

NEWSLETTER

Managing Stress as an Entrepreneur



Many entrepreneurs anticipate challenges when they venture into becoming a business owner. Several expect struggles to come from the day to day task of running a business like hiring staff, recruiting clients, obtaining contracts, etc. Many do not expect the struggles to turn into stress and rarely do entrepreneurs know how to juggle the business and manage the stress. According to (Peak, 2023) "...stress and business ownership go hand in hand. In a 2021 survey of small business owners, 52% said they felt stressed over the course of the year, which is an increase of 7% from 2020...Learning how to deal with stress may be as important to your long-term business success as learning how to make a profit. In fact,

failure to manage stress can kill you, as past studies have demonstrated".

Business ownership does not have to be overwhelming. There are ways to manage stress and maintain a work-life balance. Here are a few ways to reduce stress :

- Discovering the work-life balance
- Knowing the dangers of on-the-job stress
- Knowing how to manage stress
- Creating better business management for fewer incidences of work stress



To assure the small businesses of Virginia Beach are aware and receive the support to manage stress, the HIVE Business Resource Center is offering several trainings, support services, and resources to make ownership easier.

References

Peak, S. (2023). Stress Management Key to Keeping Business (and Owner) Alive. <https://www.businessnewsdaily.com/119-stress-management-business-owner.html>



COME THRIVE AT THE HIVE BUSINESS CENTER

Banker on Call
(One-on-One Sessions)

Atlantic Union Bank
Wednesdays
11:00 AM – 2:30 PM

Financial Advisor on Call
(One-on-One Sessions)
Raymond James & Assoc.
Wednesdays
11:00 AM – 2:00 PM

CPA on Call
(One-on-One Sessions)
Pixel Financial Group
Wednesdays
11:00 AM – 2:00 PM

Meet, Greet, and Grow Your
Network
BizConnect
April 3rd
8:45 AM – 10:00 AM

Marketing Master Class
The SWaM Office
April 5th
11:00 AM – 5:00 PM

How to Achieve Your Best
While Dealing With Stress

Unique Vibes
April 10th
6:00 PM – 8:00 PM

Attracting and Retaining
Employees
SBSD
April 11th
12:00 PM – 1:30 PM

Lawyer on Call
One-on-One Sessions
Archangel Law Group PLLC
April 13th
9:00 AM – 12:00 PM

Making Quickbooks a DCAA
Compliant Accounting
System
(Lunch & Learn)
PTAC
April 13th
12:30 – 2:00 PM



COME THRIVE AT THE HIVE BUSINESS CENTER

Introduction to Digital Marketing

BE Suite

April 17th

6:00PM – 8:00PM

Business Credit Made EAZI: Providing the Foundation Tools For Your Business

Business Made EZI

April 18th

6:00 PM–8:00 PM

1 Million Cups

April 19th

3rd Wednesdays

9AM

Website Optimization and Search Engine Optimization

BE Suite

April 19th

6:00 PM– 8:00 PM

Dive Into Entrepreneurship

SCORE

April 20th

9:00 AM– 11:00 AM

How to Use Your LLC (Dinner & Learn)

Pixel Financial Group

April 24th

6:00 PM– 8:00 PM

Next Step: Non-Profits and the IRS

VBOC

April 26th

10:00 AM– 1:00 PM

Marketing to the Government: Veteran Certifications

PTAC

April 26th

12:00 PM –1:30 PM

Introduction to QuickBooks

Pixel Financial Group

April 26th

6:00PM–8:00PM

The Four Work Languages

Enjoying Life Coaching

April 26th

6:00 PM – 8:00 PM



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.

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**.

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.

EXPAND 757 SMALL BUSINESS LOAN PROGRAM

LISC HAMPTON ROADS IS OFFERING 0% INTEREST, NO-FEE LOANS TO SMALL BUSINESSES, WITH PRIORITY CONSIDERATION TO MINORITY-, WOMEN-, VETERAN-, AND IMMIGRANT-OWNED SMALL BUSINESSES.

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.

WOMEN OF COLOR GRANT PROGRAM

CREATED IN COLLABORATION WITH THE TORY BURCH FOUNDATION, GOLDMAN SACHS' INVESTMENT INITIATIVE ONE MILLION BLACK WOMEN, THE PROGRAM AWARDED 150 SMALL BUSINESSES \$10,000-\$20,000.



SMALL BUSINESS GRANTS & LOANS

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.

KINETIC BUSINESS BY WINDSTREAM BLACK BUSINESS SUPPORT FUND GRANT

IF YOU LIVE IN A WINDSTREAM SERVICE AREA, YOU CAN APPLY TO RECEIVE A YEAR OF FREE INTERNET AND A GRANT OF UP TO \$2,500. APPLICANT BUSINESSES MUST HAVE BLACK OWNERS AND 25 OR FEWER EMPLOYEES.

