

# ANNUAL REPORT



# 2025



## Letter from the President & CEO

As we reflect on 2025, I am proud to share that this year marked meaningful progress for the Alamance Chamber and the business community we serve. In a year defined by change, opportunity, and collaboration, your Chamber continued to show up as a strong advocate, a trusted convener, and a forward-looking leader for Alamance County.

In 2025, we amplified the voice of local business at the regional, state, and federal levels—advancing a legislative agenda shaped directly by your priorities. From workforce and childcare solutions to infrastructure, education, and regulatory clarity, the Chamber served as a connector between policymakers and employers. Our commitment to being the voice of business ensured that your perspectives were not only heard, but considered, as decisions were made that impact economic vitality and quality of life in our community.

Through signature programs and emerging initiatives, we invested in leaders at every stage—from our 7th & 8th grade students to rising professionals. These programs fostered collaboration, civic understanding, and a deeper connection to Alamance County. The result is a growing network of informed, engaged leaders ready to serve their organizations and our community well into the future.

We gained significant momentum by working intentionally to support startups, small businesses, and entrepreneurs—recognizing them as essential drivers of economic growth. By creating space for ideas, resources, and partnerships, the Chamber helped cultivate an

environment where innovation can take root and scale. This work complements our long-standing commitment to business retention and expansion, ensuring that both new ventures and existing employers have the support they need to thrive.

Alamance County's established employers are the backbone of our economy, and in 2025 we continued to build relationships with manufacturers, healthcare providers, service industries, and more. Through proactive engagement, workforce collaboration, and problem-solving, the Chamber continued to champion the success of the businesses that call this community home.

Looking ahead to 2026, the Alamance Chamber is poised to build on this momentum. We will sharpen our advocacy efforts, expand leadership pathways, strengthen our support for entrepreneurs and innovation, and continue aligning economic development with workforce and talent needs. Most importantly, we will remain focused on delivering value to our investors while advancing a resilient, inclusive, and competitive regional economy.

None of this work is possible without you, our investors, partners, and volunteers. On behalf of the Alamance Chamber Staff and Board of Directors, thank you for your trust, your engagement, and your belief in the power of business to shape a stronger Alamance County.

**Reagan C. Gural**  
President & CEO

## Letter from the Board Chair

Dear Investors,

With 2025 in the rear view, I am as proud, excited and grateful as I have ever been for the Alamance Chamber and its work on behalf of its Investors and the Alamance County community.

I want to commend you, the people and organizations of the Alamance Chamber, for your commitment of hard-earned resources, valuable time and impressive talents, year after year, in support of the Chamber's mission—your commitment to the welfare of business and economic vitality in Alamance County.

2025 was a year to remember and celebrate. A couple of highlights were most meaningful to me. This was the year that the Chamber took its advocacy work on the road from Raleigh to Washington, D.C., and everywhere we went in between, declaring to our community and elected representatives that we were on a mission, driven by principles and intentional about our aims as an organization. Another noteworthy point of pride was the historic rally of support by our Investors, individuals and the community around the 2025 Excellence in Education Awards, which the Chamber once again led together with

our education partners. The contributions from this community offered an overwhelming statement of support for our educators at a time when it was needed most.

I want to express special appreciation to Reagan, Kelly, Kevin, Lisa, Logan and Stephanie. They work magic and they are truly greater than the sum of their parts. This organization and this community could not be blessed with a more talented and invested team of professionals and agents of our mission.

It is a privilege to have experienced what I call the "Chamber Commitment" through you, the Investors, and our amazing Chamber staff. It is the soul of the Alamance Chamber that sparks ideas that become reality, year after year, for the good of our organization and the community. I am eternally grateful.

Onward  
**Ryan Moffitt**



## Mission Statement

The mission of the Alamance Chamber is to enhance the welfare of business and to promote and stimulate economic vitality in the Alamance County area for the benefit of its investors and the community.



