

# NEWSLETTER



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Monthly Highlights

National Minority Mental Health Awareness Month is observed each July to bring awareness to the unique struggles that racial and ethnic minority communities face regarding mental illness in the United States. The COVID-19 pandemic has made it harder for racial and ethnic minority groups to get access to mental health and substance-use treatment services.

The entrepreneurial journey is very stressful, with a lot of uncertainty," says Yael Benjamin, founder and CEO of Startup Snapshot, which does research into the startup ecosystem. "But in today's market, the uncertainty is really high. We're seeing a huge effect on the mental health of founders."

Seventy-two percent of founders report that entrepreneurship has impacted their mental health, according to the report, and 37% suffer from anxiety. At the same time, most entrepreneurs seem to grin and bear it, with few doing anything to address the problem. Only 23% have sought help or have seen a psychologist to discuss the issues facing them. Eight-one percent report they do not openly share their stress, fears, and challenges.

That reluctance to seek help likely results in part from perceptions, especially among men, that there's still a stigma around taking such steps. According to the findings, 55% of men believe there's a stigma compared to only 29% of women. That feeling is also much higher among younger founders, with 59% of those under the age of 35 reporting a stigma, compared to 47% of founders over the age of 35.

Founders are also afraid that sharing their vulnerability could hurt their reputation or chances of success. Despite the toll on their mental health, however, most entrepreneurs seem to find the sacrifice well worth the effort. A whopping 93% of them say they would do it again.

To assist small businesses, Virginia Beach provides [resources](#) to individuals that need assistance with mental health.

## Mental Health Grants for Small Businesses

### Wellness Living

Own a fitness studio or fitness small business? This grant supports a fitness business that has struggled in the wake of the pandemic, offering up to \$150,000 in grant funds to get back on their feet.

### Fearless Strivers

This Mastercard-funded grant is available to Black women business owners. The mental burden of the pandemic affected this group disproportionately, as they faced harder economic impact in the African American community and greater burden at home as care providers. Ends August 8th, 2023

### AMHSA: The Substance Abuse and Mental Health Services Administration

is a branch of the U.S. Department of Health and Human Services. They regularly award grants to individuals, communities, organizations and businesses working to improve mental health.

COVID-19 Mental Health Research: If you're willing to be part of research conducted by the National Institutes of Health on the mental health impact of COVID-19, this could be the grant for you.

### References

- Field, A. (2023) Startup Founders Report Entrepreneurship Is Taking A Toll On Their Mental Health. Forbes Magazine.
- (2023). Prioritizing Minority Mental Health. CDC
- (2023). National Minority Mental Health Awareness Month. U.S. Health & Human Services



# JULY TRAINING SCHEDULE



# COME THRIVE AT THE HIVE BUSINESS CENTER

## The Benefits of CVMSSDC

### MBE Certification

CVMSSDC

July 6th

10:00 am - 12:00 pm

## Credit & Money Management

### Operation HOPE/Fulton Bank

July 10th

6:00 PM - 8:00 PM

## Credit Card Processing

### Altor/VBOC

June 11th

10:00 AM - 12:00 PM

## Lawyer on Call

### Archangel Law Group

July 13th

9:00 AM - 12:00 PM

## Supply Chain Management

### Virginia Wesleyan University

July 17th - September 6th

6:00 PM - 8:00 PM

## CompTIA Project+

### Virginia Wesleyan University

July 17th - September 6th

6:00 PM - 8:00 PM

## Entrepreneurship II Workshop

### Virginia Wesleyan University

July 17th - September 6th

6:00 PM - 8:00 PM

## Microsoft Office Specialist -

### Excel Certification Prep -

### Associate

### Virginia Wesleyan University

July 18th - September 7th

6:00 PM - 8:00 PM

## Real Estate and Your

### Small Business

SCORE

July 18th

10:00 AM - 12:00 PM

# JULY TRAINING SCHEDULE



# COME THRIVE AT THE HIVE BUSINESS CENTER

## Sources of Business Loans:

Alternative Funding  
Trust Financing Solutions  
July 19th  
12:00 PM – 1:00 PM

## Building Wealth as an Entrepreneur

Primerica  
July 20th  
6:00 PM – 7:30 PM

## Youth Business Camp

The Bennett Center  
July 20th – September 7th  
6:00 PM – 8:00 PM

## Small Business

### Development Class

Operation HOPE/Fulton Bank  
July 24th  
6:00 PM – 8:00 PM

### It's OK To Not Be OK

Unique Vibes &  
The Date Jar  
July 24th  
6:00 PM – 8:00 PM

### Pricing Strategy Form

### Development to Implementation

SCORE  
July 25th  
10:00 AM – 12:00 PM

## FRIENDLY REMINDER:

The HIVE can assist with the following:

