

TAMPA BAY CHAMBER

2021 Annual Report

VISION 2026



The Chamber's Annual Report showcases our joint successes and accolades as well as the continued opportunities provided to our members and our entire region each year. In the following pages you will see that 2021, albeit an unusual year, was successful because the focus on our strategic initiatives drove our efforts for the year and they will continue to be driven by our **Vision 2026** plan.

It's been a quick five years since we introduced our 10-year vision plan, **Vision 2026**. Our Vision Plan encompasses our guiding pillars; **Catalyst**, **Inclusive Organization**, and **Hub for Business** all of which are supported by the Chamber's Organizational Excellence.

- The Catalyst Pillar embodies our consistent and unmatched advocacy on behalf of the business community.
- The Inclusive Organization Pillar incorporates our innovative initiatives such as the Minority Business Accelerator, Operation Partnership, and the Minority Empowerment Program which keep us at the forefront of growth and change in Tampa Bay.
- The Hub for Business Pillar encompasses our extensive programming efforts such as the Competitive Edge Series, Return on Relationships, and Leadership Tampa. These programs help us to continue building vital business and leadership development skills.
- The Organizational Excellence foundation strengthens our role model status for effective and efficient governance to ensure our members are proud to be a part of the Tampa Bay Chamber.

The past two years have been challenging for Tampa Bay, but we stood strong, and the future is brighter. We are eager to continue promoting your business, Tampa Bay's brand, and the Chamber's bold vision. To remain current on all that we offer please use our website, TampaBayChamber.com, as a resource for accurate and up-to-date information on all Chamber events, programs, and policy positions. It is our pleasure to serve you as our valued member, we appreciate your continued commitment to the Tampa Bay Chamber, and we invite all of our members to engage through our many programs and committees.

Sincerely,

Bob Rohrlack

Dr. Bob Rohrlack, CCE
President & CEO
Tampa Bay Chamber



Organizational Excellence

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.

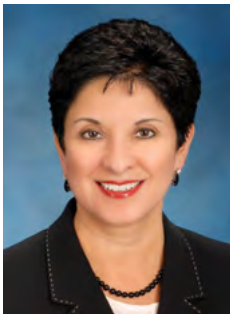
Our Values

Integrity, inclusiveness, agility, and accountability.



Learn More At: Vision2026.TampaBayChamber.com

EXECUTIVE COMMITTEE



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Yvette Segura
Yvette Segura Consulting



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Shumaker*



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Vistra Communications



Finance
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Dr. Bob Rohrlack, CCE
Tampa Bay Chamber

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Adcock Financial



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Tampa Bay Times*



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Edwin Narain
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Gary Vien
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Karin Coleman; HCI Group, Inc.*

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Bill Goede; Bank Of America*

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Kevin Hourigan; Spinutech, LLC

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David Judd; Wehr Constructors, Inc.*

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Larry Nourse; Miller Electric*

Penny Parks; Links Financial, LLC

Aakash Patel; Elevate, Inc.

Mark Pitts; Coca Cola Beverages - Florida*

Jason Quintero; Carlton Fields PA*

Scott Riley; Riley Education Foundation*

Cole Robinson; Fish Window Cleaning

Michael Smith; Fifth Third Bank*

Ali St. Cyr; Tomlin St Cyr Real Estate Services

Jon Stentz; Stellar Partners, Inc.*

Jennifer Suarez Jankes; Citi*

Corey Thomas; Rapid7*

Neal Thurman; Busch Gardens & Adventure Island*

Ryan Toth; The Beck Group*

Christine Turner; ChappellRoberts

Joe Waggoner; Tampa Hillsborough Expressway Authority*

Lauren Weiner; WWC Global

Gretchen Whalen; CLA*

Jamie Wilson; Moffitt Cancer Center*

Randall Woods; Florida Blue*

Jason Woody; Lions Eye Institute for Transplant & Research Foundation*

Cortney Young; Tampa General Hospital*

As of 12/31/2021

***PARTNER**

Ex-Officio Members

Santiago Corrada; Visit Tampa Bay

Addison Davis; Hillsborough County Public Schools

Lindsey Kimball; Hillsborough County

Ann Kulig; The Westshore Alliance

Carole Post; City of Tampa

Lynda Remund; Tampa Downtown Partnership

Craig Richard; Tampa Bay Economic Development Council

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Amanda Uliano; Law Office of Amanda M. Uliano, P.A.

LEADERSHIP TAMPA ALUMNI CHAIR
Luis Martinez-Monfort; Gardner Brewer Martinez-Monfort, P.A.

EMERGING LEADERS OF TAMPA BAY CHAIR
Adam Myers; Tampa Bay Economic Development Council

Past Chairs

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;** DLA Piper US LLP
2006	**Jose E. Valiente;** CPA
2005	**Samuel Ellison;** EWI Construction, LLC
2004	**John Ramil**
2003	**Deanne Roberts**
2002	**A.D. "Sandy" MacKinnon;** ADM Ventures, Inc.
2001	**Bob Martinez;** Holland & Knight LLP

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ADCOCK FINANCIAL GROUP
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The Bank of Tampa
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BLOOMIN' BRANDS
Bristol Myers Squibb
Busch Gardens
BUSH ROSS
CareerSource TAMPA BAY
CARLTON FIELDS
corporate INTERIORS GCI INDUSTRIAL
citi
Coca-Cola BEVERAGES FLORIDA
CORCORAN PARTNERS
GOVERNMENT RELATIONS
Dale Carnegie Training
DPR CONSTRUCTION
FIFTH THIRD BANK
Florida Blue
gte financial
HCI
HCC
JOHNS HOPKINS MEDICINE
JOHNS HOPKINS ALL CHILDREN'S HOSPITAL
Lions Eye Institute
FOR TRANSPLANT & RESEARCH
The science of sight. The gift of vision.
MILLER ELECTRIC COMPANY
Powering the Possibilities
MOFFITT CANCER CENTER
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REGIONS
Riley Education Foundation
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SAINT LEO UNIVERSITY
Sandler Training
Finding Power In Reinforcement
SEMINOLE Hard Rock HOTEL & CASINO TAMPA
SHUMAKER
SKANSKA
Stellar
Suncoast Credit Union
Tampa Bay Times
tampabay.com
TD Bank
TECO ENERGY
AN EMERA COMPANY
TGH Tampa General Hospital
TAMPA HILLSBOROUGH EXPRESSWAY AUTHORITY
Tampa International Airport
UMA ULTIMATE MEDICAL ACADEMY
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UNIVERSITY OF SOUTH FLORIDA
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CHAMBER STAFF



