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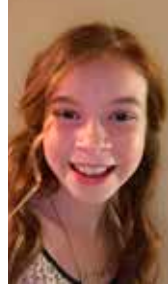
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We are excited to be able to bring back the **Stroll Resident Art Show!** This event will be in April; we are thrilled to partner with the **Virginia Physicians for Women** to host our artists and residents. As always, we are continuously looking for content; if you have ideas, please email me at hallsley.content@strollmag.com; we would love to publish your story!

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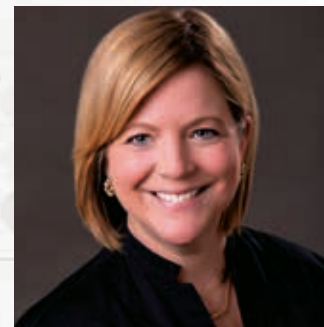
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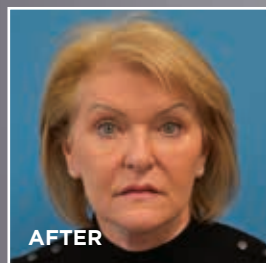
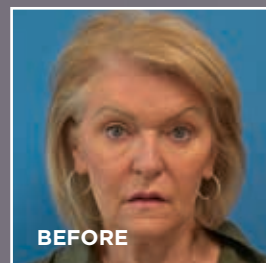
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Lindsay Harris, Leader Haven Founder, helps leaders rediscover joy and dismantle dysfunction.

BY NICK FESSICK



Lindsay Harris knows the woes of business ownership and team leadership. A native of the textile town of Danville, Virginia, she boasts 20+ years of corporate and nonprofit experience in a variety of roles, from engineering and business planning to senior leadership and conflict management.

“I began to see recurring themes—top-level leaders rarely had safe space to be completely transparent about their challenges. They struggled in silence and suffered personally, which can quickly impact team health.”

So, Lindsay decided to change that.

In 2022, she launched **Leader Haven**, a consultancy designed to help leaders

rediscover joy and eliminate team dysfunction.

Through Leader Haven, Lindsay provides one-on-one coaching, team workshops, and unique group experiences. As a Positive Intelligence Coach™, a ThriveHer Passport Business Coach, and a Certified Working Genius Facilitator, her unique approach pinpoints the work that brings you the most joy and fulfillment and tackles the challenges that prevent it.

When asked about her advice to struggling leaders, Lindsay shared, “The first step is often the hardest. I know this from experience. **But commit to taking it.** That one step becomes the first of many that will bring you relief and eventually...JOY.”

According to Lindsay, this impact extends beyond the workplace, influencing marriages, parenting, and relationships. Leader Haven cultivates environments where people thrive, leading to optimal results...**everywhere.**

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6 Sneaky Leadership Habits That Are Silently Killing Morale

BY LINDSAY HARRIS, LEADER HAVEN CEO & FOUNDER



If you're anything like me, you're juggling a million things while trying to run your business, maintain a great culture, and drive performance.

But sometimes, it's the sneaky, harmful habits that creep into our leadership and turn those well-intended juggling acts into a house of falling cards. In a space where details matter, it's crucial to identify and combat these tendencies.

Here are six habits that deserve your attention:

IGNORING YOUR OWN SHORTCOMINGS

We can't expect to grow if we're not willing to see ourselves—warts and all. Your team notices those warts even if you don't. **Make a habit of asking for feedback**, and even if it stings, absorb it. It not only fuels your personal development but also creates an atmosphere of trust and openness.

ASSUMING TEAM MEMBERS WILL ALWAYS VOICE CONCERNS

Your openness to feedback doesn't guarantee that everyone else will feel comfortable giving it. Sometimes the quietest person in the room has the most valuable insights but is too intimidated to speak up. **Make your workspace a sanctuary for open dialogue**—invite concerns and actively listen. This will solidify trust and build a culture of continuous improvement.

NEGLECTING INDIVIDUAL CHECK-INS

Team meetings are great, but they don't replace one-on-one conversations. **Checking in individually is like laying bricks for a strong foundation.** These conversations can address specific concerns, celebrate wins, and build bonds that create team cohesion. Be mindful—a check-in should be a dialogue, not a monologue. Listen as much (or more) than you talk.