**Reagan C. Gural, IOM, CCEC**  
President & CEO  
[reagan@alamancechamber.com](mailto:reagan@alamancechamber.com)



**Kelly Roberts, IOM**  
Senior Director, Investor Engagement  
[kelly@alamancechamber.com](mailto:kelly@alamancechamber.com)



**Lisa Foster**  
Office & Investor Support Manager  
[lisa@alamancechamber.com](mailto:lisa@alamancechamber.com)



**Stephanie Williams**  
Director, Innovation & Entrepreneurship  
[stephanie@alamancechamber.com](mailto:stephanie@alamancechamber.com)



**Kevin Szostak**  
Director, Economic Development Projects  
[kevin@alamancechamber.com](mailto:kevin@alamancechamber.com)



**Logan Garrison Savits**  
Director, Leadership Development & Education Partnerships  
[logan@alamancechamber.com](mailto:logan@alamancechamber.com)



## 2025 Board of Directors

**Rachel Baldwin**, *Edward Jones*  
**Wade Boteler**, *National OnDemand*  
**T.J. Bowie**, *Elon University*  
**Sara Cloud**, *Alliance MOCVD*  
**Tammy Cobb**, *Alamance Arts*  
**Brian Denisar**, *Bobbitt*  
**Tyson Fearington**, *Legal Shield Business Solutions*  
**Chip Foushee**, *First Horizon Bank*  
**Allison Gant**, *Blue Ridge Institute*  
**Jon Godwin**, *Sandvik Coromant US*  
**Tracey Grayzer**, *Impact Alamance*  
**Dr. Ken Ingle**, *Alamance Community College*  
**Rachel Kelly**, *City of Burlington*  
**Reed LaPlante**, *First National Bank*  
**Preston Mitchell**, *City of Mebane*  
**Ryan Moffitt**, *Vernon Law Firm*  
**Griffin McClure**, *Green & McClure Furniture/America's Mattress*  
**Tammy Myrick**, *TRM Consulting Group, LLC*  
**Cyril NeSmith**, *DualVision, Inc.*  
**Charlie Nolette**, *Alamance Country Club*  
**John Peterson**, *The Peterson Agency*  
**Patricia Rhodes**, *STOUT STUART MCGOWEN & KING LLP*  
**LeAndra "Nikki" Ratliff**, *Burlington Housing Authority*  
**Vykram Vijayasekaran**, *AKG North America, Inc.*  
**Jack Wooten**, *Scott Insurance*

## 2025 Economic Development Foundation Board

Chair  
**Ryan Moffitt**, *Vernon Law Firm*  
**Rachel Baldwin**, *Edward Jones*  
**Ted Chandler**  
**Sara Cloud**, *Alliance MOCVD*  
**Ed Hooks**  
**Greg Lunsford**, *HUB International Southeast*  
**Griffin McClure**, *Green & McClure Furniture/America's Mattress*  
**Patrick Noltemeyer**, *Elon University*  
**Patricia Rhodes**, *Treasurer, STOUT STUART MCGOWEN & KING LLP*

## 2025 Executive Committee

Chair  
**Ryan Moffitt**  
*Vernon Law Firm*  
 Past Chair  
**Griffin McClure**  
*Green & McClure Furniture/America's Mattress*  
 Chair Elect  
**Rachel Baldwin**  
*Edward Jones*  
 Treasurer  
**Patricia Rhodes**  
*STOUT STUART MCGOWEN & KING, LLP*  
 Vice Chair of Economic Development  
**Sara Cloud**  
*Alliance MOCVD*  
 Vice Chair of Belonging  
**Tammy Cobb**  
*Alamance Arts*  
 Vice Chair of Investor Engagement  
**Allison Gant**  
*Blue Ridge Institute*  
 Vice Chair of Leadership Development & Education Partnerships  
**Reed LaPlante**  
*First National Bank*  
 At Large Member  
**Tyson Fearington**  
*Legal Shield Business Solutions*  
 At Large Member  
**Tracey Grayzer**  
*Impact Alamance*



## 2025 Ambassador Council

### Council Leadership:

**Chair:** Lisa Clapp, Pinnacle Financial Partners

**Vice Chair:** Chad Tart, Farm Bureau Insurance

*Team Leads: Lisa Clapp, Chad Tart, Allison Gant, Anderson Rathbun*

Lisa Arnette	NC Works - Division of Workforce Solutions - Department of Commerce
Rachel Collins	Division of Employment and Independence for People with Disabilities
Kristi Farrell	Anchor Travel Experts
Ryan Spadaccini	Painted Grape
Jordan Wood	Joint Venture Consulting
Allison Gant	The Blue Ridge Institute
Lisa Clapp	Pinnacle Financial Partners
Steve Floyd	Jennings Bryan-Chappell Insurance
Shaunda Hilliard	First Bank
Nicole Sawyer	Cobb Ezekiel Loy & Company, P.A.
Tyson Fearington	Legal Shield Business Solutions
Vickie Coon	Minuteman Press
Mitchell Epperson	Carolina Custom Promotions
Jenna Heydt	Labcorp
Emily O'Dell	Elevate Textiles
Anderson Rathbun	Burlington Sock Puppets
Jill Weston	Town of Elon
Samantha Loy	Always Best Care Senior Services
Rachel Baldwin	Edward Jones
Lindsay Clark	Prime Personnel Resources, Inc.
Dick O'Donnell	Man in Green, Inc.
Chad Tart	Farm Bureau Insurance