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Karen Arnold
Chief Operating Officer



D'Andrea Simone Cary
Controller



Michelle Ciudad Real
Senior Director, Leadership Programs



Carleigh DeLuca
Marketing Manager



Staci Fraser
Senior Director, Investor Relations



Meaghan Gelinski
Senior Director, Events



Nicholas Glover
Vice President, Advocacy



Katie Lopez
Senior Director, Military and Workforce Development



Kayla MacArthur
Events Manager



Kelly McClain
Strategic Support Manager



Shawn Paonessa
Director, Creative Services



Patie Powers
Membership Manager



Avril Stinson
Senior Director, Minority Business Accelerator & Economic Inclusion



Jill Teeter
Director, Leadership Programs



Jacquelyn Vasvari-Toke
Senior Director, Strategic Communications and Marketing



Rosanne Versaggi
Senior Director, Membership

FINANCE

Total Assets

Cash & Cash Equivalents



Accounts Receivable



Prepaid Expenses & Other

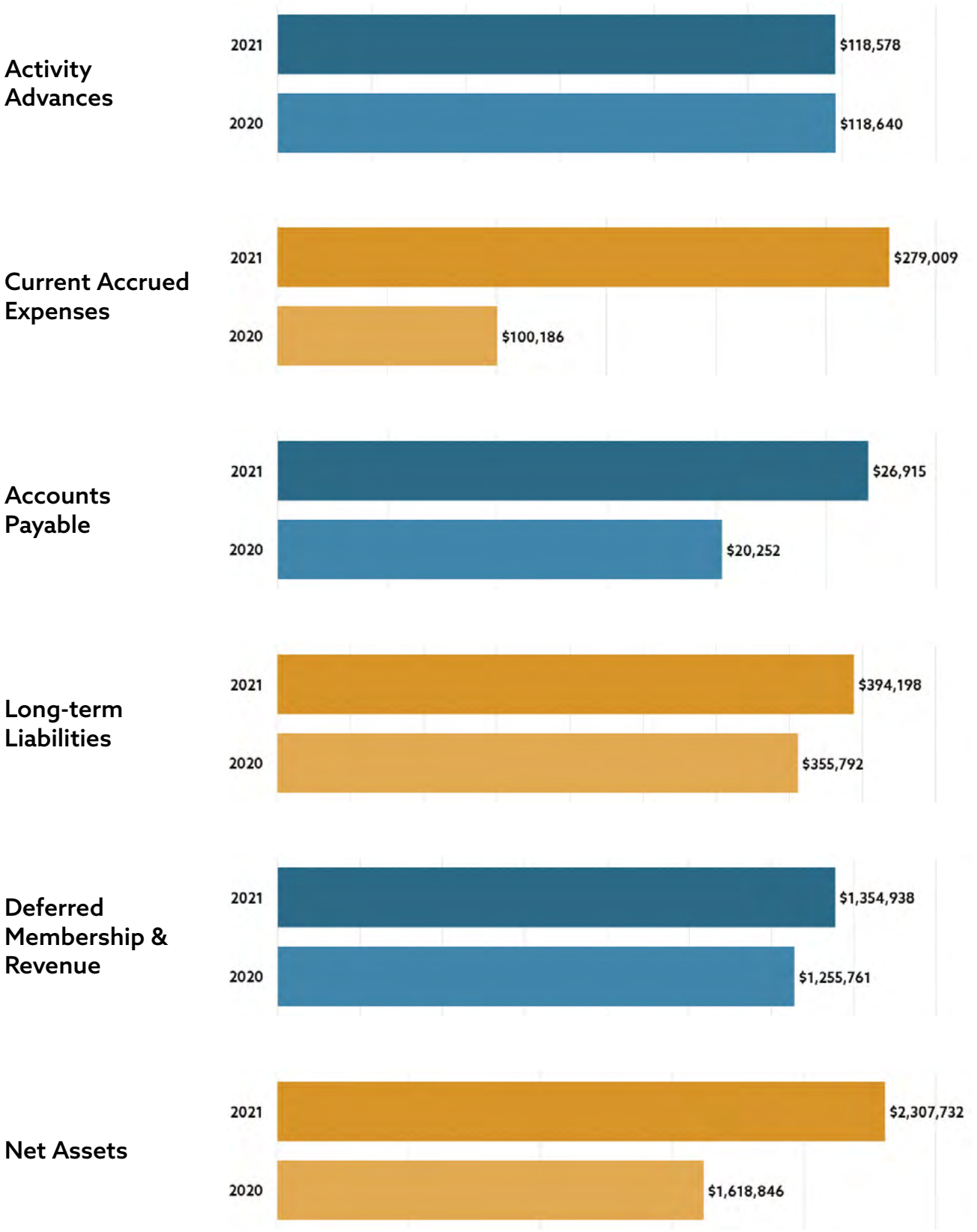


Property & Equipment



* 2021 figures pending 2021 Annual Audit

Total Liabilities & Net Assets



* 2021 figures pending 2021 Annual Audit



Catalyst

Accomplishments & Successes

- Hosted public policy events to ensure members have a better understanding of how the Chamber advocates for our members
- The Tampa Bay Chamber was instrumental in the successful passage of the interlocal agreement and extension of the public-private partnership in support of the expanded ferry service
- Governor Ron DeSantis announced the funding and acceleration of two of the Chamber's key transportation priorities, the Westshore Interchange and the Downtown Interchange
- In partnership with WFLA and USF's St. Pete campus, the Chamber hosted the St. Petersburg Mayoral Debate

Catalyst

LEGISLATIVE EVENTS

The Chamber hosted our annual Legislative Kickoff reception with nearly 240 attendees, expressing important issues for the business community.

The Chamber's Policy Council (along with our Transportation Council and Policy Advisory Committee) hosted an informative update on The Florida Supreme Court's ruling on All for Transportation.

The Chamber held a very informative Public Policy Roundtable titled, "The Intersection of State and Local Education Policy" featuring Florida Department of Education's Jacob Oliva, Chancellor of K-12 Education, and Addison Davis, Superintendent of Hillsborough County Public Schools.

Our annual Face the Chamber breakfast with Mayor Jane Castor was held in-person and boasted 240 attendees, achieving 95% of plan.