DISMISSING TEAM BUILDING AS EXPENDABLE

When budgets are tight, team-building activities seem like the fluff you can cut. But team building is an investment, not an expense. It **breaks down walls and fosters a sense of unity.** So, whether it's a group retreat or just a fun afternoon, make it happen. The ROI on team dynamics will surprise you.

BELIEVING 'EVERYTHING IS FINE'

Ah, the comfort zone—the place where nothing ever grows. Artificial harmony might make life feel cozy, but

it's a breeding ground for distrust and disengagement. Acknowledge that everything is not always fine and pave the way for healthy conflict and conversations. **It's through these tough discussions that breakthroughs often occur.**

UNDERESTIMATING THE IMPACT OF UNADDRESSED ISSUES

As a leader, you set the tone. If you brush things under the rug, your team will too. Unaddressed issues become the elephant in the room that everyone tiptoes around, but nobody confronts, creating an undercurrent of tension and inefficiency. Don't be *that* leader.

Changing any habit—let alone a leadership habit—takes practice, patience, consistency, and accountability. If you're thinking, “Who's got time for self-improvement when I'm just trying to keep the ship afloat?”—consider a trusted mentor or coach to challenge your thinking and provide an objective perspective.

There's no one-size-fits-all approach. But the willingness to dig deep, confront these sneaky habits, and commit to change can transform the leader you are into the leader you aspire to be.



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Celebrations of Yesteryear

1998 Big South Champions - Radford reunion celebration

In July of last year, Hallsley's Fleetwood Road was buzzing with warm celebrations of yesteryear. A quarter century ago, Radford University made their debut in the NCAA Tournament by winning the Big South Championship. They earned Radford an automatic bid into the "Big Dance" where, as a #16 seed, they were paired against star-studded #1 seed Duke.

To commemorate the 25th anniversary, Ryan & Bethany Charles threw a backyard pool party at their home where the players, coaches, team managers, and sports



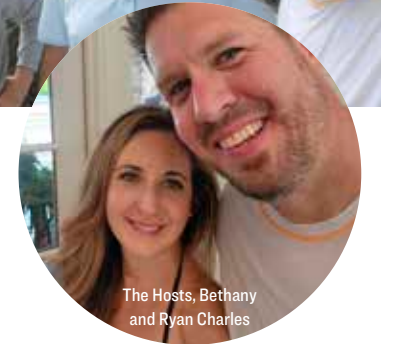
ESPN's Marty Smith (2nd from left), a Radford Alum, was in the house for the event.



Everyone crowded around the TV to relive the last second buzzer shot moment!



Jon Belt, Ryan Charles, Coach Ron Bradley, Kevin Robinson, and Corey Reed showing off the hardware



The Hosts, Bethany and Ryan Charles

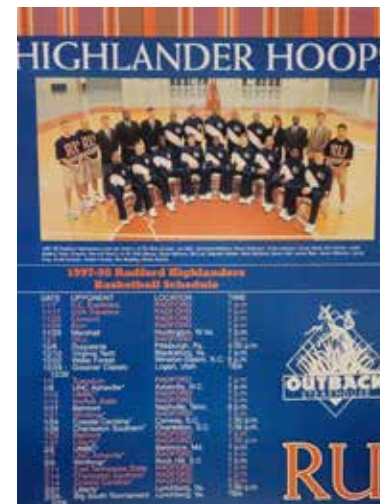
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information personalities, along with their friends and family, came from as far away as Texas and Arizona to party the afternoon away. It was an event for the ages, full of storytelling and reminiscing and complete with a Fireside Pizza food truck and a surprise pool house showing of the ESPN-televised 1998 Big South Championship game, where the Radford Highlanders beat the UNC Asheville Bulldogs on a last second shot at the buzzer.

Ryan Charles, one of Stroll's long-term supporters, has a March Madness message for Hallsley. It is officially time to "hoop" it up. A basketball story from a resident is appropriate to inspire all the basketball fans for the 2024 March Madness Tournament.



Stroll Hallsley has a raffle prize for March Madness. Send us a picture of you at your favorite team's game or celebrating with your team swag on for an opportunity to win a sports massage at Atteville Massage and Wellness. You can send your pictures directly from your phone to hallsley.content@strollmag.com or Scan the code to share your photo or tag us at @strollhallsley on Instagram. Please use hashtag #HallsleyMarchMadness.