### 2025 Campus Alamance Interns:

The Alamance Chamber hosted three Elon University Student Interns this summer through the Campus Alamance Program. Our interns, Juan, Nic and Timothy be assisted with multiple projects over the summer and learned about business and economic development in Alamance County

*2025 Chamber Ambassador Council.*



## 2025 Annual Sponsors

These companies are our premier partners that make a vital commitment to economic growth and prosperity through their enhanced annual investment.

### Chamber Champions



### Chamber Partners

First National Bank  
Gilliam Bell Moser, LLP  
Samet Corporation

### Chamber Advocates

Cintas Corporation  
First Bank  
National OnDemand  
STOUT STUART MCGOWEN & KING, LLP  
Truist  
Truliant Federal Credit Union  
Prime Personnel Resources, Inc.

### Security Technology Sponsor

Convergence Technologies

### Office Sponsor

Thrifty Office Furniture

### Roofing Sponsor

RLM Roofing



# Investor Engagement

In 2025, the Alamance Chamber deepened investor engagement by intentionally designing experiences that foster connection, learning, and meaningful interaction. From reimagined networking events to professional development workshops and large-scale signature events, the Chamber created spaces where investors could build relationships, gain insight, and engage with the broader business community.

## Intentional Connections & Growth

The Access Connections program—formerly Business After Hours—was refreshed with a new approach to make networking more welcoming and effective. Each event now begins with a brief, structured program designed to give attendees shared context and conversation starters before transitioning into open networking. By reducing the intimidation of walking into a room of strangers, Access Connections encouraged more authentic dialogue and stronger relationship-building among Chamber investors.

Throughout the year, Access Connections events were hosted by community partners such as Alliance MOCVD and Alamance Country Club, blending relationship-building with timely discussions on advocacy, regional growth, and development. These gatherings reinforced the Chamber’s role as a convener where business leaders connect around shared priorities and community progress.

Complementing networking opportunities, the Chamber expanded its All Business Briefing program that provided investors with educational workshops and access to industry-leading professionals and practical tools. Sessions in 2025 focused on strengthening leadership skills, improving team communication, and equipping small businesses with financial knowledge to navigate complex challenges with confidence.



In 2025, the Alamance Chamber supported the rollout of Carolina HealthWorks, a new healthcare solution championed by the North Carolina Chamber and Blue Cross Blue Shield. The program is designed to help small businesses access more affordable coverage options. Chamber staff hosted learning opportunities for insurance agents and employers to better understand the program, reinforcing the Chamber’s commitment to workforce stability and practical solutions that support local businesses. Learn more at [alamancechamber.com/carolinahealthworks](http://alamancechamber.com/carolinahealthworks)

**Right photo:** Access Connections speakers Brian Francis, Lumin Strategies and Alyssa Morrissey, NC Chamber highlighted statewide advocacy efforts during the Access Connections program at Alamance Country Club.



**Below photo:** Loren Hill, Piedmont Triad Partnership was the featured speaker at Access Connections, hosted by Ember Coworking / Alliance MOCVD. Hill shared insight on regional growth and development with attendees.

Cyril NeSmith, Dual Vision shared tax tips and best practices for business owners at the January All Business Briefing Workshop.



## Signature Events Engagement at Scale

In addition to ongoing programming, the Chamber hosted several signature events that brought investors together at scale while offering high-value engagement opportunities.

In March, the ROAR Women’s Symposium welcomed more than 500 women from across the region for a day dedicated to personal and professional growth. ROAR centered on the theme “What’s Next,” encouraging conversations around navigating change, decision-making, and growth. Attendees heard powerful stories and lessons from featured speakers and the keynote, while a vendor marketplace showcasing 40 businesses and entrepreneurs created opportunities for networking, visibility, and support of women-owned enterprises. ROAR continues to serve as a cornerstone event that elevates leadership, connection, and inspiration for women in business.

