interactions and curriculum.

Interaction Points (700 total points)	Average of all local CLASS scores from the fall and the spring
Curriculum Points (100 total points)	Programs using an approved curriculum in at least one classroom
Total Points	Interaction Points + Curriculum Points
VQB5 Quality Ratings	Exceeds Expectations = 700 -800 points Meets Expectations = 400-699 points Needs Support = 100 -399 points

Childcare that surpasses quality standards might include technology, enhanced training & professional development opportunities, & programs designed to prepare children for the next stage of learning.

Technology can improve operational and program quality

There are limited incentives to pursue training & professional development

Programming needs to prepare children to be “school-ready”





DATE: October 10, 2024

TO: GO Virginia Region 3 Council

FROM: R. Bryan David, Program Director

A handwritten signature in blue ink, appearing to be 'RBD', is placed over the 'FROM' line.

RE: FY2023-2024 GO Virginia Region 3 Annual Report

Ann Wright has prepared a GO Virginia Region 3 annual report for FY2023-2024. This report is being submitted to the Department of Housing and Community Development GO Virginia staff by October 31st for approval by the GO Virginia State Board at its meeting on December 10th.

Here is a link to the report: [GO Virginia Region 3 Annual Reports](#)

RECOMMENDATION:

For the Region 3 Council's information. No action is needed.





DATE: October 10, 2024

TO: GO Virginia Region 3 Council

FROM: R. Bryan David, Program Director

A handwritten signature in blue ink, appearing to be 'RBD', located next to the 'FROM' line.

RE: Amelia County Economic Development Authority Site Development Project – Status Report

At its October 18, 2023 meeting, the Region 3 Council approved a business site planning grant for the Amelia County Economic Development Authority to complete "due diligence" elements to secure the Virginia Economic Development Partnership's Tier 3 ranking for a 100+ acre property on US Route 360.

Department of Housing and Community Development (DHCD) GO Virginia staff requested that a study be completed first to determine whether the site would be suitable for Region 3's targeted sectors as established by the current Growth & Diversification Plan. The Region 3 Council approved this second planning grant at its meeting on April 17th

Timmons Group completed the site suitability report in September. The report showed that the existing property is suitable and competitive for Agriculture and Food Processing businesses, a Region 3 targeted sector. Appropriate infrastructure investments would make the site suitable and competitive for other Region 3 targeted sectors, including Advanced Manufacturing, Business Services, Controlled Environment Agriculture, Energy, Natural Resources, and Finished Products. The report was submitted to DHCD GO Virginia staff for review.

It should be noted that the report's comprehensive finding speaks to the site's future competitive advantages for Amelia County and Region 3's northern subregion: "...the site possesses many assets that—historically—have maintained value within most industries. These include proximity to the workforce (Richmond Metro), major thoroughfare access (US 360), and proximity to growing market conditions (Upper Magnolia Green Megasite (Chesterfield County) & other announced industries).

It was the consensus of the Executive Committee members to move forward with implementing the Amelia County EDA's planning grant, which was approved by the GO Virginia Region 3 Council on October 18, 2023. This consensus was communicated to the DHCD GO Virginia staff on September 25th, who subsequently approved the original grant. This grant is going under contract in the next ten (10) days.

RECOMMENDATION:

For the Region 3 Council's information. No action is needed.





DATE: October 10, 2024

TO: GO Virginia Region 3 Council

FROM: R. Bryan David, Program Director

A handwritten signature in blue ink, appearing to read 'RBD', is placed over the name 'R. Bryan David'.

RE: GO Virginia State Board Retreat/Meeting (9.9-10.24)

The GO Virginia State Board held a two-day retreat and board meeting at the Institute for Advanced Learning and Research. The first day involved GO Virginia-related presentations and Governor Youngkin's opening remarks. Lauren Willis, representing the GO Virginia Region 3 Council, welcomed attendees at the start of the reception. The second day of the retreat involved business items for the GO Virginia State Board. GO Virginia Region 3 staff attended.

Attached is a copy of the meeting agenda for your reference.

RECOMMENDATION:

For the GO Virginia Region 3 Council's information. No action is needed.



GO Virginia State Board Retreat

Dates/Times:

September 9, 2024 - 11:30 am-4:30 pm
September 9, 2024 - 4:30 pm – 6:30 RECEPTION
September 10, 2024 - 8:30 am- 11:00 am

Location:

Institute for Advanced Learning and Research
150 Slayton Avenue
Danville, Virginia

The objective of this retreat is to engage in a strategic discussion on the alignment of the Commonwealth's economic development priorities and expectations for GO Virginia.

