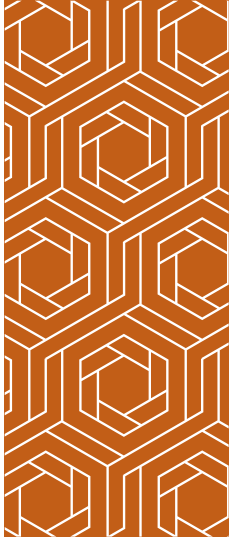
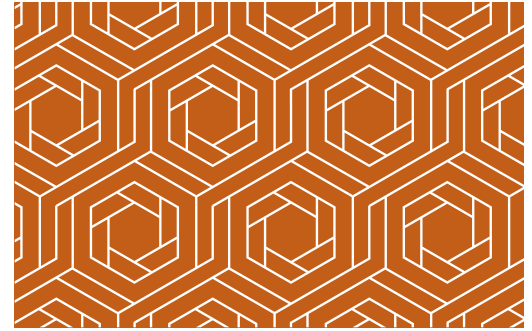




Tampa Bay Business Accelerator

TAMPA BAY CHAMBER



IMPACT REPORT 2025 Annual Report

The Tampa Bay Business Accelerator (TBBA), powered by the Tampa Bay Chamber Foundation, helps small businesses scale and achieve sustainable growth. The TBBA assists small businesses with identifying and overcoming obstacles such as limited access to funding, decision-makers, and information. Through this support, businesses are able to strengthen operations, create jobs, and build long-term stability, ultimately making a lasting impact on the Tampa Bay economy.

THANK YOU TO OUR SPONSORS

Sustaining Sponsors



Community Sponsors



Grants





IMPACT METRICS

The Tampa Bay Business Accelerator measures the progress of its participants by tracking key metrics such as jobs created, capital received, assets acquired, strategic introductions made and new corporate contacts. The numbers are self-reported by all of the businesses in the cohort on a quarterly basis.

120

Current Employees

\$26.1M

Gross Sales

\$8.5M

Net Profit

311

New Jobs Created

319

Vacancies Filled

144

New Corporate Contracts

\$1.6M

Company Secured Capital

\$42K

New Assets Acquired

375

Strategic Introductions Made

Please note these impact metrics are based on self-reported data and may not include all information.



EDUCATION SESSIONS AND EVENTS

TBBA Cohort 2026 Orientation

Jan. 17



- » **Bob Rohrlack DBA, CEE**, President & CEO, Tampa Bay Chamber
- » **Rosanne Versaggi**, Senior Director of Membership, Tampa Bay Chamber
- » **Clint Babcock**, Partner, Sandler Training of Tampa Bay
- » **Edwin Narain**, Vice President of External and Legislative Affairs, AT&T, Tampa Bay Chamber Chair
- » **Michael Eubanks**, AVP- Commercial Relationship Manager, The Bank of Tampa, MBA Cohort '26 Chair

Cohort '25 Session 1: Profitability & Growth

Feb. 7

- » **Ralph Garcia**, Principal, RGA Advisory



TBBA Leadership Council Meeting

Feb. 13

TBBA Cohort '26 Kickoff Reception Powered by TECO Game Changers

Feb. 13



EDUCATION SESSIONS AND EVENTS

TBBA Cohort '26 Session 1: Strategic Visioning and Problem Solving

Feb. 21

» **Ralph Garcia**, Principal, RGA Advisory



Joint Cohort Session 2 : Profit Mastery

Mar. 25, 26, 27



» **Shawn Ferguson**, Florida SBDC at Hillsborough County Economic Development

TBBA Mentor Roundtable

Apr. 1

TBBA Alumni Kickoff

Apr. 11



EDUCATION SESSIONS AND EVENTS

Cohort '25 Session 3: Legal with Shumaker

Apr. 11



- » **Mindi Richter**, St. Petersburg Managing Partner, Intellectual Property, Shumaker
- » **Brad deBeaubien**, Partner, Labor and Employment, Shumaker
- » **Julianne Servetas, Esq.**, Partner, Corporate, Tax and Transactions, Shumaker

Cohort '26 Session 3: Business Development and Marketing

Apr. 25

- » **Jay Taylor**, President and Chief Strategy Officer, LEVERAGE
- » **Don Kiceina, Jr.**, Sales Director, OUTFRONT Tampa Bay
- » **Tiki Guerrant-McRay**, Director of Field Marketing, Spectrum Reach



TBBA Leadership Council Meeting

May 8

Joint Cohort Session 4 : Sales with Dale Carnegie

May 23



- » **Jeff Shimer**, Vice President, Training, Dale Carnegie Tampa Bay & SW Florida



EDUCATION SESSIONS AND EVENTS

TBBA Information Session

June 6

TBBA Mentor Roundtable

June 9

Entrepreneurship through Acquisition hosted by TBBA Alumni

June 11

Joint Cohort Session 5: Operational Efficiency and fireside chat with Edwin Narain

June 27



- » **Jeff Jackson**, Certified EOS Implementor, EOS Worldwide
- » **Edwin Narain**, Vice President of External & Legislative Affairs, AT&T

