



2023

TAMPA BAY CHAMBER

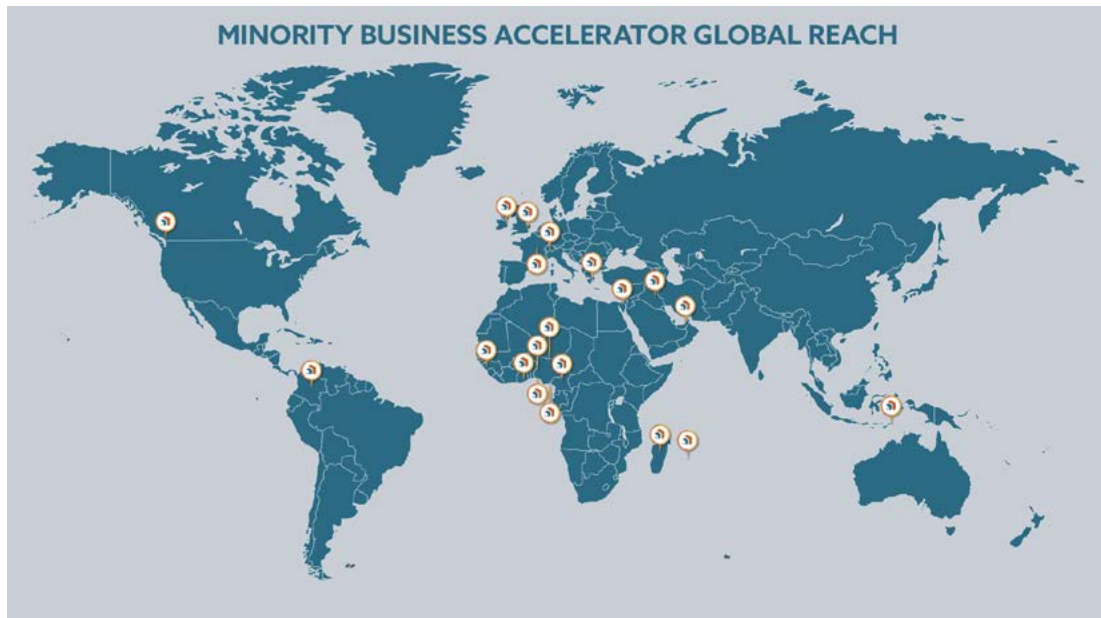
ANNUAL REPORT

VISION  ²⁰₂₆

When we started our Vision 2026 plan, we did that with a focus on what we wanted to see into the future, not just in 2016. As you'll see in the pages of this Annual Report, it's that clarity of focus and purpose that allowed us to accomplish great things in 2023 to the benefit of our region. The alignment of programs continues to strengthen the Tampa Bay Chamber as a **Hub For Business**, a **Catalyst** for business success, and as an **Inclusive Organization** with best practices fueling economic success across neighborhoods.

Last year, we saw the involvement of Chamber Members take off and Membership grow exponentially. We remain in the top 2% of Chambers in the country, accredited and rated 5-Stars by the U.S. Chamber of Commerce. Also in 2023, more than 5 chambers of commerce from across the country looked to our member engagement, community partnerships and programming as models of "best practices". Chambers from as far away as Oklahoma, hosted their annual benchmarking trips here in the Tampa Bay region to learn more.

And in a thrilling moment our Minority Business Accelerator was globally recognized during the World Chambers Congress in Switzerland, last July! Since then, more than 20 chambers of commerce, and business development organizations in 5 continents have reached out to Chamber staff hoping to replicate components of the accelerator in their own communities.



To say that I am deeply proud of these accomplishments is no exaggeration, but even deeper is my gratitude for the Chamber Members, Board of Directors and Committee Volunteers fueling the success stories spotlighted on the pages of this Annual Report. We have swung our Chamber doors wide open, so that every single member is welcomed to come in, grab a seat at the table, roll up their sleeves and get to work!

To our member companies I say thank you for an unforgettable year! And to the reader who is not, I say join us and be part of a movement where ordinary people do extraordinary things for the good of our community.

Sincerely,

A handwritten signature in black ink that reads "Bob Rohrlack". The signature is written in a cursive, flowing style.

Bob Rohrlack, DBA, CCE
President & CEO
Tampa Bay Chamber



CONTENTS

ORGANIZATIONAL EXCELLENCE

Vision 2026	3
Executive Committee	4
Board of Directors	5
Partners	6
Staff	7
Finance	8

CATALYST

Policy & Advocacy	10
Benchmarking	12
Workforce Development	14

INCLUSIVE ORGANIZATION

Collegiate Leadership	16
Emerging Leaders of Tampa Bay	18
Military	20
Minority Business Accelerator	22
Minority Empowerment Program	24
Women's Programming	26

HUB FOR BUSINESS

Membership	28
Leadership Tampa	30
Leadership Tampa Alumni	32
Events	34
Small Business of the Year Awards	36
138 th Annual Meeting	38



OUR MISSION

To serve our members and enhance our community by building business success.

OUR VISION

The Tampa Bay Chamber envisions an engaged and inclusive community driven by business prosperity.

OUR VALUES

Integrity, inclusiveness, agility, and accountability.

VISION 2026



CATALYST

The Catalyst pillar embodies our consistent, unmatched advocacy on behalf of the business community.

INCLUSIVE ORGANIZATION

The Inclusive Organization pillar keeps us at the forefront of growth and change in the region through our focused, sustained initiatives.

HUB FOR BUSINESS

The Hub for Business pillar encompasses our extensive efforts to continue building vital business and leadership development skills in the region.

ORGANIZATIONAL EXCELLENCE

Foundational to all three guiding pillars, Organizational Excellence strengthens our *role model status* for effective and efficient governance, ensures our members are best served and keeps us in the top 2% of chambers in the US with a 5-star rating from the US Chamber of Commerce.



Learn More About Vision 2026



EXECUTIVE COMMITTEE



Chair
Brian Butler
Vistra Communications



Chair-Elect
Brian Adcock
Adcock Financial



Treasurer
Edwin Narain, Esq.
AT&T



Legal Counsel
Drew Jenkins, Esq.
Bush Ross, P.A.*



Finance
Susan Maurer
INB, N.A.



Secretary / President & CEO
Bob Rohrlack, DBA, CCE
Tampa Bay Chamber

AT LARGE



Cammie Chatterton
Bay Food Brokerage



Colette Glover-Hannah
Hannah's Shoebox



David Judd
Wehr Constructors



Rob Ledford
Baker Barrios



Chris Minner
Tampa International
Airport



Mark Pitts
Vinik Sports Group*



Ryan Toth
The Beck Group*



Lauren Valiente, Esq.
Foley & Lardner LLP



BOARD OF DIRECTORS

Daniel Abou-Jaoude – Skanska USA Building Inc. *

Rafaela Amador Fink – Tampa Bay Rays *

Ian Anderson – Tampa Bay Business Journal *

JC Ayers – Seminole Hard Rock Hotel & Casino - Tampa *

Clint Babcock – Sandler Training *

Eric Bailey – CAPTRUST

Debra Bauman – DPR Construction *

Matthew Blair – Corcoran Partners *

Michael Blasco – Tampa Bay Food Trucks

Josh Bomstein – Creative Contractors, Inc.

Sandra Braham – Gulf Coast Jewish Family & Community Services

Stuart Brown – Accenture *

Jeff Chernoff – IAT, Inc

Stewart Clark – Busch Gardens Tampa Bay & Adventure Island *

Bob Clark – Tampa Steel Erecting Co.