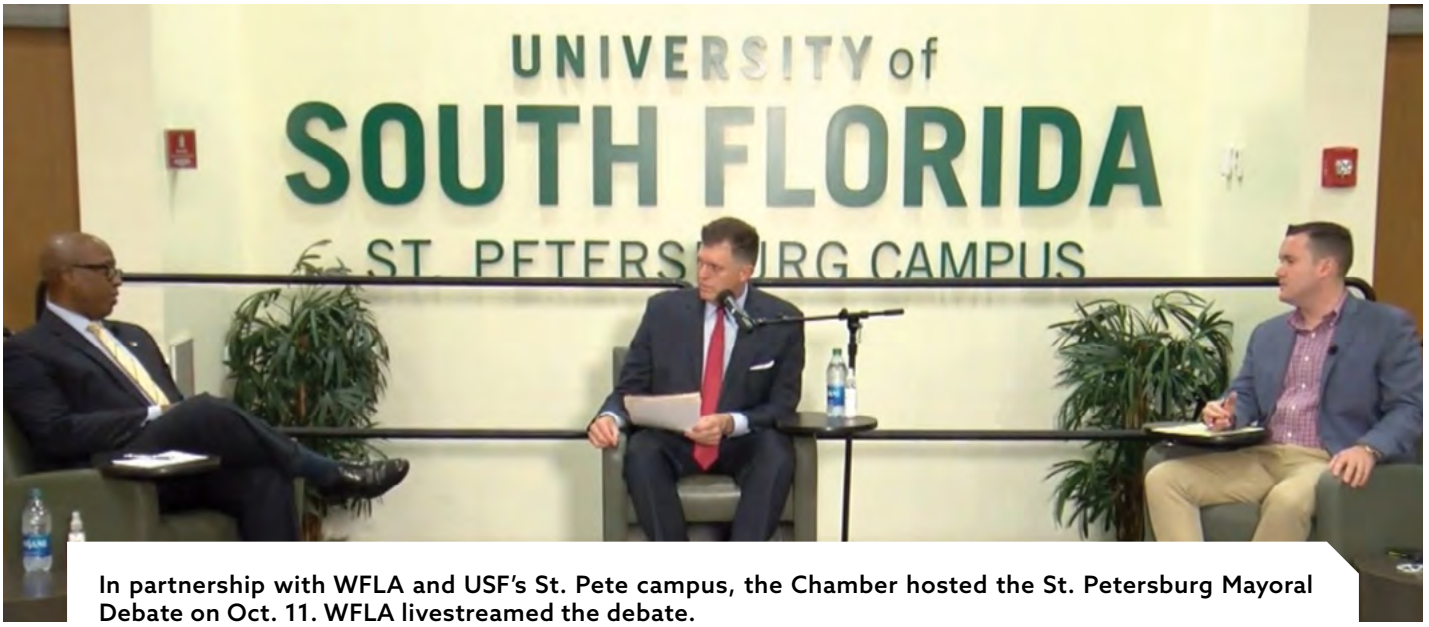
The Tampa Bay Chamber hosted a PRO Act update feat. Glenn Spencer, SVP of Employment Policy at the U.S. Chamber of Commerce.

A successful Legislative Wrap Up was held, featuring 11 senators and representatives from Hillsborough, Pasco, and Pinellas, moderated by Peter Schorsch, publisher of Florida Politics.





Hosted successful Fireside Chat with Facebook COO, Sheryl Sandberg, yielding 300+ registrants and multiple earned media pieces, including a Tampa Bay Times article post-event and an op-ed coauthored by Sheryl Sandberg and Bob Rohrlack about how Facebook and social media can help support local businesses.



In partnership with WFLA and USF's St. Pete campus, the Chamber hosted the St. Petersburg Mayoral Debate on Oct. 11. WFLA livestreamed the debate.

Catalyst

LOCAL ADVOCACY

The Chamber's Advocacy team wrapped up our Tampa Bay legislative delegation one on one meetings. The team met with nearly every legislator in our tri-county delegation, detailing our priorities this session and providing our full 2021 legislative agenda.

Ahead of the start of this year's session, the Policy Advisory Committee hosted the government affairs leaders of Hillsborough and Pasco counties, Jim Taylor, and Ralph Lair, respectively. Our guests discussed their county's priorities and ways the Chamber could support.

The Chamber's Policy Council hosted guest speakers from the City of Tampa: Abbye Feeley, Director of Development & Growth Management, and Vik Bhide, Director of Mobility. Our speakers' presentations centered on "Balancing Growth and Mobility for our City and Region".

To ensure the voices of the business community were heard re: the proposed fossil fuel and fossil fuel infrastructure ban, the Chamber hosted Tampa City Council member Joe Citro, environmental groups, members from impacted industries, and statewide trade associations – Ultimately Councilman Citro elected to withdraw the resolution.

The Chamber's Transportation Council issued a transit survey to Board members, Policy Council, and Policy Advisory Committee participants to ensure alignment of advocacy efforts, and in preparation for the 2022 legislative agenda submission.

The Chamber's Board of Directors approved the Policy Council's 2022 Legislative Agenda, titled Key Issues that can be found on the website here: TampaBayChamber.com/pages/key-issues/

Hillsborough County Commission Chair, Pat Kemp, presented to the Chamber's Transportation Council an update on the Cross Bay Ferry and potential expansion of service from South Hillsborough County to MacDill Air Force Base.

The Tampa Bay Chamber was instrumental in the successful passage of the interlocal agreement and extension of the public-private partnership in support of the expanded ferry service from Tampa to St. Petersburg, and separately from South Hillsborough County to MacDill Air Force Base.

The Tampa Bay Chamber has Memorandums of Understanding with 11 organizations who are all focused on the best interests of the Tampa Bay region.

Catalyst

NATIONAL/STATE ADVOCACY

The Chamber's Policy Council hosted Senator Jeff Brandes (FL Senate – D. 24) for an engaging conversation ranging from his "Civil Liability for Damages Relating to COVID" legislation to criminal justice reform.

The Chamber's Advocacy team met with the Florida Department of Economic Opportunity (DEO) in an effort to pursue either legislative relief or a departmental rule change that would require the State of Florida to track military spouse unemployment.

Policy Council prepared a white paper regarding the PPP Federal Acquisition Regulation (FAR) credits to educate members that refers them to qualified Chamber members.

The Chamber participated on the Chambers for Clean Energy & Innovation's 2021 Legislative Briefing webinar with Senator Jeff Brandes and Senator Jason Brodeur.

As a convener, the Chamber hosted Rep. Kathy Castor and Tampa Bay community leaders in a focused strategy session to discuss MacDill AFB as a candidate location for the KC-46 Pegasus tanker.