The Chamber’s sold-out Annual Golf Tournament, presented by Edward Jones – Rachel Baldwin, provided another dynamic avenue for investor engagement. Sponsors were invited to set up interactive tables throughout the course, allowing for direct engagement with golfers and participants across the day. The tournament combined relationship-building, brand visibility, and friendly competition—creating a relaxed yet impactful environment for sponsors and investors to connect.

Together, these signature events, connection opportunities and workshops demonstrated the Chamber’s commitment to intentional, inclusive, and high-impact engagement, ensuring investors find value, connection, and opportunity at every level of participation.

2025 Annual Golf Tournament hosted at Mill Creek Golf Course.



## Milestone Celebrations

Throughout the year, the Alamance Chamber celebrated alongside its investors at meaningful milestones—from grand openings and anniversaries to new spaces, 31 ribbon cuttings, expansions, and renovations. These moments reflect the growth and success of our business community, and we are always proud to be there to recognize and celebrate our investors’ achievements.

*Poison Ivy Brewing was among the many businesses we welcomed in 2025, celebrating its grand opening with a ribbon cutting.*



**Right photo:** *Tyronna Hooker, Impact Alamance opened ROAR with a powerful message, setting the tone for an impactful day.*

**Below photo:** *The Chamber also participated in various groundbreakings throughout the year including the Transload Facility Groundbreaking in Mebane.*



## Full list of Award Recipients

**Duke Energy Citizenship & Service Award**

*Dr. David Johnson,  
Burlington/Mebane Pediatrics*

**Leader of Distinction**

*Kelly May, Glen Raven, Inc.*

**Community Visionary of the Year**

*Tracy Schmidt, Tanner's Wine Bar/Burlington  
Beer Works*

**Community Partner of the Year**

*Alamance Community College*

**Community Collaboration of the Year**

*Burton Logistics & Burlington Fire  
Department (Hurricane Helene Response)*

**Ambassador of the Year**

*Lisa Arnette, NC Works*

**Director of the Year**

*Tammy Myrick, TRM Consulting Group, LLC*

**Volunteer Committee of the Year**

*Advocacy Council (Led by Nikki Ratliff)*

**Entrepreneur of the Year**

*Michelle Spurlock, Upside Aerial & Fitness*

**Entrepreneur of the Year**

*Kyle Bundy, It's All Good Southern Kitchen*

## 2025 Annual Meeting — Showcasing Success & Looking Ahead

On January 28, 2025, the Alamance Chamber welcomed more than 200 investors and community members to the Alliance Convention Center in Burlington for the 2025 Annual Meeting — a signature event celebrating the Chamber's achievements and setting the tone for the year ahead.

Under the leadership transition from Griffin McClure (Green & McClure Furniture) to Ryan Moffitt (The Vernon Law Firm) as Board Chair, attendees reflected on the collective progress of 2024 and energized support for Chamber priorities in 2025. The evening, presented by Duke Energy and backed by key sponsors like Cone Health, Glen Raven, Inc., and Alamance Community College, underscored the region's collaborative spirit and commitment to economic growth.

The program featured a networking reception, a catered dinner, and an awards ceremony highlighting the outstanding contributions of local leaders, volunteers, and organizations. Highest honors of the evening included the Duke Energy Citizenship & Service Award, presented to Dr. David Johnson for his dedicated service to community wellness, and the Leader of Distinction Award given to Kelly May of Glen Raven, Inc.

**Right photo:**

*2024 Board Chair Griffin McClure,  
Green & McClure Furniture and  
2025 Board Chair Ryan Moffitt at the  
Alamance Chamber Annual Meeting.*



**Below photo:**

*Duke Energy Citizenship & Service  
Award Winner – Dr. David Johnson,  
Burlington/Mebane Pediatrics.*

2024 Award Winners recognized at the 2025 Annual Meeting.



## Advocacy

Throughout 2025, the Chamber strengthened its role as a leading advocate for the business community by delivering consistent, strategic, and member-focused advocacy at the local, state, and federal levels.

We kept members informed and engaged through regular advocacy updates, providing timely insights on legislative developments, policy trends, and issues affecting the local business climate. These communications ensured members remained aware of evolving policy discussions and equipped to understand their potential impact.