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Meet Turkey Trot Winner - **REHAAN JAIN**

BY GENEVIEVE KADE

Rehaan Jain is a student at Maggie L. Walker Governor's School. He's 17 years old and runs both Cross Country and Track. There are many things that have gotten him here today, like his coaches and training. Before we get into that, let's learn how he started running in the first place.

Jain first started his running journey back in eighth grade, but thanks to the presence of the Cross country program and his mile times, he was asked to try cross country. After his first season, he decided that he loved it and that would continue it. When Rehaan entered high school, he got onto both the Cross country and Track varsity team.

He usually runs a 5k for cross country, and runs the 1600m and 3200m for Track and field. He also sometimes runs the 800m and 1000m. Jain has traveled to multiple parks and venues, and he's also been to North Carolina for Nike Cross Country Regionals. The farthest he's ever traveled for cross country was to Louisville, Kentucky for the USATF Cross Country Junior Olympic Championships. He finished on the All-American team, and his team placed 3rd nationwide.



One person who has gotten Rehaan here is his coach Jim Holdren, who has coached multiple college teams. What he likes most about running is that the work he puts in is the performance that comes out of it. For example, he came into high school, hoping to break the record of 18:00 minutes in the 5k and ended up obliterating the record, shortening it to 16:09. One unforgettable moment was when The Dragons (his team) won the 2023 VHSL Class 3 Cross Country State Championships. It was the first time ever that his school had won a state championship in Class 3. Finally, Rehaan's biggest tip for runners is to stay consistent.

If you are an athlete and would like to share your story contact us at hallsley.content@strollmag.com.

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Student Writer Breakfast

BY NIKI KENDALL

The student breakfast was a wonderful experience put together by the publisher of Stroll! I think it was great because I got to see a couple of student writers just like me. Talking to them about their thoughts and perspectives on writing was fascinating. We're all different ages, so it was nice to ask each other about school and hobbies. We talked about our interests and what kind of topics we enjoy writing about. We discussed new topics we wanted to try. Everyone had such good questions and tips that helped me. I hope I can meet with everyone again soon!



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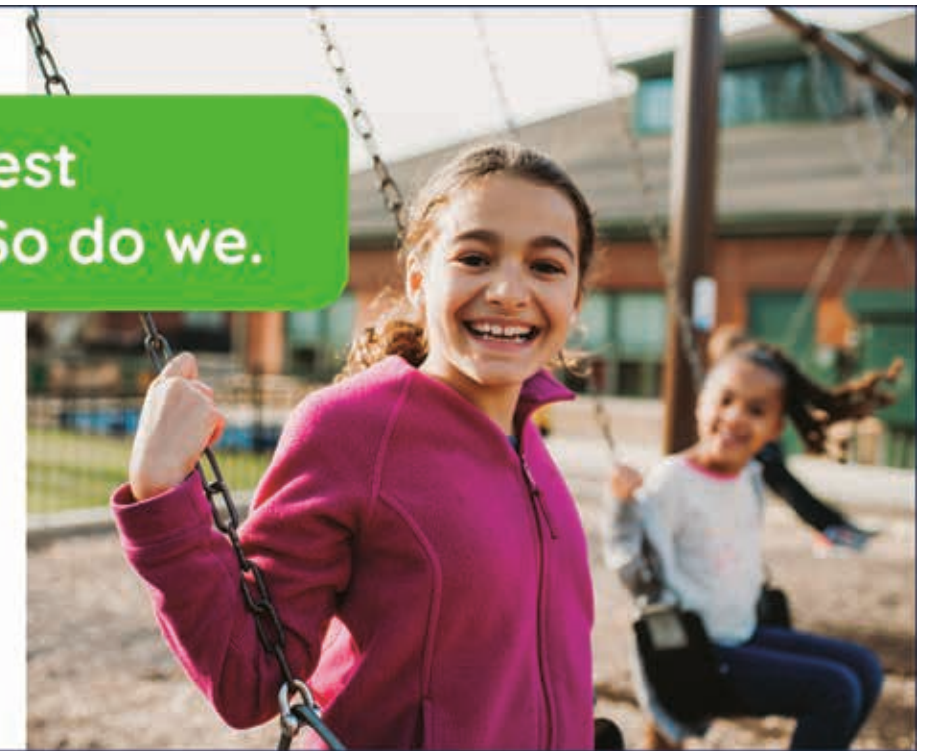