The Chamber's Policy Advisory Committee hosted an engaging discussion, moderated by Gina Evans of Tampa International Airport, about the present and future state of the hospitality & tourism industry from Tampa Bay's leading tourism executives. We also learned of the policies at the local, state, and federal level driving the industry's resurgence. Panelists included: Santiago Corrada – President & CEO, Visit Tampa Bay; Steve Hayes – President & CEO, Visit St. Pete Clearwater (VSPC); Bob Morrison – Executive Director, Hillsborough County Hotel & Motel Association.

The Chamber's Transportation Council hosted Chris Rall, Outreach Director for Transportation for America. Rall provided Council members with a federal transportation and infrastructure update.

Chamber staff moderated the launch of the Florida Race to Zero campaign kickoff. The Race to Zero is an initiative led by the mayors of Tampa, St. Petersburg, Miami and Orlando, aimed at getting the State of Florida closer to carbon neutrality.

Chamber Chair, Yvette Segura, participated in a stakeholder meeting, regarding the Westshore Interchange, with Florida Department of Transportation Secretary, Kevin Thibault.

The Governor announced the funding and acceleration of two of the Chamber's key transportation priorities, the Westshore Interchange and the Downtown Interchange.

Catalyst

WORKFORCE HOUSING

The Chamber established the Chamber Workforce Housing Caucus in 2020, and in 2021 it was established as a Subcommittee. The purpose of the subcommittee is to propose actionable workforce housing solutions that the Chamber can advocate.

The Workforce Housing Subcommittee met with Abbye Feeley and Kayon Henderson from the City of Tampa to discuss the Infill 360 Housing Redevelopment Program Phase II.

The City of Tampa's Business and Brunch program kicked off with its first employer participant, and Chamber member, Ultimate Medical Academy. Over 630 employees are participating in this program in which the City of Tampa will be connecting them with subject matter experts and local businesses to educate, assist, and guide employees through the home buying process.

The Workforce Housing Subcommittee met with Brenda McKenzie, Workforce Partnerships & Special Projects Director, Neighborhoods & Community Affairs, City of Tampa to discuss their role in bringing together the community in support of workforce development.

Members of the committee met with Frank Wells, President and Chief Impact Officer of Bright Community Trust to discuss how they are addressing workforce housing needs in the central Florida region.

Over 30 community partners met for the first Workforce Housing Community Partner meeting. Developers, non-profits, and business community members heard from the City of Tampa and Hillsborough County on opportunities to invest in workforce housing. Ultimate Medical Academy shared their experience with the City's Business & Brunch program.

Committee members heard from Chris Romer, President & CEO, Vail Valley Partnership about their workforce housing initiatives and best practices for the Chamber's role with this outreach in their community.

Committee members heard from Bowen Arnold at DDA Development about their Sixty90 project which includes over 200 workforce housing units in St. Petersburg. A dedicated source of local funding remains the number one requested item by developers to ensure they're able to offer workforce housing units.

The Committee Chair and Policy Liaison presented an update to the Chamber's Policy Council on their progress and recent efforts by the Florida Realtors Association to protect the Sadowski Fund.

Committee members heard from Joey Henderson with Greater Tampa Realtors to discuss their initiative to get one million signatures by December 31, 2021, to include a constitutional amendment on the 2022 General Election ballot which protects money deposited in to the Sadowski Trust Fund from being used for non-housing purposes.

Over 20 community members met for the second Workforce Housing Community Partner meeting where they received updates and information regarding partnership opportunities from the City of Tampa and Hillsborough County government.



Inclusive Organization

Accomplishments & Successes

- Graduated the 2020 and 2021 Cohort of the Minority Business Accelerator program
- Welcomed the fifth Cohort of the Minority Business Accelerator program
- Emerging Leaders of Tampa Bay young professional group had record attendance at virtual, hybrid, and in-person events addressing important issues in Tampa Bay
- Operation Partnership assisted over 100 service men and women transitioning out of the military and military spouses with meeting local business members and learning more about the Tampa Bay business community
- Women's programming offered the opportunity for the membership to hear from remarkable women at a variety of events

Inclusive Organization

COLLEGIATE LEADERSHIP TAMPA BAY

Sponsors

The Collegiate Leadership Program is a program that the Chamber created about 3 years ago in an effort to retain college talent in Tampa Bay. After two years of planning the program the first class started in 2020. Collegiate Leadership is a tuition-based, academic-year-long program (October – April) that prepares a diverse group of college student leaders to have a positive impact on their future communities while they learn extensively about what makes Tampa Bay a favored place to live and work.

The program is for students who have a minimum of 60 credit hours while attending the program and are enrolled at Saint Leo University, The University of Tampa, or the University of South Florida.

The program recognizes students who have demonstrated leadership within their campus community, as well as academic success. As these students near degree completion, Collegiate Leadership helps introduce them to the many ways that leadership takes shape outside the academic world. This program will teach them as much about the community as it will about themselves and will empower them to continue their leadership journeys.

Program days occur once a month. During which, participants learn about various aspects of our community. Topics are updated annually to reflect issues of importance at that time. During the program, participants take part in an opening retreat session, six program days and a closing session graduation dinner.

The first class of Collegiate Leadership was the 2021 Class led by the Chair, Kari Goetz (LT '18) and Vice Chair, Wyatt Krapf (Emerging Leaders). The Collegiate Leadership 2021 Class graduated from the program in April 2021.

The 2022 class began in October 2021 and will graduate in April 2022. The 2022 class is led by the Chair, Wyatt Krapf (Emerging Leaders) and Vice Chair Lindsay Grinstead (LT' 18).

Collegiate Leadership Tampa Bay Class of 2021

Saint Leo University

Ashley Butler
Ramon "Andy" Escalera
Rose Foley
Tiffany Grant
Kendrick Gray
Montserrat Molina
Jade Ortner
Nathalia Sanfiel
Nicholas "Niko" Sobestanovich

The University of Tampa

Kelly Collins
Melissa Cuesta Valdivia
Erin Hanson
Jacob Jalloway
Noah McNair
Priyanka Yadav

University of South Florida

Victoria Campana
Simone DiMattia
Junayed "JJ" Jahangir
Jack LaGoy
Erika Miller
Destiny Patterson
Gustavo Derigge Spangher
Giselle Vasquez-Soto

Inclusive Organization

EMERGING LEADERS OF TAMPA BAY

430+

Members age 21-35

Emerging Leaders is a young professional leadership program of the Tampa Bay Chamber designed for emerging leaders ages 21 to 35. Stemming from an initiative to recruit and retain talent in the Greater Tampa Bay Area, the Chamber's Board of Directors approved the idea in 2003 and Emerging Leaders was launched in May 2004.