The Chamber deepened direct engagement with policymakers by organizing and participating in advocacy events at both the state and federal levels. These efforts included coordinated advocacy days, legislative briefings, and structured meetings with elected officials and agency representatives. Through careful preparation, including unified talking points and issue prioritization, we amplified the business communities voice and ensured a clear, consistent message on behalf of our investors.

Our advocacy councils and forums served as key platforms for member engagement, education, and dialogue. These meetings allowed members to hear directly about legislative priorities, federal and state initiatives, and local policy concerns, while also providing opportunities to shape the Chamber's legislative agenda.

Strategic planning and consultation throughout the year strengthened our long-term advocacy effectiveness. We established a clear framework for future advocacy efforts, supported leadership and staff in navigating complex policy issues, and reinforced a nonpartisan, business-focused approach to public policy engagement.

Looking ahead, the Chamber remains committed to expanding member engagement in advocacy, maintaining strong relationships with policymakers, and advancing policies that support a healthy, competitive, and thriving business environment.

### Alamance Chamber Guiding Principles

- Smart Taxation
- Sustainable Development
- Educated Workforce
- Available Workforce
- Affordable Healthcare

QR Code to visit our Advocacy Page online for a description of our Guiding Principles and 2025 Legislative Agenda



## New Advocacy Events & Initiatives

Last year, the Alamance Chamber expanded its advocacy efforts through several high-impact, relationship-driven events designed to elevate the voice of local business at the local, state, and federal levels.

The Chamber launched its first annual Legislative Breakfast, creating a new local forum for Chamber champions to engage directly with policymakers and subject matter experts. This invitation-only event provided attendees with insights into policy priorities affecting Alamance County and featured the presentation of the Chamber’s Legislative Agenda, reinforcing the Chamber’s role as a trusted convener on business issues.

At the state level, the Chamber strengthened its presence through an Advocacy Day in Raleigh, where members of the Advocacy Council met with state leaders and policy influencers to share priorities from the Chamber’s Legislative Agenda. This trip deepened relationships with elected officials and advocacy partners while ensuring Alamance County’s business interests were represented during key legislative discussions.

At the federal level, the Chamber hosted its first Washington, D.C. Fly-In in over a decade, with a delegation of business and community leaders marking a significant milestone in its advocacy work. The two-day experience brought business and community leaders directly to Capitol Hill to advocate for federal policies supporting economic development, workforce needs, and infrastructure. In addition to meetings with elected officials and national policy experts, participants gained broader insight into the federal policy landscape and strengthened connections that will support long-term advocacy efforts.

Together, these events reflect a strategic expansion of the Chamber’s advocacy program—creating meaningful opportunities for engagement, amplifying the voice of local business, and positioning the Alamance Chamber as a proactive leader in shaping policy conversations that impact the region’s future.

*Chamber Advocacy Day in Raleigh.*



**Above photo:**  
*Members of Advocacy Council in discussion with Senator Ted Budd.*

**Below photo:**  
*2025 Washington DC Fly-In participants pose on the rooftop of the U.S. Chamber building.*



## Advocating for Alamance County

### Trip Highlights:

#### Federal Advocacy

Alamance business and community leaders traveled to Washington, D.C. to champion key federal priorities impacting local businesses, workforce development, and infrastructure.

#### Capitol Hill Engagement

Delegates met with:

- Congressman Richard Hudson
- Senator Thom Tillis' staff
- Senator Ted Budd (constituent coffee)

Discussions focused on strengthening the regional business climate and supporting long-term economic growth.

#### National Policy Briefings

Participants received insights from national policy experts, including leaders from the U.S. Chamber of Commerce and federal budget specialists.

#### Exclusive Experiences

- Guided tour of the U.S. Capitol
- Visit to the U.S. Chamber of Commerce
- Networking with peer business leaders

#### Fly-In Participants:

Ryan Blackledge (Cone Health), Brian Francis (Lumin Strategies), Reagan C. Gural (Alamance Chamber), Kelly Roberts (Alamance Chamber), Chad Boore (Cone Health Alamance Regional), Sarah Hardin (Alamance Community College), Sara Cloud (Alliance MOCVD), Tracey Grayzer (Impact Alamance), Ryan Moffitt (Vernon Law Firm)



## Leadership Development and Education Partnerships

In 2025, the Alamance Chamber continued to connect professionals and students in Alamance County with meaningful leadership development opportunities, while also deepening our relationships with education partners and strengthening how they receive support and shared guidance alongside the local business community.