BUSINESS PLANS  
FINANCIAL STATEMENTS  
CREDIT REPAIR MANAGEMENT  
LOAN APPLICATIONS  
PROCUREMENT TECHNICAL ASSISTANCE  
MARKET RESEARCH



# SMALL BUSINESS GRANTS & LOANS

## **VIRGINIA BEACH SMALL BUSINESS CAPITAL ACCESS PROGRAM -REOPEN**

THE CITY OF VIRGINIA BEACH ANNOUNCED THE REOPENING OF THE CAPITAL ACCESS PROGRAM TO PROVIDE FUNDING TO QUALIFYING SMALL BUSINESSES IN THE FORM OF ZERO-INTEREST LOANS. APPLICATIONS ACCEPTED UNTIL FUNDS EXPIRE.

## **ECONOMIC EQUITY FUND**

A \$10 MILLION LOAN FUND THAT PROVIDES LOW-COST FINANCING FOR SMALL, BIPOC- AND/OR WOMEN-OWNED BUSINESSES THAT WERE DISPROPORTIONATELY AFFECTED BY THE ECONOMIC IMPACT OF THE PANDEMIC. AVAILABLE BETWEEN NOW AND DECEMBER 2024.

## **TORY BURCH FOUNDATION FELLOWS PROGRAM GRANTS**

EACH YEAR THE TORY BURCH FOUNDATION CHOOSES 50 WOMEN AS FOUNDATION FELLOWS. THESE WOMEN TAKE PART IN PROFESSIONAL DEVELOPMENT AND NETWORKING OPPORTUNITIES IN ADDITION TO BEING AWARDED A \$5,000 GRANT TO APPLY TOWARDS THEIR BUSINESS EDUCATION. THESE WOMEN ARE PRESENTED WITH AN OPPORTUNITY TO SHARE THEIR BUSINESS PLAN WITH POTENTIAL INVESTORS.

## **SMALL BUSINESS READINESS FOR RESILIENCY (R4R) PROGRAM**

HELPS SMALL BUSINESSES PUT PLANS IN PLACE TO PREPARE FOR DISASTER AND PROVIDES IMMEDIATE EMERGENCY FUNDING WHEN NECESSARY. AVAILABLE TO BE DISTRIBUTED BETWEEN NOW AND JUNE 2023.

## **SMALL BUSINESS INNOVATION RESEARCH AND SMALL BUSINESS TECHNOLOGY TRANSFER PROGRAMS**

THESE TWO SMALL-BUSINESS PROGRAMS PROVIDE CONTRACTS AND GRANTS FOR EARLY-STAGE SMALL BUSINESSES THAT ARE LOOKING TO COMMERCIALIZE INNOVATIVE RESEARCH AND DEVELOPMENT.

## **BACKING THE B.A.R.**

A COLLABORATION BETWEEN BARCARDI AND THE NAACP, THE BACKING THE B.A.R. INITIATIVE AWARDS \$10,000 GRANTS TO BLACK-OWNED BUSINESSES IN THE BEVERAGE ALCOHOL SERVICE, SALES AND HOSPITALITY INDUSTRIES. THE GRANT TIMELINE RUNS FROM JUNE 17 - JULY 30.

## **VIRGINIA MINORITY BUSINESS DEVELOPMENT AGENCY**

THE NON-PROFIT, SBA BACKED CENTER OFFERS A NUMBER OF FREE SERVICES TO WOMEN, VETERANS AND MINORITIES. GET FREE COACHING SERVICES, ACCESS TO CAPITAL (LOANS OR FREE GOVERNMENT GRANTS), CERTIFICATION ASSISTANCE AND MORE. THEY HELP PEOPLE CREATE A BUSINESS PLAN, MANAGE CASH, GET FINANCING AND SUPPORT THE MWBE COMMUNITY IN ANY WAY POSSIBLE.