Sarah Combs – University Area Community Development Corp.

Steve Cona – Associated Builders & Contractors, Inc.

Derrick Cox – Encore Bank

Scott Daigle – TD Bank *

Leo Damiron – National University *

Brad DeBeaubien – Shumaker *

John DeLaVergne – DeLaVergne & Company

Bruce Faulmann – Tampa Bay Times *

Calvin Fields – PODS Enterprises, LLC *

Adriana Fominaya – Wells Fargo Bank N.A. *

Rick Gallegos – Dale Carnegie Tampa Bay *

Scott Gault – The Bank of Tampa *

Bill Goede – Bank of America *

Kari Goetz – Winzig Consulting

Leigh Harting – 3 Daughters Brewing

Alison Hoefler – Southwest Airlines

Morgan Holmes – University of South Florida (USF) *

Bob Hyde – Suncoast Credit Union HQ *

Melanie Johnson – The Leukemia & Lymphoma Society, Inc. *

Chris Karlo – MercuryWorks

Lauren Key – AdventHealth *

Don Kiceina – OUTFRONT Media *

LaKisha Kinsey-Sallis – Fisher & Phillips LLP

Deborah Kish Stephan – Hillsborough Community College *

Cathie Koch – Bloomin Brands *

Stephen Kubasek – Saint Leo University *

AS OF 12/31/2023

Jill Manthey – Yacht StarShip

Thomas Mantz – Feeding Tampa Bay

Derek Mateos – Matcon Construction Services Inc

Jennifer Maxfield – GTE Financial *

Lauren Menendez – CI Group *

Gaston Merideth – Gaston’s Culinary Services

Kim Mirabella – Verizon *

Tim Moore – Diamond View Studios LLC *

Jennifer Negron – Amgen Inc. *

April Neumann – Ultimate Medical Academy *

Keith O’Malley – USAA *

Kyri Papadaratsakis – Bristol Myers Squibb *

Joe Perno – Johns Hopkins All Children’s Hospital *

Kevin Plummer – Tampa Preparatory School

Jason Quintero – Carlton Fields PA *

Darren Richards – Tucker|Hall, Inc. *

Cole Robinson – Fish Window Cleaning

Bill Schifino – Gunster *

Ben Sever – Phoenix Portfolio Partners *

Greg Slater – Tampa Hillsborough Expressway Authority *

Ryan Sloan – Valley Bank *

Donnie Smith – Miller Electric *

Michael Smith – Fifth Third Bank *

Stephanie Smith – Tampa Electric|TECO Peoples Gas *

John Souza – ERTC Express LLC *

Marlene Spalten – Community Foundation Tampa Bay *

Jon Stentz – Jon W. Stentz Consulting, LLC

Jennifer Suarez Jankes – Citigroup Global Markets, Inc *

Josh Taube – Strategic Property Partners LLC *

Tony Thomas – Terracon Consultants, Inc.

Julian Waits – Rapid7 Technologies Inc *

Arlene Waldron – PNC Bank *

Lauren Weiner – Command Holdings, A Pequot Company

Percy Wells – Coca Cola Beverages - Florida *

Gretchen Whalen – CLA *

Jamie Wilson – Moffitt Cancer Center *

Randall Woods – Florida Blue *

Jason Woody – Lions World Vision Institute *

Cortney Young – Tampa General Hospital *

*PARTNER

Ex-Officio Members

Van Ayres – Hillsborough County Public Schools

Santiago Corrada – Visit Tampa Bay

Shaun Drinkard – Tampa Downtown Partnership

Michael Maurino – The Westshore Alliance

Craig Richard – Tampa Bay Economic Development Council

Nicole Travis – City of Tampa

LEADERSHIP TAMPA CHAIR

Terrie Daniel – Cardinal Consulting Group, LLC

LEADERSHIP TAMPA ALUMNI CHAIR

Jeff Chernoff – IAT, Inc

EMERGING LEADERS OF TAMPA BAY CHAIR

Brett Scafidi – PrimeGroup Insurance

Past Chairs

2022 **Andy Mayts, Esq.** – Shumaker *

2021 **Yvette Segura** – Yvette Segura Consulting

2020 **Maryann Ferenc** – Mise en Place

2019 **Jamie Harden** – Creative Sign Designs

2018 **Steven Bernstein, Esq.** – Fisher Phillips

2017 **Mike Griffin** – Savills, Inc.

2015 **Ronald A. Christaldi, Esq.** – Shumaker *

2014 **Robin DeLaVergne** – Tampa General Hospital *

2013 **Gregory Celestan** – Celestar Corporation

2012 **Chuck Black** – Black & Black Consulting Services, LLC

2010-11 **Chuck Sykes** – Sykes Enterprises Incorporated

2009 **Henry Gonzalez, III** – Beach Community Bank

2008 **Judy Genshaft, Ph.D.** – University of South Florida *

2007 **Fredrick H.L. McClure** – Trenam Law

2006 **Jose E. Valiente** – CPA

2005 **Samuel Ellison** – EWI Construction, LLC

2004 **John Ramil**

2002 **A.D. “Sandy” MacKinnon** – ADM Ventures, Inc.

2001 **Bob Martinez** – Holland & Knight LLP



PARTNERS





STAFF



Bob Rohrlack, DBA, CCE
President & CEO



Lissette Campos
Senior Director, Strategic Branding, Marketing & Communications



D'Andrea Simone Cary
Controller



Michelle Chettiath
Foundation Administrative Manager.