IFUNDWOMEN UNIVERSAL GRANT APPLICATION DATABASE

IFUNDWOMEN IS A GRANT MARKETPLACE THAT SPECIALIZES IN FUNDING AND COACHING FOR WOMEN-OWNED BUSINESSES. YOU CAN SUBMIT ONE APPLICATION AND WHEN IFUNDWOMEN ADDS A GRANT FROM AN ENTERPRISE PARTNER, IT WILL MATCH THE PARTNER'S GRANT CRITERIA TO APPLICATIONS WITHIN THE DATABASE.

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.

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.

VERIZON SMALL BUSINESS DIGITAL READY

OUR PROGRAM HELPS SMALL BUSINESSES THRIVE BY OFFERING FREE AND QUICK ONLINE BUSINESS COURSES ON MARKETING, FINANCE, EFFICIENCY AND MORE, AS WELL AS NETWORKING AND EXPERT COACHING.

VIRGINIA TOURISM GRANT CORPORATION GRANTS

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

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 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.

WALMART FOUNDATION GRANTS

WALMART PROVIDES GRANTS SPECIFICALLY FOR NONPROFITS. THE GRANTS ARE NOT A FIXED AMOUNT BUT FALL INTO TWO RANGES. THE COMMUNITY GRANT PROGRAM IS FOR LOCAL NONPROFITS AND IS BETWEEN \$250 AND \$5,000. THE NATIONAL GIVING PROGRAM IS FOR NATIONAL NONPROFITS AND AWARDS GRANTS FOR \$250,000 AND ABOVE. THE GRANTS ARE GIVEN TO NONPROFITS THAT FOCUS ON OPPORTUNITIES, SUSTAINABILITY, OR COMMUNITIES.

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.

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.

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.

FEARLESS STRIVERS GRANT CONTEST

THE FEARLESS FUND, IN COLLABORATION WITH MASTERCARD, OFFERS \$10,000 GRANTS TO BUSINESSES OWNED BY BLACK WOMEN THROUGH THE FEARLESS STRIVERS GRANT CONTEST. THE WINNERS ALSO RECEIVE DIGITAL TOOLS TO HELP THEM GET AND SUSTAIN THEIR BUSINESSES ONLINE AND ONE-ON-ONE MENTORSHIP WITH A MASTERCARD SMALL-BUSINESS MENTOR.

ONE-STOP-SHOP

In-House Resource Partners

(By Appointment Only)

LAWYER ON CALL
ARCHANGEL LAW GROUP PLLC

3rd 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

Wednesdays
11:00 AM – 2:00 PM

BANKER ON CALL
ATLANTIC UNION BANK

Wednesdays
11:00 AM – 2:30 PM

SCORE

Tuesdays – Thursdays
9:00 AM – 12:00 PM

CPA ON CALL
PIXEL FINANCIAL GROUP

Wednesdays
11:00 AM – 2:00 PM

SWAM BUSINESS OFFICE

Monday – Friday
8:00 AM – 5:00 PM

VIRGINIA PROCUREMENT
TECHNICAL ASSISTANCE
CENTER (PTAC)

Wednesdays
9:00 AM – 4:00 PM

HAMPTON ROADS
WORKFORCE COUNCIL

Monday – Friday
8:00 AM – 5:00 PM

1 MILLION CUPS

3rd Wednesdays
9:00 AM

ONE-STOP-SHOP

Wednesdays

Appointments Required

*Get all your business needs met
at the HIVE*

FINANCIAL ADVISORS

Meet with a financial expert
and get answers to financial
questions or issues

CERTIFIED PROFESSIONAL ACCOUNTANT

Meet with a CPA to discuss
business financial and tax
questions

*Tax filing not available

BUSINESS COUNSELING SESSIONS

Meet with a business coach to
get business questions
answered

PROCUREMENT ASSISTANCE

Meet with a government
procurement coach to
obtain government
certifications and contracts

FINANCIAL INSTITUTIONS

Meet with a banker from
Atlantic Union Bank and discuss
lending opportunities

PITCH COMPETITIONS

1 Million Cups provides the
opportunity to present your
business idea to a panel of
specialist and connect with
resource partners

UPCOMING Opportunities

VENDING AND CONTRACTING OPPORTUNITIES



VB SWaM Office
Current Solicitations

Virginia Beach Purchasing
Division
Vendor Information

Virginia
Contracting Opportunities

Federal Government
Contracting Opportunities

MINORITY BUSINESS COUNCIL

SPRING CONTRACTORS ROUNDTABLE



THURSDAY
APRIL 13



TIME
1PM - 4PM



ATC VIRGINIA BEACH
1800 COLLEGE CRESCENT



JOIN THE MBC FOR INFORMATION ON UPCOMING
CONSTRUCTION PROJECTS IN HAMPTON ROADS AND THE
AVAILABLE SUBCONTRACTING OPPORTUNITIES

REGISTER AT: WWW.VBGOV.COM/MBC

Are you interested in Virtual Reality Training for your business?