## **THE AMBER GRANT**

THIS GRANT IS FOR WOMEN ONLY, AND THERE IS AN AWARD EVERY MONTH. THIS GRANT WAS FOUNDED AFTER THE UNTIMELY DEATH OF A YOUNG WOMAN NAMED AMBER. SHE PASSED BEFORE SHE COULD REALIZE HER DREAMS OF STARTING A BUSINESS.

## **VIRGINIA TOURISM GRANT CORPORATION GRANTS**

THE VIRGINIA TOURISM CORPORATION OFFERS SEVERAL FUNDING PROGRAMS TO ASSIST THE VIRGINIA TRAVEL INDUSTRY



# SMALL BUSINESS GRANTS & LOANS

## **PASSION COLLECTIVE ATOMIC GRANTS**

ATOMIC® GRANTS ARE FOR PEOPLE WHO ARE PASSIONATE ABOUT MAKING CHANGE HAPPEN, FOR THEMSELVES AND OTHERS.

DO NOT APPLY IF YOU ARE VIEWING THIS AS SIMPLY FUNDING FOR YOUR BUSINESS, OR YOU ARE IN FINANCIAL NEED. WE NEED TO SEE A CLEAR PICTURE OF YOUR PASSION IN YOUR APPLICATION, YOUR JOURNEY SO FAR AND YOUR DETAILED PLANS FOR HOW YOU WOULD USE THIS GRANT TO MOVE YOUR PASSION FORWARD  
**DEADLINE JUNE 16TH.**

## **SO GAL FOUNDATION**

THE SO GAL FOUNDATION AWARDS SEVERAL SMALL BUSINESS GRANTS ANNUALLY, INCLUDING \$5,000 AND \$10,000 STARTUP GRANTS FOR BLACK FEMALE AND NONBINARY ENTREPRENEURS. TO QUALIFY, YOU MUST BE A BLACK WOMAN OR NONBINARY ENTREPRENEUR. YOU MUST LEGALLY REGISTER YOUR BUSINESS, AND YOU MUST PLAN ON SEEKING INVESTOR FINANCING TO SCALE EITHER PRESENTLY OR IN THE FUTURE. APPLICANTS SHOULD HAVE THE “AMBITION TO BE THE NEXT BILLION-DOLLAR BUSINESS.

## **NATIONAL ASSOCIATION FOR THE SELF-EMPLOYED**

### **GROWTH GRANTS**

THIS NONPROFIT TRADE ASSOCIATION PROVIDES EDUCATIONAL RESOURCES AND GRANTS FOR SMALL BUSINESSES AND ENTREPRENEURS. TO APPLY FOR A GRANT OF UP TO \$4,000, YOU’LL NEED TO BECOME AN ACTIVE MEMBER OF THE ASSOCIATION, PROVIDE A DETAILED EXPLANATION OF HOW YOU’LL USE THE FUNDS, SHOW HOW THE GRANT WILL SUPPORT YOUR BUSINESS GROWTH AND PROVIDE SUPPORTING DOCUMENTATION.

### **ENRICHHER GRANT**

DOES YOUR SMALL BUSINESS NEED NEW EQUIPMENT, A NEW MARKETING CAMPAIGN, OR PRODUCT EXPANSION? THIS PROGRAM GIVES ELIGIBLE ENTREPRENEURS — ESPECIALLY WOMEN AND PEOPLE OF COLOR — AND BUSINESSES \$5,000 TO HELP WITH SMALLER EXPENSES. THERE IS A \$37 APPLICATION FEE, AND THIS APPLICATION ROUND IS ROLLING.

### **SBA MICROLOANS**

THESE GOVERNMENT-BACKED LOANS OF UP TO \$50,000 CAN BE A GOOD CHOICE FOR NEW OR VERY SMALL BUSINESSES. THEY’RE TYPICALLY ISSUED BY NONPROFIT COMMUNITY FINANCIAL INSTITUTIONS, MANY OF WHICH OFFER ADDITIONAL TRAINING AND RESOURCES.

## **FRESH START BUSINESS GRANT**

FRESH START BUSINESS GRANT. IF YOU’RE A NEW BUSINESS OWNER OR AN ASPIRING ENTREPRENEUR LOOKING FOR CAPITAL TO GROW OR LAUNCH YOUR BUSINESS, THE FRESH START BUSINESS GRANT WAS MADE FOR YOU. INCFILE, A COMPANY THAT HELPS FORM BUSINESSES, WANTS TO SUPPORT THOSE LOOKING TO START NEW VENTURES. RECIPIENTS OF THE GRANT WILL RECEIVE \$2,500 IN ADDITION TO INCFILE’S FREE GOLD PLAN. THE 2023 DEADLINES ARE MARCH 31, JUNE 30, AND SEPTEMBER 30.