### Key numbers and quick hits

**115** attendees at the 41st Annual Community Leaders' Retreat

**107** new graduates of the Alamance Youth Leadership Academy

**1** annual flagship fundraiser established with over \$25,000 raised for the organization by 5 members of the Leadership Alamance Class of 2025

**Over 27,800** items collected in the 2025 Classroom Collection Campaign

**120** visits by teachers and career development coordinators during Tuesday Tours

**Over \$55,000** invested in our top teachers as part of the Excellence in Education program

*Alamance Youth Leadership Academy 7th Grade Cohort at Summer Institute, June 2025.*

## Program Highlights

### ACC's Brandon "Bo" Williams

The Alamance Youth Leadership Academy (AYLA) empowers youth through civic engagement and leadership development to strengthen Alamance County. Founding members identified middle school as a critical period for personal growth and an ideal time to engage seventh- and eighth-grade students in leadership and service. Serving more than 200 students from ten local middle schools, AYLA is made possible through strong partnerships with the Elon University Center for Leadership and the Alamance-Burlington School System, as well as support from its Founding Sponsor, Labcorp.

Three times each year, AYLA brings all chapters together for joint events designed to further develop students' leadership and project-planning skills. These events provide opportunities for students to exchange ideas with peers and faculty advisors, build relationships with fellow AYLA participants from across the county, and connect with current community leaders through interactive workshops and discussions.

In spring 2025, Alamance Community College (ACC) expanded its partnership with AYLA by hosting the February Joint Event. The ACC team curated a full day of engaging workshops and activities that introduced students to college programs, leadership styles, and goal-setting strategies. In addition, community partners enhanced the experience: Labcorp led sessions on communication and marketing, while the State Employees' Credit Union presented its "Reality of Money" simulation, encouraging eighth-grade students to think critically about financial literacy. A highlight of the day was the LEADER t-shirts generously provided to every student by ACC.

ACC has continued to play a vital and growing role as an AYLA partner. This summer, the college led an entire day of programming during the AYLA Summer Institute, which introduces newly selected seventh graders to the AYLA curriculum during a week-long experience at Elon University. ACC's Bo Williams, Youth Program Coordinator, also served as the community speaker at the November 2025 Joint Event, sharing his personal leadership journey with students. We are deeply grateful to Alamance Community College for its continued support of our youth and its meaningful partnership in AYLA programming



## Excellence in Education Teacher of the Year

On Tuesday, May 6, 2025, the Alamance Chamber was honored to once again host the Excellence in Education Awards Program after several years away. This event recognizes outstanding teachers from across the community and names the Alamance-Burlington School System (ABSS) Teacher of the Year. The Chamber firmly believes that good education is good business and that classroom teachers are at the heart of student success. With a long history of supporting education in Alamance County, the return to celebrating our Teachers of the Year marked a meaningful milestone for both our organization and the community.

The Excellence in Education Gift Package is generously donated each year by a wide range of Alamance County businesses and organizations. Each of the 42 recognized teachers receives a monetary award and a gift basket, with increased levels of support as teachers advance to semi-finalist and finalist status. The ABSS Teacher of the Year receives an enhanced package that includes a classroom makeover, funding to attend national professional development, an international trip with fellow educators through Go Global NC, cash awards for both the teacher and their school, and an array of additional gifts. Despite a pause in the program in recent years, 42 contributors, including businesses, nonprofits, and individuals, eagerly stepped forward to support our educators, resulting in a total prize value exceeding \$55,000. Major supporters include the Alamance Community Foundation, American Honda Motor Co., Inc., Elon University, Glen Raven, Inc., Impact Alamance, Labcorp, and Samet Corporation.

This year's Teacher of the Year, Windy Lampson, is a visual arts teacher at Southeast Alamance High School. She has spent eighteen years in education, including sixteen years with ABSS, and is "recognized by peers and students for her creativity, leadership, and commitment to student growth through the arts," according to the school system. As Reagan C. Gural, President & CEO of the Alamance Chamber, shared, "Each year, this event reminds us of the incredible talent and heart our educators bring to their work. Windy Lampson exemplifies what it means to be a teacher-leader—someone who uplifts students, colleagues, and our entire community through her commitment to education and the arts."



**Above photo:**  
ABSS Teacher of the Year Windy Lampson with Dr. Aaron Fleming, ABSS Superintendent, at the Excellence in Education Awards Program, May 2025.