Vision Series

Spotlight on Diversity, Equity & Inclusion where members were able to hear from five subject matter experts who discussed DEI within Tampa's military, workforce, and transportation sectors.

Creating a Sustainable Tampa for Young Professionals which focused on what Tampa Bay is doing to manage growth and create a community that both attracts and retains young professionals.

Committee Work

The Hub for Business Committee runs the Mentor-Protégé Program – In 2021 there were 50 Emerge members who were paired with 50 mentors to help them in their personal and professional lives.

Inclusion Committee held the ninth annual Nonprofit Fair. 29 nonprofits were represented and around 100 attendees. They also hosted the Nonprofit Board Governance three course series. 27 members completed the course.

Community Service

- Feeding Tampa Bay Mobile Pantry – Provided 1700 families with food during the shift
- MacDonald Training Center – Sorted Gasparilla beads
- Habitat for Humanity – Helped to build a house together

2021 Emerging Leaders Annual Meeting

Founding Sponsor

CHAPPELLROBERTS
WE CREATE CHANGE

Presenting Sponsors

Leadership Tampa Alumni
TAMPA BAY CHAMBER

SAINT LEO UNIVERSITY

The 2022 Emerging Leaders of Tampa Bay Leadership team (below) was announced at the 2021 Emerging Leaders Annual Meeting. Michelle Christie, Regions Bank, will be the 2022 Chair, and Brett Scafidi, PrimeGroup Insurance, will be the 2022 Vice Chair.



The 2021 Deanne Dewey Emerging Leaders Award was presented to Andrew W. Smith at the Emerging Leaders Annual Meeting.

Inclusive Organization

MILITARY

Since the 1940s, the Tampa Bay business community, led by the Tampa Bay Chamber, has enjoyed a close working relationship with MacDill Air Force Base – a vital part of our nation's defense and an important training location for those who safeguard America. We understand the importance of promoting and supporting our brave men and women who serve our country and call our community home.

Operation Partnership

This three-part program assisted over 100 service men and women transitioning out of the military and military spouses with meeting local business members and learning more about the Tampa Bay business community.

Hosted Operation Partnership: Transition Tampa Bay with over 20 transitioning service members participating in a day long series of workshops hosted by over 16 Chamber members relating to the transition from military service to the civilian business community.

Hosted Operation Partnership: Civilian Career Day with over 20 transitioning service members participating in a networking event with Chamber members to learn more about their organizations, industry, and corporate culture.

Hosted Operation Partnership: Tampa Bay @ Sunset with over 40 transitioning service members and spouses as they networked with members of the Tampa Bay business community.

Military Council & Military Advisory Committee

The Military Advisory Committee discussed off-base housing options for military families moving to the Tampa Bay community which led to advocacy opportunities that the Chamber is currently researching.

Members of the Military Advisory Committee met with Valerie Lavin from Bunker Labs and Adam Birch from Older, Lundy, Alvarez, & Koch to discuss the veteran and military spouse ecosystem in Tampa Bay.

Hosted Senior Enlisted Advisors from the 927th Air Refueling Wing, 6th Air Refueling Wing, SOCOM, JCSE, and the MacDill Family Readiness Unit to discuss quality of life issues impacting military families. Transportation and housing continue to be two of the most pressing concerns families face while stationed at MacDill.

In conjunction with the South Tampa Chamber of Commerce we hosted a combined Military Advisory Committee. With over 40 attendees our committee members heard from Bay Area Legal regarding their medical legal partnership and how they are assisting veterans.

The Tampa Bay Chamber along with the South Tampa Chamber of Commerce and the Tampa Bay Defense Alliance formed the MacDill Means Mobility Task Force to advocate for MacDill Air Force Base as the new home for the KC-46 aircraft squadron. A decision is expected to be made between MacDill and Fairchild this fall by the Acting Air Force Secretary John Roth.

Hosted Senior Enlisted Advisors from the 927th Air Refueling Wing, 6th Air Refueling Wing, SOCOM, and MARCENT to discuss quality of life issues impacting military families. Transportation and housing continue to be two of the most pressing concerns families face while stationed at MacDill.

The Committee met with Andy Gold from Hillsborough Community College to discuss veteran entrepreneurship and how the business community can help assist local veterans who are starting their own businesses.

In partnership with the Tampa Bay EDC, members of the Military Council met with Boyd Watterson Asset Management to discuss the growing GovCon industry in Tampa Bay.

Military Spouse Support

Met with the Florida Department of Economic Opportunity to discuss tracking military spouse reemployment assistance benefits.

Working with the Tampa Bay Military Spouse Empowerment Zone to encourage local employers to participate in the Military Spouse Employer Directory. Currently 18 companies have pledged their commitment to hire military spouses.

In partnership with the USO Transitions team we hosted a Tampa Bay: Military Spouse Resource Discussion that focused on local resources available to help military spouses with gainful employment. Participating organizations included the Tampa Bay Chamber, Military Spouse Economic Empowerment Zone, Military Spouse Fellowship Program, Military Spouse Professional Network, and CareerSource Tampa Bay.

Celebrated Military Spouse Appreciation Day on our social media by highlighting military spouse employment and the Hiring Our Heroes Corporate Fellowship Program.

Received a proclamation from the Hillsborough County Board of County Commissioners declaring November as Military Family month.

Assisted Hiring Our Heroes with their grassroots military spouse workshop geared toward pairing military spouse talent with local employers.



Tampa received the Military Spouse Impact Award for Community of the Year by Hiring Our Heroes, U.S. Chamber of Commerce Foundation. This award recognizes a community and its leaders for their efforts in creating a strong, inclusive community that allows military spouses to thrive both inside and outside of the gates.

Hiring Our Heroes Corporate Fellowship Program

The Hiring Our Heroes Corporate Fellowship Program concluded its second year in Tampa Bay with 135 service member fellows and 16 military spouse fellows graduating from the program. This innovative program provides transitioning service members and military spouses with professional training and hands-on experience in the civilian workforce, better preparing candidates for a smooth transition into meaningful civilian careers. Open to both transitioning service members and military spouses, participants are strategically matched with participating companies based on the specific skills of the candidate and preferences of both parties.