Michelle Ciudad Real
Senior Director, Leadership Programs



Trudy Dodson
Executive Administrator and Board Liaison



Taisha Edwin-Williams
Director, Leadership Programs



Staci Fraser
Senior Director, Investor Relations



Meaghan Gelinski, CMP
Senior Director, Events



Nicholas Glover
Vice President, Advocacy



Katie Lopez
Vice President, Member Engagement



Emily Manco
Member and Program Manager



Caroline McCabe
Events Manager



Shawn Paonessa
Director, Creative Services



Patie Powers
Director, Membership



Avril Stinson
Vice President, Economic Inclusion and Leadership Development



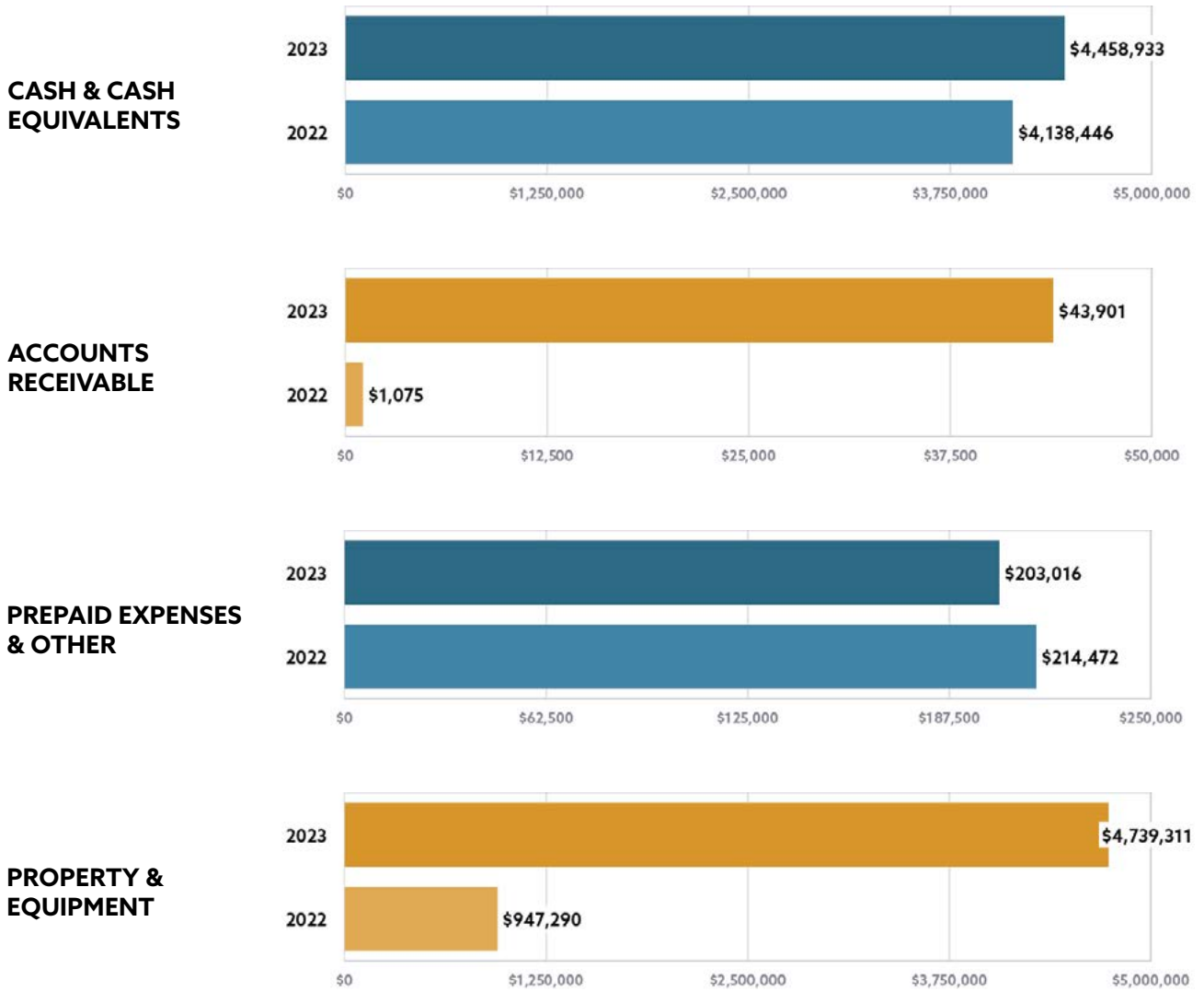
Rosanne Versaggi
Senior Director, Membership



Samuel Zang
Marketing Manager

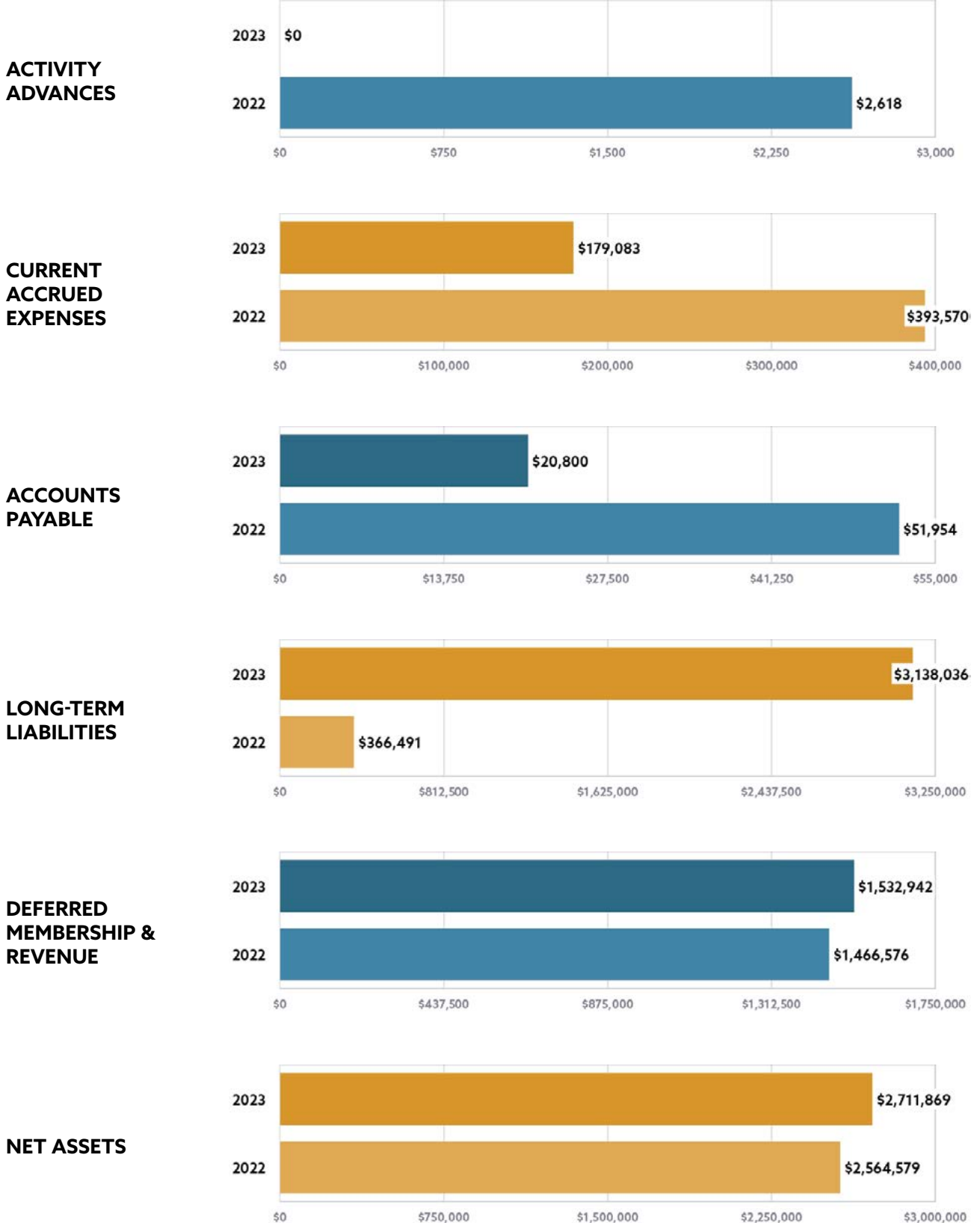


TOTAL ASSETS



2023 figures pending 2023 Annual Audit

TOTAL LIABILITIES & NET ASSETS



2023 figures pending 2023 Annual Audit



POLICY & ADVOCACY



Chamber leaders met with Tampa Bay legislative delegation members to advocate for the return of the \$570 million in escrow collected from the 2018 Hillsborough County Transportation Sales Surtax.



Ensuring the broadest access possible for local voters, we partnered with **10 News Tampa Bay** to livestream our March 28 runoff debate.



Sep. 12-14 - The Chamber delegation travelled to Washington D.C. with business leaders to meet with our region's Congressional Delegation.



Nov. 6 - The Chamber delegation, including Tampa Mayor Jane Castor, rode the new Brightline Train, receiving a guided tour from transportation leaders.



Aug. 8 - Public Policy Roundtable focused on Florida's new immigration law, SB 1718 and its implications for local businesses.



Nov. 3 - Public Policy Roundtable focused on healthcare affordability.

As a U.S. Chamber Accredited and 5-Star Chamber of Commerce, we serve as the voice of the business community at the local, state, and national level on a number of public policy fronts.

KEY ISSUES

The Chamber's annual legislative agenda, titled *Key Issues*, highlighted our regional priorities for 2023 in seven areas: Business & Economic Development; Diversity, Equity & Inclusion; Health Care; Military & Defense; Transportation; Workforce Development & Education; and Workforce Housing.