Jobs for the Future is offering a no-cost, six-month opportunity for small business to bring VR trainings to their companies.

If you have 50+ employees and are in the following industries, contact us today!

Healthcare
Manufacturing
T&I
Utilities
Construction



Find a more detailed overview of the virtual reality training opportunity [at this link](#).



Building a
Future
That Works

For more information, contact cazeez@jff.org



DEMANDSTAR ADVERTISED OPPORTUNITIES

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

COME JOIN US!

ECONOMIC UPLIFT CAPITAL ACCELERATOR PROGRAM

FACILITAED BY
AGH ADVISORY SERVICES

The Virginia Beach SWaM Office is proud to present The Economic Uplift Capital Accelerator (EUCA)- an intensive 8-week program to promote growth for businesses that serve emerging communities through enhanced access to capital, business networks, and supply chains to helping fuel more equitable economic growth & wealth building in the region.



CITY OF
VIRGINIA
BEACH



Registration Opens:
April 5, 2023



vb.gov.com/swam

FRIENDLY REMINDER:

THE HIVE CAN ASSIST
WITH THE FOLLOWING:

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

Marketing Master Class

Wednesday, April 5, 2023

Perfecting Your Pitch | 2 - 5 pm

Presentation and opportunity to book a 15-minute one-on-one meeting with Kevin Gatlin! Founder & CEO of Playtime Edventures LLC. Kevin has been featured on Good Morning America, Headline News, and QVC.



Kevin Gatlin



Simon Matthews, MBA

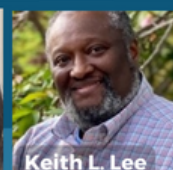
Marketing & Branding Lunch & Learn!

12 - 1:30 pm (Registration Required)

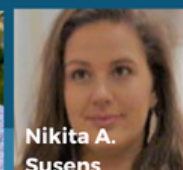
Presented by Simon Matthews, MBA, Marketing Strategist and CEO of Open Door Media Solutions LLC. Learn how to leverage foundational marketing and branding concepts in your business!



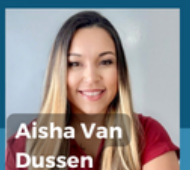
Lavera G. Tolentino
Purchasing Manager



Keith L. Lee
Minority Bus. Coordinator



Nikita A. Susens
Minority Bus. Coordinator Asst.



Aisha Van Dussen
SWaM Compliance Specialist

Doing Business with the City of Virginia Beach | 11 - 12 pm

Presented by the Finance/Purchasing Division and the SWaM Business Office

Want to do business with the City? Come early for a presentation from our experts.

Register Online by **4/3/2023**



www.vbgov.com/swam



Finance/Purchasing
Division and The SWaM
Business Office

Sponsors



ALMIGHTY
MEALS
www.almighty-meals.com

Location: The HIVE in VB
140 Independence Blvd., VA 23462

MONTHLY HIGHLIGHT



BUSINESS HIGHLIGHT

THE DESTRUCTION ROOM

OWNERS SARAH AND AARON POPE

The Destruction Room was created in 2017 to provide organic stress relief, team building, and unique entertainment for the community. Sarah and Aaron are the owners who are four generation locals to Virginia Beach. Initially Sarah left teaching in public schools to start a business called Ebbing Tides Tours and Aaron a serial entrepreneur had a seasonal lawn care, trash removal and Stand Up Paddle Board Shop. Aaron's biological mother committed suicide when he was four years old, so it's been his life mission to help people let go of life's stress. Sarah has been passionate about helping the environment, all things science, and the outdoors since she was a little girl. They found a way for both of their passions to match and start the Destruction Room. In the back of Aaron's paddle board shop the Destruction Room was created. The Pope's stated that "We will likely never be rich, but we are happy to help people let out some stress and teach people about the environment on Stand Up Paddle boards, and that makes us the riches couple on earth".



MONTHLY HIGHLIGHT



RESOURCE PARTNER HIGHLIGHT

Enjoying Life & Leadership Coaching

Owner, Kimberly Frazier

Kimberly is a seasoned Leadership and Life Coach Expert with over 20 years of experience who partners with businesses and organizations to increase self-awareness and promote overall success in their careers. She uses a number of tools to enhance the coaching process including: Self-assessments, 360 feedback, performance reviews, and one-on-one leadership and life coaching. Kimberly is passionate about increasing "Work-Life Balance" in the workplace. Serving with leaders of Fortune 500 companies, Kimberly has a proven track record in coaching executives in leadership skills, communications, and managing large teams. Her services at Enjoying Life & Leadership Coaching cater to all businesses and organizations, first-time and tenured leaders and employees.



The HIVE Business Resource Center
140 Independence Blvd., Suite 100
Virginia Beach, VA 23462

www.yesvirginiabeach.com/thehive

thehive@vbgov.com

(757)385-2470