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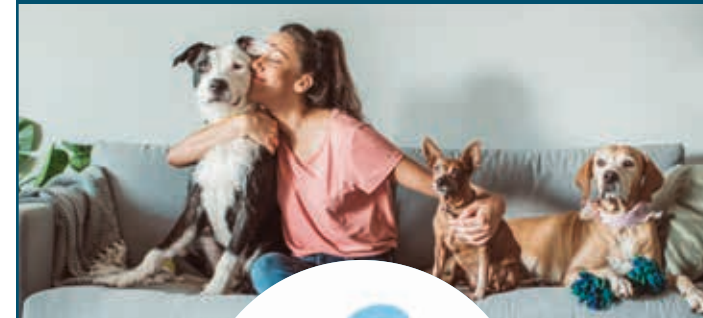


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THE
ERNEST
 FAMILY



THREE YEARS NEW
 IN HALLSLEY

BY ADITI NAIR



Chase Ernest

During the midst of the COVID-19 pandemic, the Ernest family moved to *Hallsley*. Their move into the neighborhood was sentimental not only because of a new chapter in their lives but also because of Ryan’s 40th birthday. It was a day of new beginnings in two similar yet different ways. Since the family’s move in April 2020, the Ernest family of four—Ryan, Allison, Coleton, Chase, and their three dogs Angie, Murphy, and Walley—have called Colwyn Bay home for about three years.

Ryan and Allison are full-time Psychiatry Mental Health Nurse Practitioners for Discovery Counseling and Consulting in the West End. Both Ryan and Allison are originally from Ohio—Ryan is from Hudson, Ohio, and Allison is from Cleveland, Ohio. However, Allison moved to Virginia when she was five years old and lived in Western Hanover for the rest of her childhood. As for education, Ryan received his Bachelor of Fire Science at Columbia Southern University. After his education, Ryan accepted a position at Richmond Ambulance Authority as a paramedic. Then, Henrico Fire

hired him, where he worked for ten years. Simultaneously, he also returned to school to obtain his Bachelor’s and Master’s of Nursing at Walden University, as he worked part-time in the Emergency Department (ED) at Memorial Regional Medical Center. As for Allison, she graduated from Bon Secours School of Nursing to receive her Nursing Diploma. On that note, she also attended Liberty University for her Bachelor of Nursing and Walden University for her Master of Nursing while working full-time in the ED at Memorial Regional Medical Center for fifteen years.

Ryan and Allison’s love story began while working together in the Emergency Department at Memorial Regional Medical Center. Before their marriage, Ryan had two children from a previous marriage: fourteen-year-old Coleton and twelve-year-old Chase. Both boys attend Midlothian Middle School. Coleton enjoys riding his dirt bike whenever he gets spare time. “[He] tries to defy gravity on the track,” the family says. As for Chase, he loves to swim and is a part of the Hallsley High Tides. In addition to swimming, Chase also enjoys flying his RC airplane. When they are together, the Ernests enjoy unwinding at the beach, watching movies, and spending time with neighbors. Collectively, the family cherishes time spent traveling, as it is their favorite hobby. In recent years, they have explored destinations such as Paris, London, Tenerife (Spain), Aruba, the Bahamas, California, and Florida, with a special affinity for beach locales. The family’s annual



Coleton Ernest



Summer retreat is spent at Fripp Island, South Carolina, unanimously chosen as their favorite beach spot. This tradition began when Allison first traveled to the island when she was ten. Reflecting on their favorite vacation destination, the family shares, “Everyone travels on golf carts, the deer eat out of your hand, there are alligators crossing the street, no hotels, no putt-putt, no shops.”

A lively debate always ensues about favorite family dinners, with Mexican and Thai cuisines taking the spotlight! When it comes to music, Allison adores Taylor Swift and might be “*Hallsley*’s biggest Swiftie.”

The Ernests have made several long-lasting memories since moving to Hallsley in April 2020. A few cherished memories for them involve the birthday brigades and the donations dropped off at their home for homeless patients on the inpatient psychiatric unit that Allison was working on. Above all, the Ernests love the sense of community within the neighborhood.