"Amgen's Military Fellowship program provides Amgen a great opportunity to meet military veterans that are seeking to transition from military service into work within the private sector. We highly value the vast diversity of our military veterans who have the opportunity to gain hands-on experience and skills in their transition into corporate environments. The service members are eager to provide their skill sets and expertise to tackle projects at Amgen, perform exceptional work and are able to quickly contribute to Amgen's successes. This program provides a vast amount of value for us to be able to tap into a great source for talent filled with passionate people that help us to drive innovation for the patients we serve."

Brian Phan – Diversity, Inclusion & Belonging Manager, Amgen

"I gained an invaluable amount of professional development while participating in the HOH's CFP. The program prepared me for a smooth transition into a meaningful civilian career. Being with Amgen was like a dream come true! I've benefited from working with the best and brightest people in the biotech industry and the work that I'm doing has a significant impact on the quality of life for millions of people."

Aaron Wheeler – Corporate Fellow, Amgen

For more information visit hiringourheros.org/fellowships

Inclusive Organization

MINORITY BUSINESS ACCELERATOR

Founding Sponsors

Community Partners

The 2020 and 2021 Cohorts of the Minority Business Accelerator graduated in 2021 from the 2-year program. The Minority Business Accelerator also celebrated the start of its fourth cohort this year and they're well underway to the same success as the first three cohorts.

The 2023 Cohort, and fifth cohort of the program, was announced at the 136th Annual Meeting in December. 2023 Cohort Participants include:

- Floyd Freeman – Cablelytics
- John Diazt – Ceiba Ltd.
- Max Volmar, Jr. – M&G Janitorial Services
- Charles Jackson – Mijan Construction
- Damaris and Uziel Ortega – Ortega Custom Cabinets, LLC
- Kalvin Weathersby – Permits Now Inc. – Power Civil Construction Services
- Dr. Pamela Noel – ScopeShield, Inc.

$7.6m
Gross Sales

215
New Jobs Created

190
Vacancies Filled

46
New Corporate Contracts

$625k
Companies Securing New Capital

15+
New Assets Acquired



Minority Business Accelerator 2020 and 2021 Cohorts celebrated their graduation from the program in November 2021. The 2020 Cohort Graduation was postponed in 2020 due to COVID-19.

2019 Cohort

- CCS marketing
- MATCON Construction Services Inc.
- McKenzie Contracting, LLC
- Mid Florida Armored ATM Service

2020 Cohort

- ENVISION
- OHC Environmental Engineering

2021 Cohort

- Buyer's Point Wall Plates & Accessories
- Ice Cold Air Discount Auto Repair — Brakes • Belts • Tune Ups • and More!
- Jerel McCants Architecture Inc. JMA INC. JMCCANTS.COM
- Versa-Tile and Marble, Inc

2022 Cohort

- BEST Employment SoluTions
- eSmart Recycling
- Home Helpers® Making Life Easier®
- ISC Integrated Security Consultants
- Livy O's Catering Co.
- One Day Came Construction Managers | General Contractors

Inclusive Organization

WOMEN'S PROGRAMMING

The Chamber offers four women's programming events throughout the year in addition to the annual Women of Influence Luncheon. The content for the women's programming is determined by the Women of Influence Committee. The committee is also active in various outreach efforts, partnering with existing Chamber programs to assist with public policy initiatives, veteran employment efforts, and young professional mentorship.

Pearls of Experience

At the first women's programming event of the year, attendees heard from JC Ayers (right), VP of Human Resources at Seminole Hard Rock Hotel & Casino, on how she got to where she is today, as well as what changes Seminole Hard Rock has had to make to their operations due to the ongoing pandemic.

At the second Pearls of Experience event of the year, attendees experienced a behind the scenes tour of Water Street Tampa, followed by a networking reception at Sparkman Wharf.





Pearls of Wisdom

At the first Pearls of Wisdom event of the year attendees heard from Dr. Deirdre Dixon, Colette Glover-Hannah, and Kari Goetz for a discussion on Navigating Career Changes (left).

At the final women's programming event of the year attendees had a lively panel discussion from tourist experts on the critical importance of tourism on the Tampa Bay economy. Panelists included Janette Carter, Visit Tampa Bay, Laurie Noyes, Tampa International Airport, Christina Sookram, Pinnacle Hotel Management, and Danielle Vona, The Marketing Posse.

Women of Influence Luncheon

Presenting Sponsor

PNC BANK

The event's featured speaker was Judge Glenda Hatchett. Judge Glenda Hatchett is an attorney, author, business owner and host over the two-time Emmy nominated nationally syndicated show, Judge Hatchett, now in its 18th season.





Rita Lowman of Pilot Bank was named the 2021 Dottie Berger MacKinnon Woman of Influence Award winner.