KEY VOTES

After the 2023 legislative session, our Chamber's annual guide, titled *Key Votes*, tracked the votes of each State Representative and Senator on bills impacting the Tampa Bay region, starting with votes on the key issues outlined in our Chamber's legislative agenda.

ADVOCATING FOR THE RETURN OF TRANSPORTATION DOLLARS

We continued to advocate for the immediate return to Hillsborough County of \$570 million in escrow collected from the county's 2018 Transportation Sales Surtax and that it be used only for transportation projects. While others proposed a sales tax holiday, our Chamber successfully advocated against it during the Florida Legislature's regular session and special session in 2023 – raising awareness of the 30-year, \$13 billion backlog in transportation projects in need of funding. In December alone, Chamber Members sent 660 letters to our legislators in Tallahassee.

CATALYST TRIP

In September, Chamber members met with our region's congressional delegation, members of the Federal Emergency Management Agency, and advisors in the White House to advocate for key concerns. They included increasing the locality pay for active-duty service members, much needed reforms in the property insurance industry, and reinstatement of innovation tax credit terms that allow businesses to invest in research and development.

TAMPA CITY COUNCIL RUNOFF DEBATE

On March 28, we hosted the only Runoff Debate with all Council Candidates participating. Partnering with Hillsborough Community College and MoU partners, the debate was free to the public and livestreamed.

CANDIDATE INTERVIEWS

Increasing voter engagement at the local level, we produced our annual video series of Candidate Interviews in advance of the March 7 Tampa City Council races. The series included nearly 20 candidates in Districts 1 – 7 and was shared across our media platforms.

PUBLIC POLICY ROUNDTABLES

The first of two Public Policy Roundtables focused on Florida's new immigration law, SB 1718, featuring State Representative Berny Jacques; Maria del Carmen Ramos, Shumaker; and Mike Harting, 3 Daughters Brewing.

The Public Policy Roundtable focused on healthcare affordability featured Kipp Snider, PhRMA; Bree Rizzo, Florida Blue; and Sherry Hoback, Tampa Family Health Centers.



Learn More About Policy & Advocacy



The Chamber's annual Benchmarking provides the business community and industry leaders with invaluable perspective on economic development initiatives, partnerships, and consequential legislative decisions in regions with interests or concerns similar to ours. In 2023, more than 100 members traveled to Boston. Here at home, we received more than five chambers of commerce and associations traveling to Tampa Bay for their own benchmarking trips. Delegations from Charlotte, NC; Dayton, OH; Houston, TX; Nashville, TN; and Oklahoma City, OK sought out details on various areas of our programming.

22ND ANNUAL BENCHMARKING TRIP: BOSTON

Oct. 9 - 10 The Tampa Bay Chamber delegation traveled to Boston, Massachusetts for the Benchmarking Trip. Tampa Bay area business leaders met with representatives from Accenture's Innovation Hub, Massachusetts Port Authority, the President of the Boston City Council, the Massachusetts Competitive Partnership and The Longwood Medical & Academic Area (LMA) collective, which serves one of the largest concentrations of medical institutions in the country.

Led by 2023 Benchmarking Program Chair Stuart Brown, Accenture, the trip centered around best practices and innovations that can be adapted or learned to meet our region's needs.

MEETING HIGHLIGHTS

- Driving change through innovation, developing community partnerships and collaboration with educational institutions to build a healthcare innovation ecosystem.
- Capitalizing on all aspects of the seaport, from containers to cruise ships.
- How chambers of commerce, advocating on behalf of their members, can make an impact on public policy in their region and state.
- Developing pathways to economic mobility through workforce development programs that include apprenticeships, workforce training and collaborations like the Massachusetts Competitive Partnership.



Chamber Delegation visited Brigham & Women's Hospital, the major teaching hospital of Harvard Medical School.



Leaders from the Massachusetts Port Authority, Accenture's Boston Innovation Hub and one of the country's largest concentrations of medical institutions, Longwood Collective, met with our delegation.



Benchmarking speakers included representatives from the Boston City Council, Greater Boston Chamber of Commerce, Liberty Mutual's Apprenticeship Program, and this Q&A with Chairman Brian Butler and Tampa Mayor Jane Castor.



WORKFORCE DEVELOPMENT



Work Redefined: Hiring Hidden Talent featured subject experts from **I Rise FL**, **The Grow Group Inc** and **CareerSource Tampa Bay**.



September - State of the Workforce was centered on artificial intelligence in the workplace.



Our committee worked alongside Chamber Members to help launch the Electrical Line-Worker Training Program at **Hillsborough Community College** Brandon Campus.



During filming at **Vu Studio**, we showcased how partnerships with local organizations can be a powerful resource for businesses addressing workforce shortages using the example of **HCC** and **TECO**.



Our Workforce Development Interview Series garnered attention from local media, including this interview on Fox 13 on the **HCC** Post-Secondary Adult Vocational & Apprenticeship Program.



Our Chamber supported the "ALL GOV Job Fair" hosted by the **Hillsborough County Clerk of the Court**. The one-day job fair included opportunities with 12+ government agencies and local municipalities.

A reflection of our Chamber's strategic vision, workforce development programming helps meet the needs of the region's business community and supports our advocacy in business growth and workforce needs. Programming and public policy initiatives help create sustainable talent pipelines, and align training programs, degrees, and apprenticeships with industry needs.

WORK REDEFINED SERIES

Quarterly, Work Redefined events enhance workforce development programming at the Chamber. The series of panel discussions and gatherings are designed to help grow and retain top talent in the Tampa Bay region. Sponsored by Hillsborough Community College, this year's series focused on training needs in technology; recruiting and retaining talent; artificial intelligence in the workplace; and the annual State of the Workforce.

WORKFORCE DEVELOPMENT COMMITTEE

The Chamber's Workforce Development Committee is a moving force behind the academic and business partnerships that connect the business community with training partners in the front lines.

WORKFORCE DEVELOPMENT INTERVIEW SERIES

New in 2023, we launched the Workforce Development Interview Series showcasing local assets helping the business community address increased needs in recruitment, retention, and up-skilling employees. Among the subject experts in the five-part series were Hillsborough Community College and the University of Tampa.



[Learn More About Workforce Development](#)



March - Scholars visited **Tampa Bay Buccaneers'** headquarters, the **Straz Center for the Performing Arts**, **ZooTampa** and **Busch Gardens** to learn about careers in the sports, arts, and entertainment industries.



The Class of 2024 was the largest in the program's history. **Tampa International Airport** was among their stops during the program day on the transportation sector.



Congratulations to the Graduating Class of 2023.



With increased awareness of Collegiate Leadership on college campuses, the program is being expanded to help a growing number of students build a network of mentors and connections.

The Collegiate Leadership program entered its fifth year in 2023 with approximately 30 scholars from Saint Leo University, The University of Tampa and University of South Florida. Scholars are selected from a pool of applicants and participate in the monthly curriculum exploring careers in the public, private, non-profit, and philanthropic sectors. Local business leaders credit Collegiate Leadership with helping to develop, recruit and retain top talent in the region. Collegiate Leadership is sponsored by the Bellini Foundation and Riley Education Foundation.