If you are a neighbor who would like to be introduced or you have an interesting story to share, email hallsley.content@strollmag.com

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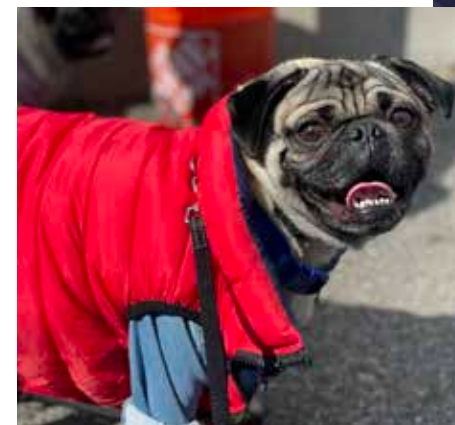
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Pug-Oween

BY EVIE ANDERSON



“The only thing that makes these competitions even more compelling are dogs, which is the idea the Richmond Pug Meetup plays off of in their annual event, Pug-O-Ween.”

Every year in October, many Halloween costume contests are afoot. Whether this tradition is in the workplace or among friends, it's a very entertaining event. The only thing that makes these competitions even more compelling are dogs, which is the idea the Richmond Pug Meetup plays off of in their annual event, Pug-O-Ween. This most recent Pug-O-Ween, the 13th annual, one of our very own won a prize... dressed up as just himself!

The Pug-O-Ween event happens every year at the Main Line Brewery, with contests such as speed eating and many different costume categories. These include cutest, scariest, funniest, best group, and best in show.

Our pug in question is a 4 year old pup named Marty McFly, named after the character from *Back To The Future*

(1985). He lives with the Levitt family, which includes his older beagle brother named Chester Copperpot after the character from *The Goonies* (1985). Marty's name is too on brand not to use for a costume competition, so of course they had to dress him up as his namesake.

Marty McFly was lucky enough to win 3rd place this year in the funniest costume category. For his costume, he wore a jean jacket under an orange vest in true 80s movie fashion. He also was in a cardboard DeLorean, courtesy of his family. His dad, Mr. Levitt, got in on the action by dressing as David Brown.

The Levitts are very proud of Marty's win, but they warn everyone not to tell Marty that he won. It might make his head too big. Perhaps, at 2024's 14th annual Pug-O-Ween, we can all go watch Mr. McFly in action.

Do you have a pet and would like to share his/her story? Then email hallsley.content@strollmag.com to have them featured in the next available issue!

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FINANCIAL FITNESS



Take a Fresh Look at Your Finances

Remember those financial resolutions you committed three of months ago?

BY RICHARD LAROSE

If they seem like a distant memory, as we move into spring now is an excellent time to take stock of your progress. Follow the tips below to recommit yourself to your financial goals.

Start with a clean slate. Review your financial situation and recent spending patterns. Is your spending aligned with your financial goals? Remind yourself that healthy financial behaviors can become part of your daily routine.

Commit to financial stability. It's easier to do something when you are intentional. Just like you set aside an afternoon to clean out the garage, set aside a few hours to clean up your finances.

Create or update your plan of action. Financial plans provide roadmaps for spending and saving and encourage you to allocate your money toward the items or experiences that matter most. Your plan should articulate how you intend to handle your day-to-day finances, while working to achieve your long-term goals. As large expense comes along, you'll need to re-evaluate your financial priorities. When you receive a raise or windfall, consider how the additional funds can be applied to your financial plan.

Spend within reason. Your plan can provide you with guardrails to keep long-term goals in sight as you satisfy near-term wants and needs. When you know your emergency fund, retirement and other goals are on track, you can spend outside those guardrails some without worrying that the costs will prevent you from achieving your larger financial goals.

Prepare for the unexpected. Life can throw challenging curveballs. Unexpected events such as unplanned medical bills or losing your job can greatly impact your bottom line. The only certainty is uncertainty, and that's why it's critical to assess your insurance policies to ensure you're fully covered and establish an "emergency fund" to cover surprise expenses. Consider reviewing your life, disability health, home and auto insurance policies with your financial professional. Review your beneficiaries on your policies to make sure no updates are necessary.

Find joy in the process. The desire to keep your finances in good order is an admirable aspiration, and it has lasting impacts. Focusing on your finances today

may help you to achieve a more comfortable financial future for you and your family tomorrow

Rich LaRose
Hallsley Resident Contributor

Richard LaRose CPRC® CLTC is a Financial Advisor and Private Wealth Advisor with Ameriprise Financial Services, Inc. in Midlothian, Virginia. He specializes in fee-based financial planning and asset management strategies and has been in practice for 23 years. Contact Info: 804.419.2502 / 1 Park West Midlothian Virginia 23114 / richard.larose@ampf.com Ameriprise Financial, LLC and its affiliates do not offer tax or legal advice. Consumers should consult with their tax advisor or attorney regarding their specific situation. Investment advisory products and services are made available through Ameriprise Financial Services, LLC, a registered investment adviser. 2023 Ameriprise Financial, Inc. All rights reserved. Ameriprise Financial and its affiliates do not offer tax or legal advice. Consumers should consult with their tax advisor or attorney regarding their specific situation.