**Right photo:**  
Leadership Alamance Class of 2025 cohort members on Public Safety Day, March 2025.



# Innovation & Entrepreneurship Year End Summary

Throughout 2025, the Chamber advanced innovation and entrepreneurship efforts across Alamance County through direct business support, inclusive grantmaking, ecosystem coordination, and long-term program development. In total, 47 Alamance County entrepreneurs received direct technical assistance, reflecting continued demand for individualized guidance and the Chamber’s central role in the local small business ecosystem.

The third cycle of the Small Business Grant Program closed with 35 applications (20 Launch, 15 Growth), including 31 eligible applicants. The applicant pool demonstrated strong diversity, with participation from Black-, female-, Hispanic-, Native American-, and veteran-owned businesses. Following three rounds of competitive review by local small business experts, the Chamber awarded \$75,000 to 12 local businesses at the 2025 Small Business Grant Awards Lunch. The Impact Grant Program also completed its 2025 application cycle, receiving eight applications from businesses across Burlington, Graham, and Elon. Three companies advanced to the second round of this competition and will compete for a \$25,000 award in a pitch event on January 22, 2026.

Programming for women entrepreneurs expanded through the ElevateHER series, with multiple events hosted at the Chamber and community locations. Participants fostered peer connections, learned about local resources that support their enterprises, and gained visibility as local female entrepreneurs. Planning is underway for continued meet-up events in the coming year.

The Chamber strengthened its leadership role within the entrepreneurial ecosystem by leading research on Hispanic-owned small businesses conducted with Campus Alamance and Alamance Dream Center interns to inform development of a bilingual business hub; and ongoing collaboration with Elon University, Alamance

Community College, and ACC’s Small Business Center. Planning continues for a potential small business incubator and a county-wide Small Business Expo in 2026.

Efforts to improve access to capital included participation in planning discussions to restructure the Opportunity Alamance Loan Program. The loan program remains on hold pending a new lending partner. Additional outreach included meetings with SBA representatives to support businesses impacted by Tropical Storm Chantal and with state and federal partners to explore export assistance.

Collectively, these efforts reflect sustained progress toward a more connected, inclusive, and resilient entrepreneurial ecosystem in Alamance County.

## By The Numbers

- 47** Alamance County Entrepreneurs received direct assistance
- 35** Applications received for the 2025 cycle of the Chamber’s Small Business Grant Program
- 12** Alamance County Entrepreneurs received funding from the Chamber’s Small Business Grant Program
- 8** Eligible Alamance County businesses applied for the \$25,000 Impact Grant
- 3** Alamance County Entrepreneurs advanced to the pitch round of the Chamber’s Impact Grant Program



*At the Chamber's 2025 Annual Meeting, two recipients of the Entrepreneur of the Year were recognized: Kyle Bundy (right), owner of It's All Good Southern Kitchen Michelle Spurlock (left), owner of Upside Aerial Arts & Fitness.*



## Workforce Development

Workforce Development has been a continued focus for the Alamance Chamber this year. Over the course of 2025, the definition of workforce development has expanded to include topics like childcare, housing, and transportation access. These topics and more have been discussed and presented during our bi-monthly Education & Workforce Council meetings. These meetings are an opportunity for Chamber Investors to engage with one another as we focus on Barriers to the Workforce as an overarching topic. Topics and speakers included access to childcare and NC Child, barriers applicants face at the beginning of the job search with speakers from PTRC and NC Works, as well as difficulties with transportation access and access to mental health services.

Our team remains engaged in our local workforce arena through the Alamance-Burlington School System and its CTE program, particularly as it pertains to youth engagement with apprenticeship. Through Apprentice Alamance, the Alamance Chamber has been able to provide business access directly with students and their families to better highlight local career opportunities and the support systems that are in place. This partnership is also reliant on the Alamance Community College. Throughout the year the college, with Chamber participation, has continued to lead regional and Alamance County-specific conversations for improved and more aligned services to benefit our local businesses and industries.

## Apprentice Alamance

The Chamber's engagement with Apprentice Alamance continued in 2025 with participation of recruitment, orientation, and the celebration of the annual apprenticeship signing and graduation ceremony. With delegates from ApprenticeshipNC, Alamance Community College, and Alamance-Burlington School System, Chamber staff represented the business community by emceeding the event and ushering in a new class of youth apprentices.