## **ANTLER GLOBAL START UP PROGRAM**

ANTLER IS A GLOBAL EARLY-STAGE VC THAT RUNS MULTIPLE PROGRAMS FOR BUSINESS STARTUPS AROUND THE WORLD. WE GIVE YOU AN EDGE FROM THE VERY BEGINNING. BUILD AND SCALE YOUR COMPANY FASTER WITH OUR GLOBAL COMMUNITY OF CO-FOUNDERS AND ACCESS TO TALENT, EXPERT ADVISORS, EXPANSION SUPPORT, AND CAPITAL AROUND THE WORLD.



# SMALL BUSINESS GRANTS & LOANS

## **37 ANGELS**

37 ANGELS IS AN ORGANIZATION MADE UP OF FEMALE ANGEL INVESTORS THAT INVEST IN WOMEN-OWNED SMALL BUSINESSES. THE ORGANIZATION RECOGNIZES THE DISADVANTAGES THAT FEMALE ENTREPRENEURS FACE IN THE LOAN MARKET AND SEEKS TO CLOSE THAT GAP. TO HELP WOMEN KEEP THEIR COMPANIES AFLOAT, 37 ANGELS OFFERS GRANTS AS LARGE AS \$150,000.

## **BELLE CAPITAL**

BELLE CAPITAL IS AN INVESTMENT FIRM FOCUSED ON COMPANIES LED BY WOMEN. THEIR MISSION IS TO HELP MITIGATE THE UNFAIR GAP IN FUNDING THAT WOMEN RECEIVE COMPARED TO MEN. ALTHOUGH WOMEN CONTINUE TO PROVE THEMSELVES AS SUCCESSFUL ENTREPRENEURS; THEIR BUSINESSES EVEN PROVING TO DO BETTER THAN THAT OF THEIR MALE COUNTERPARTS' IN SOME CASES, THEY STILL RECEIVE LESS FUNDING THAN MEN. TO LEARN MORE ABOUT BELLE CAPITAL'S INVESTMENT CRITERIA, VISIT THEIR WEBSITE.

## **WISH LOCAL EMPOWERMENT GRANT**

BLACK BUSINESS OWNERS CAN APPLY FOR \$500 - \$2,000 GRANTS THROUGH THE WISH LOCAL EMPOWERMENT GRANT PROGRAM. TO BE ELIGIBLE, YOU MUST BE AT LEAST 18 YEARS OLD, HAVE 20 OR FEWER EMPLOYEES AND MUST OWN A BRICK-AND-MORTAR LOCATION IN THE UNITED STATES.

## **ACCION OPPORTUNITY FUND**

ACCION OPPORTUNITY FUND IS A FINANCIAL SUPPORT SYSTEM FOR SMALL BUSINESSES THAT ADVANCES RACIAL, GENDER, AND ECONOMIC JUSTICE FOR ALL. TAKE A LOOK AT THE SMALL BUSINESS PROGRESS LOAN.

## **ETSY EMERGENCY RELIEF FUND**

IF YOU'RE AN ETSY BUSINESS OWNER, YOU MAY BE QUALIFIED TO APPLY FOR RELIEF FUNDING COURTESY OF A PARTNERSHIP WITH CERF+, A NONPROFIT ORGANIZATION DEDICATED TO HELPING ARTISTS PREPARE FOR AND RECOVER FROM EMERGENCIES AND DISASTERS. TO APPLY, YOU MUST HAVE BEEN A REGISTERED ETSY BUSINESS FOR AT LEAST ONE YEAR AND HAVE BEEN AFFECTED BY A NATURAL DISASTER. THIS GRANT OPPORTUNITY IS ROLLING.

## **NATIONAL BLACK MBA ASSOCIATION SCALE-UP PITCH CHALLENGE**

THREE BUSINESSES WIN CASH PRIZES FROM THE NATIONAL BLACK MBA ASSOCIATION SCALE-UP PITCH CHALLENGE EACH YEAR, WITH THE OVERALL WINNER TAKING HOME A \$50,000 GRANT PRIZE. SECOND PLACE WINS A \$10,000 GRANT AND THIRD PLACE RECEIVES \$7,500. TO APPLY, YOUR BUSINESS MUST HAVE A BLACK FOUNDER AND AT LEAST ONE MEMBER OF YOUR PITCH TEAM HAS TO BE A NATIONAL BLACK MBA ASSOCIATION MEMBER. APPLICATIONS FOR THE 2023 CYCLE WILL BE ACCEPTED BETWEEN JUNE 18 - AUGUST 4.