Monday, September 9th The Economy and New Initiatives

- | | |
|----------------------------|--|
| 11:30 am - noon | Check-In - Buffet Lunch Served |
| 12:00 pm - 12:05 pm | Welcome
<i>Telly Tucker, President Institute for Advanced Learning and Research</i> |
| 12:05 pm - 12:20 pm | Opening Remarks
<i>Nancy Howell Agee, Chair, GO Virginia State Board</i> |
| 12:20 pm -12:50 pm | Virginia's Economic Development Priorities
<i>Governor Glenn Youngkin (Invited)</i> |
| 12:45 pm - 1:30 pm | Fireside Chat - State of the Virginia Economy & Regional Perspectives
<i>Moderator: Nancy Howell Agee, Chair GO Virginia State Board</i>
<i>Panelists: Secretary of Finance Steve Cummings (invited)</i>
<i>Fletcher Mangum, Mangum Consulting (invited)</i> |

Join us for an insightful fireside chat on the current state of the Virginia economy and gain valuable perspectives from renowned economic consultant Fletcher Mangum. Drawing on his extensive experience and expertise, Mr. Mangum will provide a comprehensive overview of key economic indicators shaping Virginia's economic landscape.



1:30 pm - 1:45 pm

Networking Break

1:45pm - 2:30pm

The Voice of Industry: Growth Opportunities for the Commonwealth and Regional Economies

Moderator: John King, Member, GO Virginia State Board (invited)

Introduction: Jason El Koubi, President & CEO

*Panelists: Ted Sniffin, Vice President, Knowledge Work
Sneha Atwal, Vice President, Manufacturing Division
Eric Jehu, Vice President, Transportation & Logistics*

Clusters, or concentrations of interconnected businesses and institutions within specific industries, play a vital role in driving innovation, productivity, and competitiveness in regional economies. In this session we will explore the concept of cluster-based economic development and its implications for fostering robust and sustainable growth across our regions. What does Virginia need to do to compete and win?

2:30pm-2:45pm

Networking Break

2:45pm-3:45pm

GO Virginia 2.0 – Program Performance and GO-ing Forward

Introduction: Todd Stottlemeyer, Chair, Program Performance and Evaluation

Speaker: Sara Dunnigan, Deputy Director GO Virginia & Community Revitalization

This pivotal session will provide an in-depth review of GO Virginia's performance, highlighting key successes, and best practices. We'll explore successful collaborative projects, challenges encountered, and develop solutions to enhance the program's effectiveness. The session will culminate in a strategic visioning exercise to chart a course for GO Virginia's future, ensuring alignment with regional and statewide economic goals.

3:45pm-4:15pm

High Impact Talent Pathways

Moderator: Ben Davenport, Member, GO Virginia State Board

*Panelists: Julie Brown, Vice President, Advanced Learning
Linda Green, REDO Southern Virginia Regional Alliance*

In an increasingly competitive market, local economies thrive when they leverage innovative strategies to develop a skilled workforce. This session focuses on the transformative economic impact of work-based learning (WBL)



programs, such as apprenticeships, internships, and cooperative education, on local economic development.

4:30pm-6:30pm

Game Changer Reception

Mingle and meet with the “game changers” behind high-impact projects supported by GO Virginia. Attendees can take a tour of the GO TEC Mobile Lab.

Tuesday, September 10th

Program Outcomes & Impact

8:00 am-9:00 am

Breakfast

9:00 am-9:30 am

Welcome

Speaker: Todd Stottlemeyer, GO Virginia Board Vice Chair

9:30 am-10:00 am

Catalyzing Virginia’s Economic Opportunities

Speaker: The Honorable Don Scott

10:00am-10:45 am

Checking the Box on Regional Growth & Diversification

Moderator: Leah Fremouw. Vice Chair, Regional Councils, GO Virginia State Board

*Speakers: Eddie Amos, Region 2 Council Chair
Todd Haymore, Region 4 Council Chair (invited)
Ethan Dunstan, Region 9 Council Chair (invited)*

This session offers perspectives on the regional impact of GO Virginia’s cornerstone framework and the successes regions have experienced.

10:45 am-11:00 am

Close of Meeting

Nancy Howell Agee, GO Virginia Board Chair

Quarterly business meeting of the GO Virginia State Board will immediately follow the retreat.