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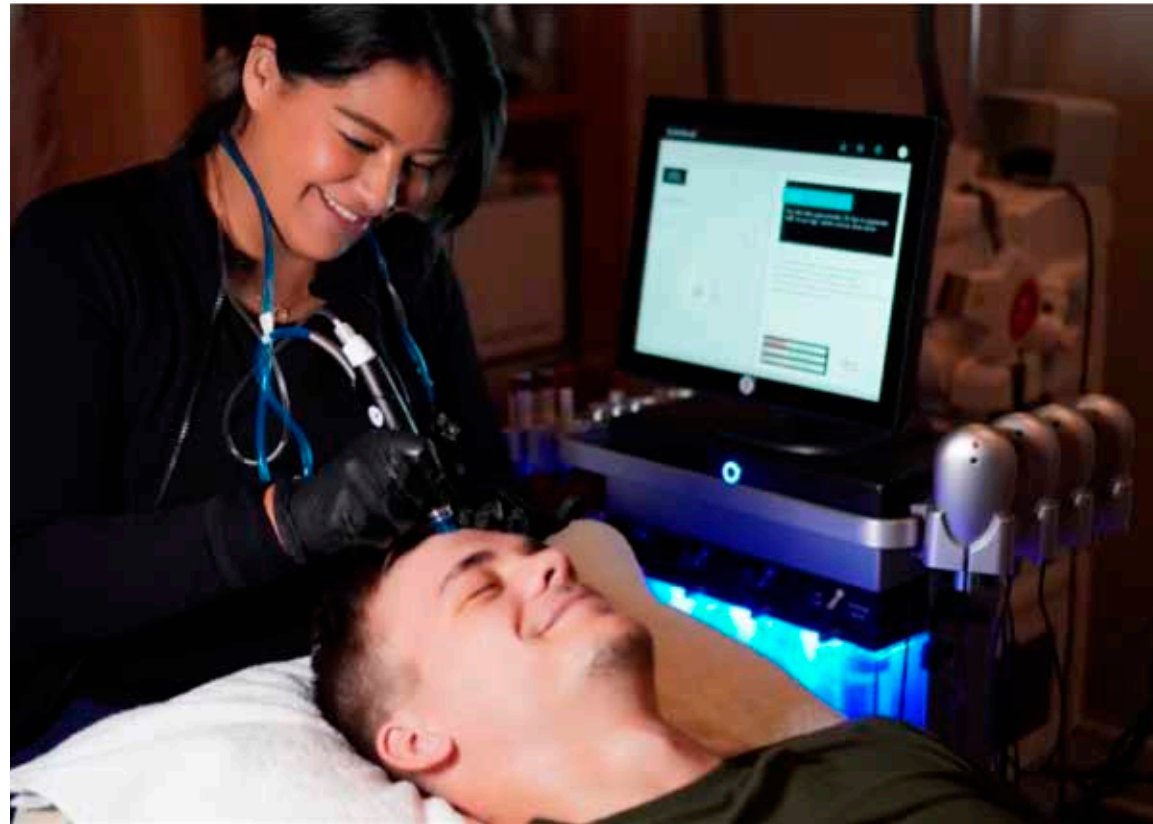
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Microneedling with Platelet-Rich Plasma (PRP)

Harnessing your skin's regenerative powers

BY REBECCA ANGUS, DDS



Microneedling with Platelet-Rich Plasma (PRP) is an innovative procedure that combines the regenerative power of microneedling with the healing properties of your blood to address a spectrum of skin concerns.

How Microneedling with PRP Works: Microneedling with PRP involves a two-step process that synergistically enhances skin rejuvenation. First, a small amount of the patient's blood is drawn, and this blood is then processed to concentrate the platelets, growth factors, and healing components, resulting in PRP. Simultaneously, a microneedling device equipped with fine needles is used to create controlled micro-injuries on the skin's surface. The combination of microneedling and PRP amplifies the natural healing process, stimulating collagen and elastin production for comprehensive skin renewal.