COLLEGIATE LEADERSHIP TAMPA BAY CLASS OF 2023

SAINT LEO UNIVERSITY

Asha Burns
Marco Calvo
Traliyah Carey
Ashley Eudora Griffith
Angelica Molina
Maria Gabrielle Nakata
Geordante Neely
Vineet Shinde
Tayhana Taylor

THE UNIVERSITY OF TAMPA

Victoria Baldor
Rachel Lane
Madelaine Lauger
Vincent Mora
Caitlin Murray
Lorielle Raab
Christopher Serrant
Jahnel Villalba
Zahra Wilson

UNIVERSITY OF SOUTH FLORIDA

Luiz Gabriel Viera Costa
Olivier Daniel Fourcand
Zaynab Salahuddin
Katherine Salinas
Chase Austin Strelec



Learn More About Collegiate Leadership



EMERGING LEADERS OF TAMPA BAY

Since 2004, Emerging Leaders has become the premiere networking and leadership program for young professionals in the Tampa Bay region. More than 500 professionals, ages 21 – 35, participated this year. Participants benefit from the engagement with business leaders in a variety of industries at our member companies

MENTOR PROTÉGÉ

In 2023, we counted 78 pairings in the Mentor Protégé Program. Over the course of nine months, young professionals enhanced work skills, leadership development, and career advancement plans. Protégés were paired with industry leaders, and a community outreach event was part of the experience.

YOUNG PROFESSIONAL SUMMIT

The Young Professional Summit is a partnership between the Tampa Bay Chamber's Emerging Leaders, St. Pete Young Professionals and Clearwater Young Professionals, expanding their networks and sparking more regional collaboration. 2023 Sponsors were Habitat for Humanity of Pinellas & West Pasco; Rivero, Gordimer & Company; and Ultimate Medical Academy.

VISION SERIES

In 2023, the annual Vision Series focused on the economic impact of Port Tampa Bay and how each pillar of the port operates, and safety measures in place to protect the environment.

ENGAGE SERIES

Engage Series events happen once a month and are hosted by local businesses, designed to build relationships, and give young professionals a platform to meet business leaders in dynamic companies across Tampa Bay.

NONPROFIT FAIR

The Nonprofit Fair connects Emerge members seeking volunteer opportunities with local organizations recruiting, as well as opportunities to serve on community boards and advisory committees. In 2023, the fair hosted 26+ non-profits and was sponsored by United Way Suncoast.

ASPIRE PROGRAM

Among the newest additions to Emerge programming, Aspire is a four-part training series with professionals in diverse career paths and industries. Guest speakers help to expand the realm of career options young professionals to consider.

EMERGE ANNUAL MEETING

This signature event for Emerging Leaders culminates a year of service in various committees; professional and business development experiences unique to Emerge; and fun networking events across the Tampa Bay region. In 2023, the celebration was held at ZooTampa and bookmarked by the transfer of leadership from 2023 Chair Brett Scaffidi to 2024 Chair Mallory Kuba and presentation of Deanne Dewey Roberts Emerging Leader Award.

DEANNE DEWEY ROBERTS EMERGING LEADER AWARD

Each year, Emerge honors a young professional in the Tampa Bay region for extraordinary leadership and community service. The award is presented by ChappellRoberts in memory of its co-founder, Deanne Dewey Roberts, who was instrumental in the creation of Emerge in 2004, after being the Chairwoman of the Tampa Bay Chamber's Board of Directors in 2003.



Mentor Protégé Program had one of the highest pairings to date in 2023!



Engage Series events were hosted across the Tampa Bay region.



July - Annual Young Professionals Summit at Threshers Stadium in Clearwater.



Vision Series event at **Port Tampa Bay** engaged young professionals with industry leaders in this important economic engine.



December - Emerging Leaders Annual Meeting Co-Presenting sponsors were Leadership Tampa Alumni and **Ultimate Medical Academy**.



Winner of the 2023 Deanne Dewey Roberts Emerging Leader Award, Antoine Richards received \$1,000 prize for the charity of his choice.



Learn More About Emerging Leaders of Tampa Bay



May 4 – Military Appreciation at the Florida Aquarium was presented by **USAA**.



June – Airman Josh Hammons flew in from New Mexico to participate in Transition Tampa Bay event. By fall, he was recruited by **TECO**.



Members of Congress, MacDill Air Force Base representatives, and the Chamber's Policy Council and Military Advisory Committee met to discuss federal locality pay to help military families in the region.



November – Military Bay, USA™ was front and center during the Walmart Foundation's inaugural Headliners & Heroes Concert supporting veterans.



News cameras highlighted the Military Spouse Fellowship in Tampa Bay, three years after our Chamber brought the U.S. Chamber's Hiring Our Heroes program to Florida.



Chamber members helped support Blue Star Families "Nourish the Service" event on MacDill Air Force Base, assembling 1,200+ bags of food, hygiene kits, and household products.

The Tampa Bay region is home to service members in all branches of the U.S. military. The Chamber supports our military community with year-round programming, partnerships to address the career needs of military spouses and service members transitioning to civilian careers.

MILITARY APPRECIATION

During National Military Appreciation Month in May, Military Appreciation brings together the business community and service members stationed with MacDill Air Force Base and the U.S. Coast Guard Sector St. Petersburg. Sponsors make it possible for hundreds of service members to attend at no cost and they donate prizes and vacation packages for the event raffle that's exclusive to service members in attendance.

OPERATION PARTNERSHIP

Unique to our Chamber, Operation Partnership is primarily focused on employment opportunities for service members and military spouses. Components include professional development, networking with local businesses hiring military talent, and strategic pairings between transitioning service members and Chamber Member host companies. Over 700 businesses and organizations have participated in the Transition Tampa Bay since it began. In 2023, the annual Recruit & Retain Military panel expanded to include companies recruiting military spouses and transitioning service members.

MILITARY ADVISORY COMMITTEE

Year-round, our Military Advisory Committee helps advocate on behalf of our region's growing defense industry comprised of military veterans, transitioning service members and military spouses. Chamber Members in MAC play a vital role advocating at the state and national level, alongside our Policy Advisory Council and Board of Directors. In 2023, local meetings, delegations to the state capitol and Congress - moving key issues forward.

M.A.C. KEY ISSUES

- Affordable housing for Florida military installations
- Leveraging military talent in civilian workforce
- Federal Locality Pay for service members in our region
- Universal Professional License Recognition for employment of Military Spouses
- Mitigating D.O.D. changes at MacDill's health clinic and off-base in Brandon regarding access
- Recruitment for U.S. Space Force
- MacDill Commuter Ferry Service to address workforce housing and traffic concerns

MILITARY BAY, USA™

Raising community awareness of the military's billion-dollar impact in the local economy and demonstrating support of local service members and veterans is our Military Bay, USA™ campaign. Launched in 2023, 73 local businesses adopted the moniker in the first 12 months. It was showcased on the national stage at veteran appreciation events by Walmart and Bob Woodruff foundations; and mentioned by name on CNN during news coverage of Tampa Bay.

SUPPORTING MILITARY FAMILIES

Our military programming goes beyond traditional assistance programs. In 2023, we connected with more than 40 Air Mobility Command spouses at MacDill Air Force Base on quality-of-life initiatives. We supported MacDill's Family Resiliency Task Force and MacDill's Tinker School (K - 8th grade). Our work with the U.S. Chamber of Commerce Foundation continues and 4 years after bringing its Hiring Our Heroes program to Florida, it grew to other parts of the state and graduated the first class of its Military Spouse Fellowship right here in Tampa Bay.



Learn More About Military Initiatives and Events



MINORITY BUSINESS ACCELERATOR



Our partnership with **TECO** and **Tampa Bay Buccaneers** continued in 2023. During each home game, a member of MBA Cohort '23 was spotlighted.



MBA Cohort '23 learned the power of S.W.O.T. - examining the Strengths, Weaknesses, Opportunities and Threats in their business.