## Deadline: July 7th

## **AMERICA'S TOP SMALL BUSINESS AWARDS**

FORMERLY THE DREAM BIG AWARDS, AMERICA'S TOP SMALL BUSINESS AWARDS IS RUN BY THE U.S. CHAMBER OF COMMERCE. THIS GRANT IS OPEN TO ALL SMALL BUSINESS OWNERS WHO ARE U.S. RESIDENTS; RUN A FOR-PROFIT BUSINESS THAT HAS BEEN IN OPERATION FOR AT LEAST ONE YEAR; HAVE FEWER THAN 250 EMPLOYEES OR GROSS REVENUES OF LESS THAN \$20 MILLION IN BOTH 2021 AND 2022. ONE GRAND PRIZE WINNER WILL RECEIVE A \$25,000 GRANT. THE DEADLINE FOR THE 2023 CYCLE IS JULY 7.

# ONE-STOP-SHOP

## In-House Resource Partners

(By Appointment Only)

**LAWYER ON CALL**  
**ARCHANGEL LAW GROUP PLLC**

Thursdays  
9:00 AM - 12:00 PM

**VIRGINIA DEPARTMENT**  
**SMALL BUSINESS SUPPLIER**  
**& DIVERSITY (SBSD)**

Monday - Friday  
8:00 AM - 5:00 PM

**FINANCIAL ADVISOR ON CALL**  
**RAYMOND JAMES & ASSOC.**

Wednesdays  
11:00 AM - 2:00 PM

**BANKER ON CALL**  
**ATLANTIC UNION BANK**

Wednesdays  
11:00 AM - 2:30 PM

**SMALL BUSINESS**  
**COUNSELING ON CALL**  
**SCORE**

Tuesday - Thursdays  
10:00 AM - 1:00 PM

**CPA ON CALL**  
**PIXEL FINANCIAL GROUP**

Wednesdays  
11:00 AM - 2:00 PM

**MARKETING COACH**  
**ON CALL**  
**B.E. SUITE**

Wednesdays  
11:00 AM - 2:00 PM

**VIRGINIA PROCUREMENT**  
**TECHNICAL ASSISTANCE**  
**CENTER (PTAC)**

Wednesdays  
9:00 AM - 4:00 PM

**LEADERSHIP COACH**  
**ON CALL**  
**ENJOYING LIFE LEADERSHIP**

Wednesdays  
11:00 AM - 2:00 PM

**HAMPTON ROADS**  
**WORKFORCE COUCIL**

Monday - Friday  
8:00 AM - 5:00 PM

**1 MILLION CUPS**  
3rd Wednesdays  
9:00 AM

# UPCOMING Opportunities

## VENDING AND CONTRACTING OPPORTUNITIES



VB SWaM Office  
Vendor Information &  
Opportunities

Virginia Beach City  
Public Schools  
Business Opportunities

Virginia  
Contracting Opportunities

Federal Government  
Contracting Opportunities



**TIDEWATER  
COMMUNITY COLLEGE**  
From here, go anywhere.™

**VIRGINIA BEACH  
GROWSMART**  
Planting the seeds for a successful life.

## 2023-24 CAREER STUDIES CERTIFICATE

### REGISTER TODAY!

Register in 3 simple steps:

1. Apply to **TCC** at [tcc.edu](http://tcc.edu).
2. Register for the class (CHD 120 in Section N03B) *Text Jeanne to get permission code.*
3. Apply for the **VA Child Care Provider Scholarship** by August 1st!

\*For assistance with enrollment and scholarship applications **contact** Jeanne Hopkins at [jehopkins@tcc.edu](mailto:jehopkins@tcc.edu) or call/text 757-541-2427

Earn a CSC in Child Development through TCC in 3 semesters! Classes offered Tuesdays and Thursdays from 6:00-8:50pm at the HIVE. Fall session runs from Aug 21 to Dec 8.