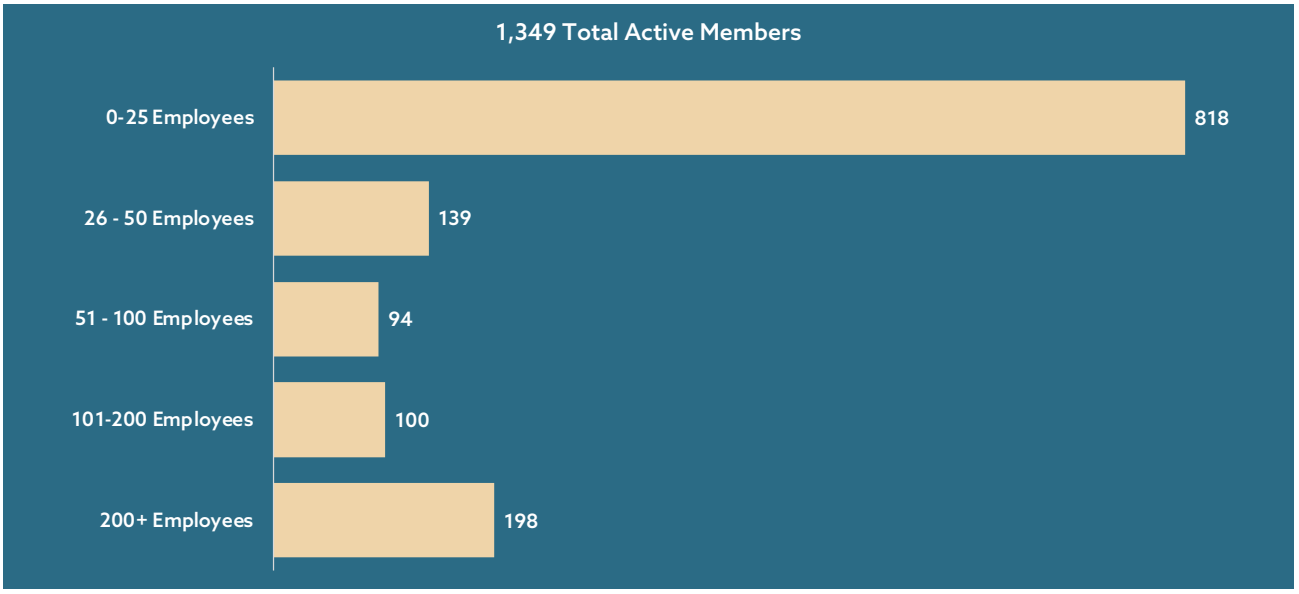
Hub For Business



Accomplishments & Successes

- Record number attendance at virtual, hybrid, and in-person Chamber events and programming
- 215 new members joined the Tampa Bay Chamber in 2021
- Graduated first class of students from the Collegiate Leadership Program, including students from Saint Leo University, The University of Tampa, and the University of South Florida. Started the second class in October
- Leadership Tampa Class of 2021 graduated & Leadership Tampa Class of 2022 began
- LTA provided scholarships for nonprofit staff and civil employees of the Leadership Tampa Class of 2021
- The Workforce Development committee worked with the Policy committee to ensure that there were workforce development issues added to the 2022 Legislative Agenda
- Hosted the 41st Annual Small Business of the Year Awards and the 136th Annual Meeting

MEMBERSHIP



Membership Committee

Membership Committee members are business leaders who are committed to helping the Tampa Bay Chamber build a strong, diverse and active business community.

The Chamber offers unprecedented benefits and opportunities for Tampa Bay businesses to engage and prosper. There are resources for businesses large and small, whether you are focused on growing your business by making key connections or shaping public policy and positively impacting the business environment alongside the region's most active executives and leaders. There are a lot of opportunities to get involved and build relationships through more than 100 business development and networking programs annually.

Ambassador Committee

Ambassadors assist member representatives to engage and leverage involvement. With visibility as one of the greatest benefits of Chamber membership, the Ambassador committee helps you get noticed. The Tampa Bay Chamber has earned a reputation of being the Hub for Business in Tampa Bay. It's the activities of member companies that keep Tampa Bay's business community vibrant and the quality of life attractive throughout our region. With such a large membership the Chamber relies on the Ambassador Committee to engage each and every member and help get them involved in all that the Chamber has to offer.

- Anniversary recognition for 1st and 5th year members
- Assist members in leveraging their Chamber involvement
- Key component in member retention efforts
- Called on over 700 members
- Face-to-face member visits
- 29 Ribbon Cuttings
- Hosted over 75 new members at 3 Coffee Connection events this year

215
New Members

5
Member Upgrades

7,000
Event Attendees

Hub For Business

COMMUNITY OUTREACH

The Community Outreach Committee supports the Chamber pillars and provides an avenue for members to come together for the betterment of the community. The committee worked with six (6) non-profit Chamber members and had the opportunity to understand their mission, contribution to the community, and needs of the organization. After participating in the "workdays" members volunteered to take on projects either for themselves or their companies.

YMCA Camp Cristina

20 Chamber volunteers joined with the Riverview Chamber to help the facility get ready for the summer camp season. Volunteers toured the 55-acre camp and learned how the various recreational activities help kids with constructive alternatives to conflict, stress, and many of the other pressures life presents.

Goodwill Industries

12 volunteers helped at the 2021 Goodwill Hippie Dash. Cheering on runners, walkers, and canine participants, the volunteers handed out refreshments for the many participants and spectators that were raising money for a worthwhile cause.

Sulpher Springs Urban Garden

7 volunteers cleaned out the growing garden beds, planted corn and beans, and performed general maintenance throughout the YMCA's lot located in Sulphur Springs. The garden offers experiential learning opportunities for the neighborhood and provides fresh produce for families at the local elementary school.

Meals on Wheels

18 volunteers completed their routes on a rainy Friday morning to deliver much more than a fresh, nutritious meal – they provided caring contact to a senior or homebound resident, enriching their soul with a little human contact.

Metropolitan Ministries Holiday Tent

Joining together with Leadership Tampa Alumni and Emerging Leaders of Tampa Bay, over 30 volunteers worked to make the holidays a little brighter and give hope through the holiday season.



50 volunteers from the Chamber, Leadership Tampa Alumni and Emerging Leaders of Tampa Bay brought awareness to food insecurity in our community by partnering with Feeding Tampa Bay at their mega pantry. Each week, this pantry provides 3,500 food boxes to our fellow citizens.

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LEADERSHIP TAMPA

Leadership Tampa is focused on professionals who hold leadership positions within their companies or organizations. Since 1970, Leadership Tampa has introduced its class members to major facets of the Tampa Bay region through an intensive nine-month course. Founded by the Tampa Bay Chamber, Leadership Tampa's members participate in educational sessions, tours and candid conversations with community leaders.

- Leadership Tampa Class of 2021 - 37 business professionals

Leadership Tampa Class of 2021

Josh Baumgartner
Carey Cox
Sara Dodds
Sean Fenton
Michael Flores
Dolores Garcia
Simon Gaugush
Nicholas Glover
Chris Kamke
Elizabeth Key-Raimer
Bill Kuzmick
Jordan Maglich
Ann Maglio
Michael McAuley
William McFetridge
Stacy Miller
Daniel Mineo
Liza Mizel
Jennifer Moore
Jill Neuman
Donald Noble
Cameron O'Connell
Nikki Pardo
Katrina Pasteur
John Patierno
Kenji Plennert
Carole Post
Jeffrey Reese
Brice Rich
Anna Richardson Griffin
Col Benjamin Robins
Lt Col Jerry Snider
Elizabeth Stoddard
Donna Tope
Philip Whitten
Jeffrey Wilcox
Dr. James Wilson



The 50th Leadership Tampa class graduated in June 2021.



LTA volunteered over 60 hours to Feeding Tampa Bay and continue to volunteer as the Business Liaison to the Strategic Advisory Committee for Memorial Middle School.

Hub For Business

LEADERSHIP TAMPA ALUMNI

Leadership Tampa Alumni extends the Leadership Tampa experience by fostering professional relationships, offering unique educational programs, and promoting leadership to grow business and build community.

539
Members

Mentor | Protégé Program

LTA members served as mentors to young professionals in the Emerging Leaders of Tampa Bay Protégé Program. Over 34% of the mentors in the program were LTA members.

Chair's Choice

Leadership Tampa Alumni held their annual Chair's Choice event sponsored by Gardner Brewer Martinez-Monfort and Tampa Laundry Company, where members heard about the unique opportunity to explore the world of special operations.