A proud moment for all six MBA entrepreneurs in Cohort '23 upon completion of their program.



Canviiv (Cohort '24) secured a historic contract with the largest healthcare group purchasing organization in the USA.



Paragon Cyber Solutions (Cohort '24) won Small Business of the Year in the category of 5- 20 Employees.



June - The Minority Business Accelerator was a finalist in the Best Chamber Model of Innovation category, competing with chambers from Turkey, China and Chicago.

The Minority Business Accelerator launched its first Cohort in 2018 and by 2023 had graduated 5 Cohorts of MBA entrepreneurs. The accelerator's targeted curriculum spans approximately 2 years and serves Black and Hispanic owned businesses and organizations in Hillsborough, Pinellas, Pasco, Polk and Manatee counties. Covering all major aspects of owning a business, it's designed to increase capacity, create jobs and build wealth, and was the first accelerator of its kind designed for small businesses in the region rather than startups.

253+

**Total Employed by
'23 & '24 Cohorts**

\$8.14M+

Gross Sales

\$400K+

**Company Secured
Capital**

MBA COHORT 2023

- Floyd Freeman, Cabletics
- John Diaz, Ceiba Ltd. Co.
- Max Volmar, Jr., M&G Janitorial Services
- Charles Jackson, Mijan Construction
- Damaris Ortega, Ortega Custom Cabinets
- Kalvin Weathersby, Power Civil Construction Services

WORLD CHAMBERS CONGRESS

In June 2023, the Tampa Bay Chamber was one of only two chambers of commerce from the U.S.A. invited to speak at the World Chambers Congress about the accelerator. Since then, more than 20 organizations from around the world have followed up with us to learn more about it and specific components they might replicate in their own communities.



All metrics are self-reported.



Learn More About The Minority Business Accelerator, Cohorts and Sponsors



MINORITY EMPOWERMENT PROGRAM



In addition to quarterly workshops, MEP entrepreneurs are connected to supplier diversity programs across the region.



The Management Suite Workshop gave MEP participants insightful information on leadership.



The creative behind the Chamber's 2023 Year in Review video debuted at Annual Meeting was MEP graduate Kinard Robinson of **Empowering Creative**. Filming took place at **Vu Studio** Tampa Bay.



MEP entrepreneur Meloni Waller fine-tuned her public speaking, serving as the Moderator for the Chamber's Work Redefined State of the Workforce breakfast in the fall.



MEP entrepreneurs learned from subject experts at the Florida Small Business Development Center at USF.



MEP 2023 graduate, **M & R Café Southern Cuisine**, went on to be profiled by Fox 13's local cooking show.

The Minority Empowerment Program provides support, mentoring and training to small businesses and non-profit organizations not yet ready to scale. MEP entrepreneurs benefit from the access of a Fit 3 level membership, gaining knowledge and expanding their network during the early stages of their business trajectory. This targeted approach serves Black and Hispanic owned organizations to codify more inclusive approaches to business growth in our region.

Sponsors make it possible to host quarterly, specialized programming and cover nearly all the costs of each participant's top-level membership during the program year. Many advance to our Minority Business Accelerator with its higher threshold of annual earnings.



Minority Empowerment Program

MEP 2023 ENTREPRENEURS

100 Black Men of Tampa Bay, Inc.
The Color of Wellness Media
Creamy Crack Body Cream
Creative Growth Services
Edward Jones Advisor
Halo Solutions, LLC
Imperial Cabinets & Millwork
Kidney Care Coaches
M & R Catering
The Mainframe
The Management Suite
MB Strategies
Rolanda McDuffie CPA
The Spa by Folashade
Spanish Consultants Inc.
Vikings Junk Removal
We Think Marketing Group, Inc.
Wing Boys Deli
zSofTech Solutions



Learn More About The Minority Empowerment Program and Sponsors



WOMEN'S PROGRAMMING

The Women of Influence Committee, comprised of volunteers from Chamber Member companies, fuels our dynamic Women's Programming. Events and curated experiences celebrate the accomplishments of women across all industries; address workforce needs; and leverage the expertise of our members to problem-solve issues impacting the Tampa Bay region. In 2023, our Chamber saw a 57% increase in engagement with 987 attendees attending programming events.

WOMEN OF INFLUENCE LUNCHEON

The annual Women of Influence luncheon coincides with National Women's History Month. In 2023, this Signature Event set a record – selling out a full six weeks in advance, the earliest in its 17-year history. On March 24, Presenting Sponsor Tampa General Hospital helped welcome more than 600 guests to the Hilton Downtown Tampa, including Global Workforce & DEI Expert and WOI keynote speaker Dr. Shirley Davis.

DOTTIE BERGER MACKINNON WOMEN OF INFLUENCE AWARD

A highlight of the WOI luncheon is the presentation of the Dottie Berger MacKinnon Award. Receiving nominations from the community, the WOI committee selects a Tampa Bay area businesswoman exemplifying outstanding professional values; demonstrating the ability to go above and beyond the normal expectations of a leader; and serving as an inspiration to the community. Congratulations to 2023's winner Marie Chinnici-Everitt, Managing Director and Chief Marketing Officer of Depository Trust and Clearing Corporation.

PEARLS OF WISDOM

Our Pearls of Wisdom events set the stage for courageous conversations with accomplished women, who share their professional journey, strategies for success and bold personal advice they either received from mentors or wish they had! In 2023, these events were hosted at the Tampa Museum of Art and Willa's.

PEARLS OF EXPERIENCE

Our Pearls of Experience series is networking with a twist. Highly interactive, guests connect with businesswomen at the top of their field. The on-site experiences typically center around non-traditional career paths for women. In 2023, three Pearls of Experience showcased women in the automotive industry, construction sector, and zoology.

[Learn More About Women's Programming](#)





Global expert and Best-Selling Author Dr. Shirley Davis delivered a powerful keynote during the 17th Annual Women of Influence Luncheon.



A highlight of the event, sold-out annually, is the announcement of WOI award - presented by WOI Committee Chair and prior year's award recipient.



Always a surprise to the winner, the 2023 Dottie Berger MacKinnon Woman of Influence had no idea she had even been nominated. Friends and family gathered under the pretext of her birthday.



Two Pearls of Experience: Powered Up events featured experts from Erwin Electric, **Matcon Construction Services**, **D-Mar General Contracting & Development**, Nissan North America and **Ice Cold Air**.



Pearls of Experience: Secrets of the Zoo featured a panel of all-women leaders at **ZooTampa**.



A "Kodak" moment with Pearls of Wisdom Sponsor **Greenberg Traurig** law firm and our all-star panel at **Willa's**.



MEMBERSHIP



Gaston's Culinary Service was among the celebrated Ribbon Cuttings of 2023.



Chamber Members and Ambassadors participated in Coffee Connection – a popular morning networking event held throughout the year and led by Ambassadors.



Networking 101 quickly puts members at ease with the fun and interactive delivery of **Sandler of Tampa Bay's** Clint Babcock, a nationally recognized trainer and Chamber Member.