TBBA Hosted Mixer

July 7

Cohort '25 Session 6: Doing Business with Healthcare

Aug. 8

- » **Shane Bedward**, President and Chief Executive Officer, AdventHealth Dade City
- » **Jeffery Harrison**, Chief Executive Officer, Florida Rehabilitation Hospital
- » **Desiree Hanson, MCA**, Associate Director of Supplier Engagement & Development, Moffitt Cancer Center
- » **Felix Bratslavsky**, Minority Business & Government Relations Manager, Materials Management, Tampa General Hospital





EDUCATION SESSIONS AND EVENTS

Legacy and Leadership: Hosted by Tampa Bay Business Accelerator Alumni

Aug. 21

Cohort '26 Session 6: Tax and Accounting with CLA

Aug. 22

- » **Jackie Dodson**, CAAS Chief Financial Officer, CliftonLarsonAllen LLP
- » **Mark Murphy**, Director of Federal Tax Strategies, CliftonLarsonAllen LLP
- » **Samantha L Maldonado**, Tax Manager, CliftonLarsonAllen LLP

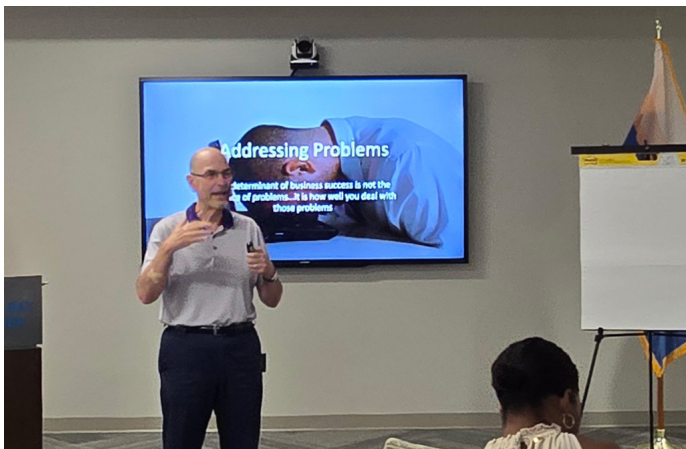


TBBA Leadership Council Meeting

Sept. 4

Cohort '25 Session 7: SWOT Analysis

Sept. 12



- » **Ralph Garcia**, Principal, RGA Advisory



EDUCATION SESSIONS AND EVENTS

Cohort '26 Session 7: Talent Acquisition and HR

Sept. 26

- » **Shay Russell**, Director of Talent Acquisition, Northwestern Mutual
- » **Dr. Mónica Lee Miranda**, AVP, University Community Partnerships, University of South Florida
- » **Tori Moldovan-Dee**, Senior HR Account Manager, Group Management Services
- » **Mark Hurrell**, Vice President of Sales-Southeastern Region, Group Management Services



TBBA Mentor Roundtable

Oct. 7

Joint Cohort Session 8: Partners in Growth: Strengthening Business - Lender Connections

Oct. 24



- » **Dr. Andrea Gleim**, Founder, Psychologist, and Empowerment Coach, Mindfully Mine Counseling Center



EDUCATION SESSIONS AND EVENTS

TBBA Cohort 2025 Achievement Reception

Nov. 18



TBBA Leadership Council Meeting

Dec. 4

TBBA Holiday Party Hosted By: TBBA Cohort' 26 Business Blind Tiger Coffee Roasters

Dec. 11

TBBA Mentor Roundtable

Dec. 14



TESTIMONIALS



"Excellent seminar and the content was so detailed. Loved this seminar." - **Ernest Walker on Doing Business with Healthcare**

"All business owners should take this course as early as possible. Knowing your businesses finances is key, and this can help you know your finances intimately." - **Karen Burton on Profit Mastery**



"Shows that entrepreneurs needs to be educated, take the initiative to learn and ask questions and understand other aspects to running a successful business." - **Keleisha Carter on Partners in Growth: Strengthening Business - Lender Connections**



PROGRAM HIGHLIGHTS



Cohort 2025 Chair
Kadian Douglas
Douglas CPA's and Consultants



Cohort 2026 Chair
Michael Eubanks
The Bank of Tampa



Alumni Chair
Michael Flores
J.P. Morgan Private Bank



Tampa Bay Chamber Foundation Receives \$1 Million Dollar Grant

The Tampa Bay Chamber Foundation is pleased to announce it has received a \$1 million grant through the 2024 TD Ready Challenge, an annual initiative of TD that seeks to support nonprofit organizations developing impactful, measurable solutions for communities within the bank's footprint. This year, the program sought organizations finding innovative solutions that support underserved small business owners in developing, launching, or growing their businesses. The grant is foundational to the Tampa Bay Chamber Foundation's expansion of its Minority Business Accelerator (MBA), which is launching the Empower Sustainability-Focused Accelerator program to support MBA alumni. It addresses critical needs that minority business owners face during second-stage business growth by focusing on management structure, process systemization and culture development. The results of sustainable growth empower alumni to expand capacity, create jobs, and drive long-term economic impact.