Outreach

This year the LTA Outreach Committee recorded videos of 15 children's books available to view for all library card members via the internet.

The LTA Outreach committee also hosted, in conjunction with Cristo Rey High School, a successful Career Showcase where 60 high school juniors and seniors had access to over 15 career fields.

Conversations With Influence

Leadership Tampa Alumni held their Conversation's with Influence event sponsored by CI Group, where members heard from the new Tampa Fire Rescue Chief Barbara Tripp.

Annual Meeting

Troy Manthey with Yacht StarShip and Pirate Water Taxis was named the 2021 Parke Wright III Leadership Award recipient at the Leadership Tampa Alumni Annual meeting.

Hub For Business

WORKFORCE DEVELOPMENT

The committee began in 2014 and was positioned as a hub for the partnerships created between our business community and academic institutions. In 2017, in conjunction with the Chamber's Vision 2026, the committee expanded their focus to include addressing the gaps that exist in workforce development and workforce talent. In 2020, the committee changed its name to the Workforce Development committee to reflect its efforts in addressing workforce development and workforce talent in the community. The mission of the committee is to develop workforce talent, advocate for innovative educational initiatives and inspire meaningful academic and business partnerships.

The Workforce Development Committee met with Florida State Attorney Andrew Warren to discuss experiential training opportunities for young minority men in the Hillsborough County School District.

The committee worked on encouraging the business community to participate in the CareerSource Tampa Bay Summer Job program as well as the Hillsborough Community College initiative to recruit mentors and coordinate job shadowing and internship opportunities for their Business Administration students at the Dale Mabry campus.

Members of the Workforce Development Committee heard from Corcoran Partners regarding workforce related legislation in the Florida legislature.

Committee members heard from Cristo Rey Tampa High School about their Corporate Work Study Program.

In partnership with the Chamber's Women of Influence Committee, the Workforce Development Committee hosted the Women's Economic Mobility webinar with over 70 attendees to discuss the disproportionate impact of the pandemic on women in the workforce.

The Workforce Development Committee is working with the University of Tampa to formalize pathways for the business community to guest lecture and Olivier Millour spoke about the Junior Achievement Virtual Career Expo opportunity for the business community.

Legislative Agenda

In 2021 the Workforce Development Committee worked with the policy committee to ensure that there were workforce development issues added to the 2022 Legislative Agendas for the Chamber. Initiatives include supporting:

- Apprenticeship programs and experiential training offerings.
- The prioritization of Tinker K-8 School to increase capacity, update aging facilities, and improve educational continuity for military families.
- Early childhood learning as a path to a competent and capable workforce.
- Expand accessibility of Pell Grants for students pursuing short-term certifications.
- Pursuing all available federal support for workforce development and education programs.
- Bridging the digital divide.
- Associate of Science dual enrollment course offerings.
- Continued support and resources for schools related to COVID-19.
- Expansion of online learning infrastructure.
- Flexibility to implement the instructional requirements related to mental health education, substance abuse education, Youth Mental Health First Aid, and human trafficking education.
- Including industry certification and skilled training in school and district grade calculations as an additional student success measure.



Work Redefined

Sponsors

Suncoast Credit Union HCC

Over 60 Chamber members attended the Workforce Development Committee's first event of the year, Work Redefined: Economic & Workforce Forecasting. Attendees heard from Dr. Albert Williams of Nova Southeastern University.

Over 50 Chamber members attended the Workforce Development Committee's Work Redefined: Diversity, Inclusion, & Accessibility. Attendees heard from John Gill, Quest Inc., and Paulette Myzel, AdventHealth.

Hosted the State of Workforce Development event where over 50 attendees heard from Florida Representative Jackie Toledo and Brenda McKenzie, City of Tampa, on how we can best align training and education with the needs of the business community to ensure there is an adequate supply of qualified individuals to meet workforce needs.

Over 30 people attended the final Work Redefined event that focused on retaining talent. Attendees heard from Andrea Cichon and Dr. Seema Weinstein from Tampa General Hospital, and Brandi Yates from Ultimate Medical Academy.

Hub For Business

BENCHMARKING

The Tampa Bay Chamber recently took about 100 business leaders on their annual benchmarking visit to San Antonio, TX. It was an inspiring trip and as a catalytic leader, the Tampa Bay Chamber is eager to implement lessons learned and best practices shared by our peers in San Antonio.

The San Antonio Chamber of Commerce provided great support and connected the Chamber with community leaders who are working on housing, workforce development, and military quality of life initiatives. The group was so impressed with the community's focus on these areas and the partnerships that drive sustainable communities.



Hub For Business

SMALL BUSINESS OF THE YEAR AWARDS

Presenting Sponsors

ADCOCK FINANCIAL GROUP VISTRA

For 41 years the Chamber has hosted the Small Business of the Year Awards event for small businesses to compete in a 9-month long process for the chance to have the title of Small Business of the Year in the Tampa Bay community. Every year, companies from all over the region vie for the chance to take home the title in 5 categories: Startup, 5–20 employees, 21–50 employees, 51–250 employees, and Outstanding Leader of the Year. The winners are then nominated for the National Small Business of the Year Competition with the U.S. Chamber of Commerce.

2021 Winners

Startup

Tampa Bay Business & Wealth

5-20 Employees

Decker Therapy Services, LLC

21-50 Employees

Gulf Tile Distributors of Florida, Inc.

51-250 Employees

Buddy Brew Coffee

Outstanding Leader

Rolfe G. Arnhym, Vistage Florida/Arnhym & Associates



Yvette Segura, 2021 Tampa Bay Chamber Chair, and Rick Gallegos, 2021 Small Business of the Year Commitee Chair, present the Outstanding Leader Award to Rolfe G. Arnhym of Vistage Florida/Arnhym & Associates.

200+
Nominations



Brian Adcock, Adcock Financial, and Brian Butler, Vistra Communications, provide sponsor remarks on behalf of each of their companies that were presenting sponsors for the event.

136TH ANNUAL MEETING

Presenting Sponsor

SHUMAKER

In 2021 the Tampa Bay Chamber was excited to once again gather safely to host its 136th Annual Meeting with an audience of over 700.



2021 Chair Yvette Segura passed the gavel to 2022 Chair Andy Mayts, SHUMAKER.



The H.L. Culbreath Jr. Profile in Leadership Award was presented to John Couris, President & CEO of Tampa General Hospital, for his leadership that has made a positive impact on the Tampa Bay community.



TAMPA BAY CHAMBER

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VISION 2026