Apprentice Alamance continues to be an opportunity for businesses of all sizes who seek a unique way to grow a dedicated and talented team for their own workforce. Through increased brand awareness and community engagement, the Chamber hopes that additional businesses – those who are manufacturers and who represent other industries – will be able to capitalize on the support and momentum that is apprenticeship in North Carolina.



*Apprentice Alamance students engage with one another between classes, learn from industry mentors on the job, and earn while they learn at Alamance Community College.*





**Above photo:**  
*Celebrating North Carolina as the #1 State for Business prior to the Mebane Waste Water Recovery Facility Groundbreaking.*



**Left photo:**  
*Industry peers gather for networking and discussions at Alamance Industrial Alliance meetings.*



**Below photo:**  
*Pre-apprentices considering joining the 2025 Apprentice Alamance cohort and their industry mentors.*

## Existing Industry/Access Growth/ Alamance Industrial Alliance

Throughout the year the Chamber works to connect peer industries together, building relationships and bridges across Alamance County and the greater business community in the piedmont. This year the Alamance Industrial Alliance gathered for networking and learning opportunities, notably at Elon University to explore the school of engineering and ways that companies can engage with the senior engineering capstone – SPEED. By connecting companies with state and local expansion support, coordinating visits with area partners, and encouraging engagement from elected leaders, the Chamber team works to identify industrial business needs related to workforce, challenges and threats the business may be facing, and the successes and advancements that can too easily be overlooked.

Our work outside of the community is dedicated on highlighting not only the fantastic businesses that exist in Alamance County, but to generate attraction for new investment and development in our towns and cities. In 2025, Alamance Chamber team members spoke to realtors groups in the Triad and Triangle, highlighting our industrial properties and development opportunities that are available for businesses of all sizes. We also took to the road, participating in the North Carolina booth at SelectUSA, the US Department of Commerce’s largest foreign-direct-investment convention.

Ultimately, our local pride is what keeps us going. This year we were host to the EDPNC NC100 event, bringing in economic development and community leadership from across the Piedmont region for the benefit of our community. We also celebrated industry-supporting infrastructure development and investments, like a new City of Mebane water tower and a groundbreaking for the city’s expanded wastewater treatment facility.

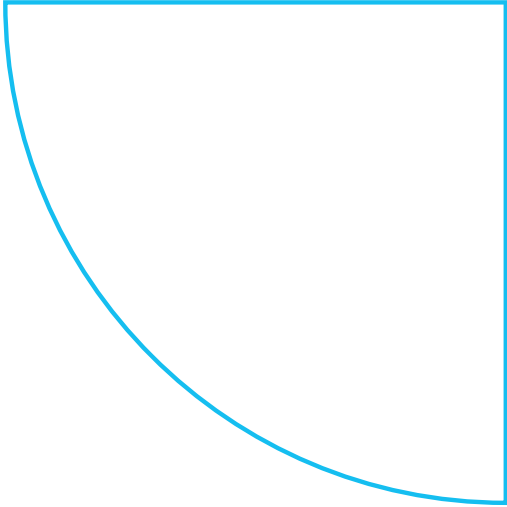
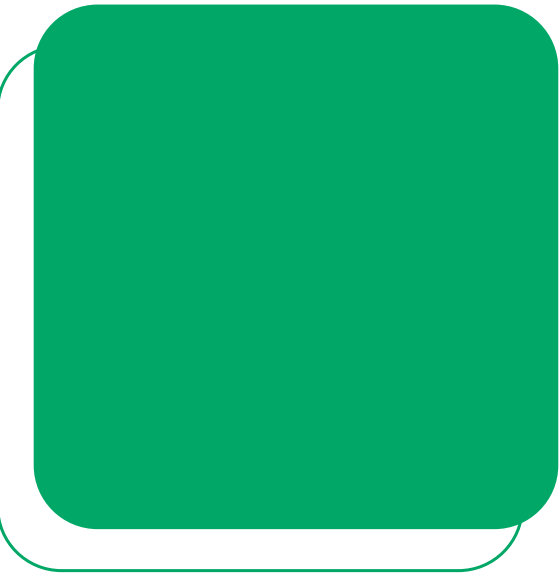






Thank you to Katie Smith Photography, PSP Group, York's Photography Studio and Aaron Moon Photography for providing photos featured in the 2025 Annual Report.





office **336 / 228 1338**

email **info@alamancechamber.com**

web **alamancechamber.com**

**610 S. Lexington Ave  
PO Box 450  
Burlington, NC 27215**