**FALL  
2023  
CHD 120**

**SPRING  
2024  
CHD 205  
CHD 120**

**SUMMER  
2024  
HLT 135**

**PARTICIPANTS WILL BE ELIGIBLE FOR  
DECEMBER 2024 COMMENCEMENT**

Scholarships available! Visit [www.vaccscholarship.com](http://www.vaccscholarship.com)



**FOR MORE INFO**

[vbgrowsmart@vbgov.com](mailto:vbgrowsmart@vbgov.com)  
[www.vbgrowsmart.com](http://www.vbgrowsmart.com)  
757-385-0144



## **DEMANDSTAR ADVERTISED OPPORTUNITIES**

DEMANDSTAR POSTS BID OPPORTUNITIES ONLINE, AND HAVE AN AUTOMATED EMAIL LIST THAT YOU CAN JOIN.





# SMALL BUSINESS RESOURCE DAY

**21 Jul 23** FROM 8AM TO 5PM  
Chartway Arena

Free Registration • Free Admission • Free Parking • Free Food and Drinks

## RESOURCES FOR VETERAN OWNED BUSINESS

OPEN TO ALL ACTIVE DUTY, RESERVE, VETERANS, SPOUSE, AND THEIR FAMILY AND FRIENDS

BREAK OUT SESSION: Funding Your Business • Government Contracting • Marketing • Business Insurance • Business Taxes • Risk Management • Farming as a Business • Business Accounting • Certification • and MORE!



KEY SPEAKER: Michael D. Zeiders  
Founder and Chairman at  
Zeiders Enterprises

**REGISTER NOW!** →



Event Sponsor: [2023resourceday.eventbrite.com](https://2023resourceday.eventbrite.com)



# Available Office Workspace

## THRIVE @ THE HIVE

### WHAT

The HIVE is offering a workspace at no cost to existing Virginia Beach startups, home-based businesses and military spouse entrepreneurs to help them grow and succeed.

### WHO

The space is available to:


- Virginia Beach startups and/or
- Home-based businesses with current business licenses
- Hampton Roads military spouse entrepreneurs

### WHEN

The workspace is available for two months (two business days a week).



For additional business resources, visit us at: [yesvirginiabeach.com/thehive](http://yesvirginiabeach.com/thehive) or contact us at:

 (757) 385-2470

 [thehive@vb.gov](mailto:thehive@vb.gov)



THE  
**HIVE**  
Where Businesses Thrive

Members of **Thrive @ The HIVE** have access to:



**PRIVATE  
CONFERENCE ROOMS**



**SECURE  
HIGH-SPEED WI-FI**



**FREE EVENTS &  
BUSINESS FORUMS**



**UNLIMITED FREE  
PARKING**



**BUSINESS  
COUNSELOR**



**ACCESS TO COMPUTER  
TECHNOLOGY**

At The HIVE, You Also Get Access To Our  
Network of Applicable Organizations



[www.yesvirginiabeach.com/thehive](http://www.yesvirginiabeach.com/thehive)

### WHERE

The HIVE is located in the Town Center of Virginia Beach at 140 Independence Blvd., Suite 100.

### HOW

To learn more and apply, visit this page. If you are interested in the program but you are not eligible, please check if you qualify for other resources here.

# MONTHLY HIGHLIGHT



## BUSINESS & RESOURCE PARTNER HIGHLIGHT

### GLOM Initiatives, Inc.

#### Owner, Tracy Lamar-Ray

Tracy Lamar-Ray is a developmental strategist and the founder of Glom Initiatives, Inc. She facilitates the psychological aspects of skill-development and creates strategies to help people achieve their Vision, improve performance, live well and thrive. Ms. Lamar Ray opened Glom Initiatives in January 2020, to meet the developmental needs of individuals, entrepreneurs and organizations.

Ms. Lamar-Ray has a master's degree from Harvard University, with a concentration in clinical psychology. She opened Glom Initiatives to bring knowledge through empirical research in academia, from inside the halls and labs of the institutions, out into the world so that everyday people can utilize this information to change their lives for the better. "I believe it is vital that we create new and innovative approaches to problems to meet challenges that existing infrastructure has failed to do. With this approach, we can serve people in a more holistic way." The scope of the work at Glom includes facilitation, consulting, advising, training and research. Glom Initiatives uses an evidence-based approach to assist clients with developing the necessary cognitive, behavioral and emotional skill sets to reach their personal and professional objectives. This method allows Glom Initiatives to design tailored plans that allow clients to clarify their vision, develop capacity and increase capability to flourish along their journey to greater agency, achievement and fulfillment.