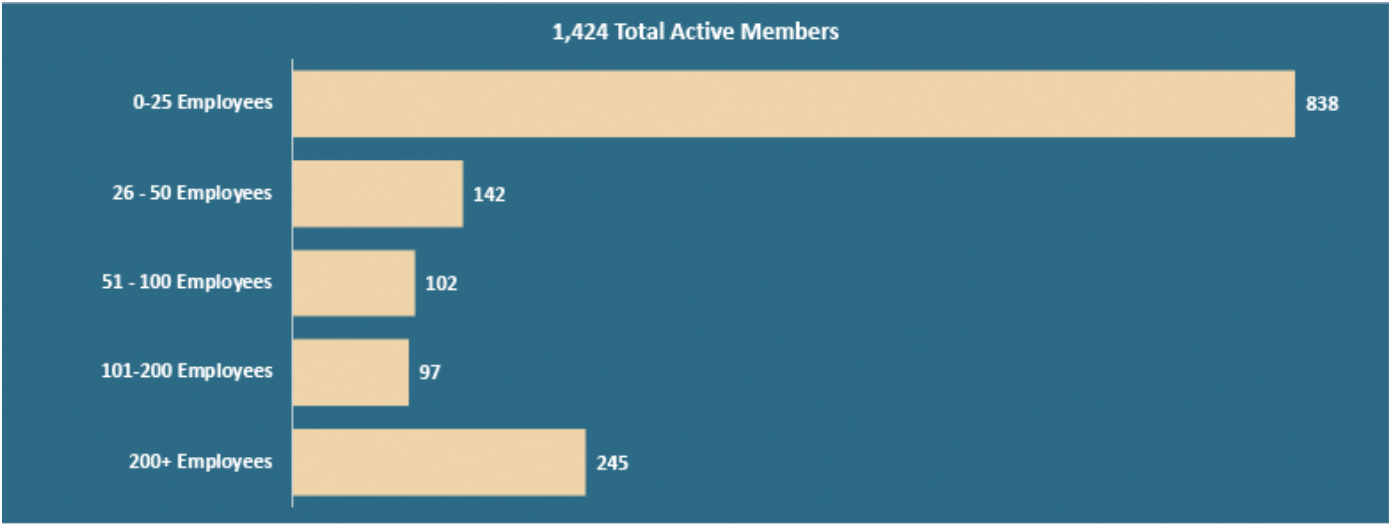
Our Community Outreach Committee recruited Chamber volunteers to cheer athletes on during the **Special Olympics**. One of several fun outreach events in 2023!



VP Breakfast – A select group of new members were invited to breakfast for a meet & greet with the Chamber's newly named Vice Presidents and learn more about our Vision 2026 strategic plan.



We hosted six New Member Orientations in 2023, helping participants connect with programming and member benefits.



AMBASSADOR COMMITTEE

The Ambassador Committee is a key component of our strategy of retention and customer service. Ambassadors assist new members to make the most of their benefits, helping leverage their growing network and identifying areas of programming and events that align with their interests. In 2023, Ambassadors participated in 42 ribbon cuttings and made 800+ calls to members celebrating the first year & five-year anniversaries with the Tampa Bay Chamber.

287
New Members

PROFESSIONAL DEVELOPMENT & NETWORKING

With over 180 events in 2023, business and professional development abound, but unlike other Chambers, we take the extra step of providing training in small group settings to enhance member’s networking skills and providing valuable professional development. In 2023, our Membership Department hosted 32 events that provided more than 53 hours of learning in public speaking and networking – a member benefit valued at nearly \$100,000 in coaching.

1,424
Total Members

COMMUNITY OUTREACH COMMITTEE

Thanks to engagement by Chamber Members, our Community Outreach Committee continues to harness the passion of our members and staff to benefit the region. In 2023, we supported six outreach events hosted by Special Olympics, Meals on Wheels, Bookworks, Centre for Women, Lutheran Services of Florida, and Dawning Family Services.

MEMBER SPOTLIGHT SERIES

In 2023, we launched our Member Spotlight Series to showcase member companies across our region. This storytelling helped members bring attention to their services and differentiate themselves from competitors in the Tampa Bay Region. They also helped build deeper connections with customers, suppliers and partners because the origin story of their business was a part of each profile.



Learn More About Membership and Ambassadors



Leadership Tampa is the third oldest leadership program of its kind in the U.S. and exclusive to the Tampa Bay Chamber. Started in 1970 by a small group of Chamber Members, its legacy of empowering generations of business leaders with a regional perspective and community engagement spans 52 graduating LT classes and 2,750 professionals to date. In 2023, Sponsors continued to fuel monthly LT Program Days, which provided a dynamic, profound look into our region's infrastructure and economic engines. In Tallahassee, LT classes met with Tampa Bay's delegation to learn about advocacy initiatives being considered in the Florida Legislature.

LEADERSHIP TAMPA CLASS OF 2023

Ashly Anderson – InVision Advisors

Jordan August – Carlton Fields

Nicole Bandon – Bank of America

Justin Bennett – Gunster

Vik Bhide – City of Tampa

Carolina Blanco – Hill Ward Henderson

Melanie Brown – AdventHealth - West Florida

Lonnie Bryant – The University of Tampa

Terry Carter – Boys & Girls Clubs of Tampa Bay

Jennifer Corinis – Greenberg Traurig

Anna Corman – Hillsborough Education Foundation

Eric DeFelice – Tampa Police Department

David Delancy – One Day Came, Inc.

Nikki Diaz-White – BayCare-St. Joseph's Hospital

Kadian Douglas – CliftonLarsonAllen LLP

Brian Eastman – U.S. Air Force

Jaree Ervin – University Area CDC

Samantha Fiske – Tampa Bay Business Journal

Graeme Fraser – Cottonwood Real Estate Advisers

Chris Gstalder – Accenture

Katie Guice – Tampa Electric

Danielle Hernandez – DVH Law Group

Gary Holland – Tampa Hillsborough Expressway Authority

Lindsay Huban – Henry B. Plant Museum

Sabrina Jackson – Ultimate Medical Academy

Tina James – Florida Blue

Clay Keel – Keel Farms, Inc.

Brenda Khoury – U.S. Special Operations Command

Michael Kolcun – Adams and Reese LLP

Lijah Lokenauth – Tampa General Hospital

Shaylia McRae – Hillsborough County Public Schools

Melissa Meshil – HCA Healthcare

Scott Morrison – United Way Suncoast

Shana Murrell – Alumni Advisors

Paige Niehaus – Hillsborough Community College

Brian Peterson – Skanska

Heidi Pinner – Hillsborough Clerk of the Court & Comptroller

David Singer – Older Lundy

Meaza Stewart-Morrison – Morrison Advisory

Avril Stinson – Tampa Bay Chamber

Jay Taylor – LEVERAGE

Brandon Thom – Give Kids the World Village

Jody Thorson – Tampa Metropolitan YMCA

Sandra Torres – ZooTampa at Lowry Park

Andrew Tyner – Wells Fargo Bank, NA

Susan Vadaparampil – Moffitt Cancer Center

Jonathan Vaden – Hillsborough County Aviation Authority

Julian Waits – Rapid7

Amy Weber – Tampa Bay Buccaneers

Sylvia Wilson Thomas – University of South Florida



This LT program day was focused on first responders.



LT Sports Day focused on the economic impact and community engagement of Tampa Bay's sports industry.



For Agriculture Day, members of the LT '23 class traded in their laptops for strawberry fields and green pastures!



LT '23 became the 52nd group to graduate since Leadership Tampa was launched in 1970.



The LT tradition continued with the kick-off ceremony for the LT Class of '23!



LT Education Day featured the presidents of **Hillsborough Community College**, **The University of Tampa** and **University of South Florida**.



[Learn More About Leadership Tampa](#)



LEADERSHIP TAMPA ALUMNI



Leadership Tampa Alumni Cabinet led by LTA Chair Jeff Chernoff.



Mike Griffin, awarded the Parke Wright III Award in January, donated the prize money to the **Children's Dream Fund**.