PROGRAM HIGHLIGHTS



TBBA Alumni Hosts First Annual Legacy and Leadership

We had an incredible time at our first annual Legacy and Leadership: Hosted by TBBA Alumni, where we came together to celebrate stories of leadership, resilience, and impact in our community. This event marked a special milestone as we recognized our first-ever Legacy Leader Award winner, Ashley Butler of Ice-Cold Air, honoring a trailblazer whose dedication and vision continue to inspire lasting change. Our keynote speaker delivered a powerful message on the importance of V.I.P. in leadership — Vision, Impact, and Persistence, reminding us that true leadership is about more than success; it's about creating space for others to thrive and building a legacy that lasts. Following the program, attendees connected at our networking reception, continuing the evening's theme of collaboration and shared purpose. Together, we're amplifying voices, cultivating inclusive opportunity, and strengthening the community of leaders shaping a brighter, more equitable future.



PROGRAM HIGHLIGHTS



TBBA Cohort '25 Achievement Reception

The nine companies of Cohort '25 celebrated their completion of the TBBA program surrounded by Chamber leadership, mentors, sponsors, and community partners. The event featured keynote remarks from TBBA alum Sherrel Sampson, Founder & CEO of Canviy. "Being part of the TBBA community is about more than business growth—it's about connection, collaboration, and building a network that lifts everyone up. Watching this class of entrepreneurs harness their talent and create real impact for Tampa Bay has been truly inspiring," said Sampson. Tampa Bay Chamber Chair Edwin Narain highlighted program successes and Cohort Chair Kadian Douglas of Douglas CPAs and Consultants presented graduation awards.



PROGRAM HIGHLIGHTS



TBBA Announces Ninth and Largest Cohort

During the 140th Tampa Bay Chamber Annual Meeting, the Tampa Bay Business Accelerator announced its Ninth and largest cohort. Members of Cohort '27 include: ARE Global Solutions, Baley's Family Enterprises, CS West & Associates, Faith Christian Academy of Plant City, Girl's Inc of Tampa Bay, J.E.I. Integrity Plumbing, S&L Building Solutions, Star Nsurance + Tax, T-Fat's Auto Spa, Tampa Counseling Place, The Makar Law Firm, TheraVolve Wellness, and True Value America.



TBBA COMPANIES IN THE NEWS

TBBA Entrepreneurs Building Wellness Together

“Celebrating Leadership, Wellness & Impact at Building Wellness” - that was the inspiration that brought to Chamber Member companies together to create the first of its kind gathering to recognize local residents making a positive impact in the region. The February 12, 2025 event was presented by **Premier Choice Group**, in the Chamber’s 2025 Cohort of the **Tampa Bay Business Accelerator**, and **DuCon, LLC**, an alum of the Chamber’s **Access Tampa Bay** Program. “Leadership is more than a title. It’s a commitment to growth, service, and impact,” said Shanae Hill, CEO of Premier.

» Read the full story [here](#).

Roberto Torres, founder of The Blind Tiger Coffee Roasters appeared on a panel for “Florida This Week” on WEDU.

Roberto joined fellow panelists Travis Horn (Bull Horn Communications), Kathryn Varn (Axios Tampa Bay), and Janelle Taylor (Southeast Politics) for a dynamic conversation covering key issues affecting Floridians, including:

- » Hurricane season predictions
- » Property insurance challenges
- » A proposed property tax rebate for over 5 million homesteaded properties
- » The fluoride debate in Florida’s drinking water
- » A drop in the state’s sales tax

» Watch the video [here](#).

TBBA alumni Max Volmar Jr., owner of M&G Janitorial Services, was recently featured on WFTS – Tampa Bay’s Morning Blend.

In the interview, Max shared his inspiring journey growing a successful, Black-owned commercial cleaning company since 2009 and highlighted the importance of visibility and representation for local minority-owned businesses.

He also discussed M&G Janitorial’s specialized services in construction cleanup and commercial janitorial work across the Tampa Bay region, serving clients such as airports, schools, and government facilities. Max emphasized how strategic planning, mentorship, and business certifications have helped his company expand and secure major contracts.

This feature showcases how TBBA alumni continue to lead with excellence, innovation, and community impact.

» Watch the video [here](#).



TBBA COMPANIES IN THE NEWS

TBBA Alumni, Ashley Butler, Featured in Tampa Bay Business and Wealth

In November 2025, TBBA Alumni, Ashley Butler, was featured as the cover story for Tampa Bay Business and Wealth Magazine. In her story, she talks about her journey from childhood to now owning Ice Cold Air, as well as how she is giving back to the community.

» Read the [full story here](#).

TBBA Alumni, Tony Selvaggio, Championing Digital Access in the Community

In October 2025, TBBA Alumni, Tony Selvaggio, was featured by Tampa Bay 28 for his work to increase digital access in the community. Tony is working with local non-profits like the Hillsborough Education Foundation to refurbish and recycle electronics to provide for those in need. In The last year, eSmart Recycling donated over 1,000 computers to those in need in the community.

» Read the [full story here](#).