SKIN CONDITIONS TREATED BY MICRONEEDLING WITH PRP:

FINE LINES AND WRINKLES: Microneedling with PRP effectively addresses fine lines and wrinkles by promoting collagen production, leading to smoother and more youthful-looking skin.

ACNE SCARS: Individuals with acne scars find relief through this treatment, as it minimizes the appearance of scars and enhances overall skin texture.

UNEVEN SKIN TONE: The procedure contributes to a more even complexion by encouraging the turnover of damaged skin cells and promoting the growth of new, healthier cells.

ENLARGED PORES: The treatment tightens the skin, resulting in reduced pore size and improved skin texture.

SUN DAMAGE: The procedure aids in addressing sun-damaged skin by promoting the removal of damaged cells and stimulating the growth of new, healthier cells.

LOOSE OR SAGGING SKIN: Microneedling with PRP provides a subtle tightening effect, making it effective for mild to moderate skin laxity.

GENERAL SKIN REJUVENATION: Even for those without specific concerns, the treatment serves as an excellent option for overall skin rejuvenation, promoting a healthy and radiant complexion.



BENEFITS OF MICRONEEDLING WITH PRP:

NATURAL AND HOLISTIC: The procedure harnesses the body's resources, offering a natural and holistic approach to skincare.

VERSATILITY: Microneedling with PRP provides a versatile solution for a wide range of skin concerns, making it an attractive option for individuals with diverse aesthetic goals.

MINIMAL DOWNTIME: The treatment is relatively quick, with minimal downtime. Patients may experience temporary redness and mild swelling, typically subsiding within a few days.

LONG-LASTING RESULTS: Many individuals report continued improvement for several months following the treatment, contributing to long-lasting results.

SAFETY: As PRP is derived from the patient's blood, the risk of allergic reactions or adverse effects is minimized, ensuring a safe and well-tolerated experience for many.

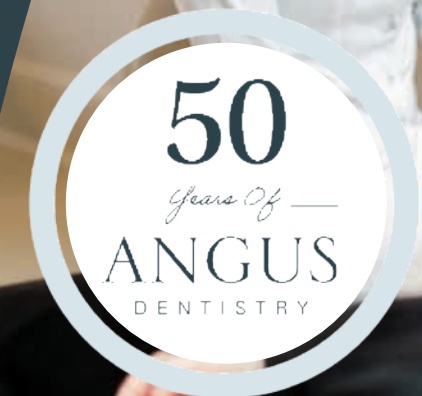
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From Garden to Plate

Embrace the beauty of edible landscaping and let your outdoor space become a source of inspiration and sustenance throughout the growing season.

BY SHAUNA OSBORNE, NATIONAL EDITOR



Step outside, tilt your face to the sky and breathe deeply. That essence, what you're taking in, is a potpourri of the first rays of sunlight gently warming the earth, crocuses bravely pushing through the thawing soil, and early-blooming flowers heralding the arrival of a new season. Feeling inspired? Embark on a culinary journey to reimagine your outdoor space with creative and practical edible landscaping ideas. From vertical herb gardens to container fruit trees, these concepts will enhance your space's aesthetics and provide a bountiful harvest for your kitchen.

Vertical Herb Gardens

Vertical herb gardens offer a modern, space-efficient method to cultivate a variety of flavors. Unlike conventional horizontal planting in beds or pots, these gardens make use of vertical space (through wooden pallets or vertical planters), which maximizes the number of herbs that can thrive in a given area. Growing aromatic herbs such as basil, lavender, mint, rosemary and thyme adds greenery and offers a convenient and fresh source of culinary inspiration at your doorstep.

Edible Flower Borders / Hedges

Elevate your garden's aesthetic and culinary delights by planting edible flowers like nasturtiums, pansies and calendulas, bringing a burst of color and unique flavors to your dishes. These blooms

double as charming garnishes for salads, desserts or outdoor decorations. Similarly, establish berry bush hedges with varieties such as blueberries, raspberries and blackberries along garden edges, attracting pollinators and ensuring a rewarding harvest for months to come.

Container Fruit Trees

Container fruit trees are a transformative solution for space-constrained gardeners. March presents an opportune moment to incorporate these potted marvels into your outdoor space. Opt for compact versions of fruit trees, like dwarf apple, cherry or citrus varieties that thrive in containers. Choose sizable and aesthetically pleasing pots, strategically positioning them on your patio or balcony to create a miniature orchard.

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