ZooTampa at Lowry Park set the stage for LTA's Spring Fling, which provided alumni the chance to recruit colleagues and friends for LT Class of 2024.



LTA's Behind-the-Scenes gave members a closer look at the criminal justice system with guest speakers and a guided courtroom tour by The Honorable Thomas Palermo, a graduate of LT '22.



In 2023, LTA hosted 4 Connect with Coffee networking events, including this event at **Willa's**, near Downtown Tampa.



Two former State Representatives shared the realities of campaigning and detailed the priorities that aspiring candidates should consider before running for public office.

Leadership Tampa Alumni harnesses the passion of business and community leaders who have graduated from Leadership Tampa. This network of 550+ active, influential leaders from diverse industries supports our Vision 2026 strategic plan – nurturing an engaged, inclusive, and prosperous Tampa Bay region. Annual events include the LTA Reunion, Spring Fling, LTA Chair’s Choice and Behind-the-Scenes program day.

These are highlights of the many LTA events in 2023:

LTA BEHIND-THE-SCENES

The camaraderie of LT’s trademark program days continues on a larger scale with LTA’s annual “Behind-the-Scenes”. Alumni gain new insights about the community in the chosen area. In 2023, the focus was on the criminal justice system.

LTA CHAIR’S CHOICE

Chair’s Choice is centered around a high-interest topic in the region. No two events are ever the same. In 2023, Chairman Jeff Chernoff chose the fascinating world of political campaigns.

LTA CONNECT WITH COFFEE

Year-round networking events exclusively for LTA members take alumni to dynamic member companies and organizations.

LTA ANNUAL MEETING & PARKE WRIGHT III AWARD

A highlight of LTA’s Annual Meeting is the presentation of the Parke Wright III Award. The winner is a leader demonstrating great character, initiative, leadership, selflessness, and vision. In January, Mike Griffin (LT ‘04) became the 21st honoree to receive the annual award.



[Learn More About Leadership Tampa Alumni](#)



Business Around the Bay session led by 2023 Board Chair Brian Butler, brought together business leaders from various sectors.



Circle of Influence sponsored by **Florida Blue** - June sold-out event featured Greg Holland, the newly appointed President & CEO of the **Straz Center for the Performing Arts**.



Get Connected in December was the last of 6 speed networking events in 2023.



Competitive Edge: The Entrepreneur Experience in April featured business owners of **Bay Food Brokerage, Ortega Custom Cabinets, and Willa's**.



Coffee Connection - These quarterly events are hosted by the Chamber's Ambassador Committee.



Tampa Bay @ Sunset in April brought members together at **Saint Leo University's** Tampa campus inside this former cigar factory in West Tampa.

In 2023, our Chamber experienced a 38% increase in event attendance, with engagements up at every level of membership. For the first time since 2020, we surpassed pre-COVID event attendance. We highlight seven events bringing Tampa Bay businesses together

12,600+

Attendees

180+

Events

AFTER 5

The evening networking events are held quarterly at Chamber Member companies in various industries

BUSINESS AROUND THE BAY

Chamber Members in top Fit levels and Board Members are invited to these productive forums, discussing current challenges in the workforce and sharing intentional approaches to diversifying teams and boards.

CIRCLE OF INFLUENCE

This breakfast series is offered exclusively to top-tier members three times per year and connects Chamber members with key influencers in the region.

COFFEE CONNECTION

The morning networking events are held quarterly at our Chamber office and hosted by the Ambassador Committee, helping guests make the most of their Chamber benefits.

COMPETITIVE EDGE

This series sparks courageous, insightful conversations, helping members with professional development, employee relations, and the realities of entrepreneurship.

GET CONNECTED

This interactive speed-networking event has Chamber members deliver their 2-minute elevator pitch to other guests in attendance in a fun, supported environment.

TAMPA BAY @SUNSET

These unique gatherings happen six times per year and are exclusively hosted by Chamber member companies and organizations.



Learn More About The Chamber's Networking Events



SMALL BUSINESS OF THE YEAR AWARDS

The Chamber's annual Small Business of the Year Awards celebrate the entrepreneurship, innovation and economic impact of small businesses in the Tampa Bay Region. Annually, winners are selected in five categories after a nine-month evaluation process that involves the time and talents of 50+ judges and members of the SBOY Committee.

The 43rd Annual Small Business of the Year Awards were held on November 16 at the Seminole Hard Rock & Casino Tampa and presented by Adcock Financial Group and Vistra Communications, both former SBOY winners.



In 2023, the Chair was Samantha Abraham, CEO of My Paper Pusher bookkeeping company, and 2018 SBOY Winner (5 - 20 Employees Category).



2023 Small Business of the Year Awards at **Seminole Hard Rock Hotel & Casino Tampa**.



BoylePoint Contender Dealership – Startup Business of the Year.



Paragon Cyber Solutions – Small Business of the Year (5-20 Employees).



Bake More Pies – Small Business of the Year (21 – 50 Employees).



MidFlorida Armored & ATM Services Inc. – Small Business of the Year (51-250 Employees).



Bob Clark, President of **Tampa Steel Erecting Company** – Outstanding Business Leader.



Learn More About Small Business of the Year



138TH ANNUAL MEETING



This candid moment was captured as Brian Butler thanked our team for all the support during his tenure as Chairman of the Board.



At capacity, the JW Marriott ballroom seated 660+ guests.



TECO Vice President of Energy Supply with special guests from across the region.



A proud moment for our leadership team congratulating members of the first cohort to be seated after the MBA program received global recognition.



Advocating for the return of millions in transportation dollars, we launched our letter writing campaign to the Florida Legislature. 220+ guests signed on-site, while others used this QR code.



A tradition at Annual Meeting, guests donated toys to Metropolitan Ministries for its annual holiday outreach helping local families in need.

Our Signature Events culminate in December with the Chamber's Annual Meeting, celebrating accomplishments and recognizing the people at the heart of these successes: dedicated program participants; Chamber members volunteering their time & talents on committees and our Board of Directors; and sponsors ensuring programming that produces results benefiting the region.

December 14, the 138th Annual Meeting was held at the J.W. Marriott and presented by TECO. Guests shared in the ceremonial passing of the gavel from Brian Butler, 2023 Chamber Chair, to 2024's Chair, Brian Adcock.

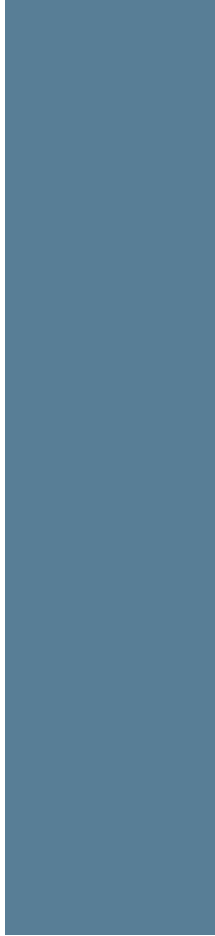
Completing its seventh year in 2023, our Vision 2026 plan was foundational to the successes experienced across Chamber programming and committees.

- In the top 2% of chambers in the U.S. rated 5-Stars
- Global recognition for the Minority Business Accelerator
- Surpassed pre-Covid event attendance for first time in three years
- SBOY received approximately 400 nominations.



Following tradition, the Annual H.L. Culbreath Jr. Profile in Leadership Award was presented to a leader making a lasting, positive impact in Tampa Bay. Congratulations to Gregory Celestan, recipient of the 2023 award.





**TAMPA BAY
CHAMBER**

TampaBayChamber.com

VISION  ²⁰₂₆

