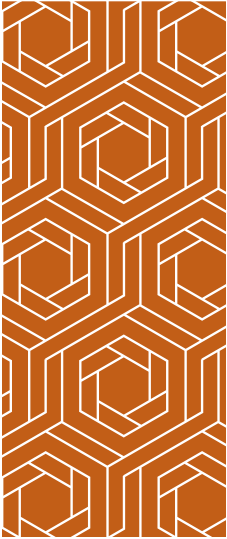
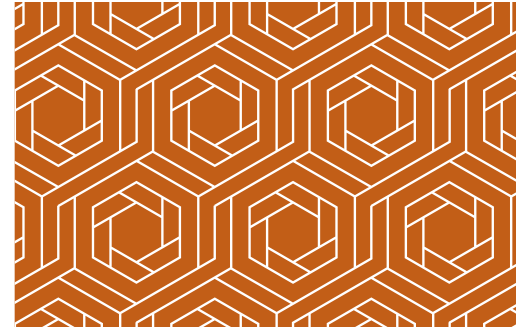




Tampa Bay Business Accelerator

TAMPA BAY CHAMBER



NARRATIVE REPORT 2025

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





PROGRAM SUMMARY

The Tampa Bay Business Accelerator (TBBA), housed within the Tampa Bay Chamber Foundation, continues to serve as a high-impact engine for economic growth in the Tampa Bay region. Through a structured two-year cohort model, the Accelerator provides small business owners with targeted technical assistance, financial mentorship, leadership development, and strategic introductions that position their companies on a sustainable scale.

Your investment has directly supported measurable business growth, job creation, and strengthened economic participation among diverse local entrepreneurs.

Program Model & Implementation TBBA's two-year framework is intentionally structured to move businesses from stabilization to sustainable scale. In 2025, TBBA delivered:

- » 8+ structured education sessions annually covering profitability, strategic planning, capital access, legal strategy, talent acquisition, sales, and market expansion
- » Monthly financial mentor meetings for each participant, focused on cash flow, profitability, and quarterly metric review
- » Specialized coaching tracks providing tailored, stage-specific support
- » Strategic introductions to financial institutions, corporate partners, industry leaders, and government entities
- » Quarterly performance tracking to measure revenue growth, profitability, employee expansion, capital secured, and operational indicators

Cohort 2026 Kickoff



From left to right: Edwin Narain, Hunter Holcomb, Johnny Nunez, Evelyn Ruiz, Karen Burton, Natalie Freeman, Lisa Hernandez-Williams, Tarolyn Buckles, Keleisha Carter, Michael Eubanks, Roberto Torres, Bob Rorhlack, Avril Stinson

Cohort 2025 Graduation



From left to right: Clem Harrod, Shanae Hill, Priscilla Conyers, Shantae Gilmer, Tammy Perez, Alberto Gutierrez, Tamara Glynn, Schiller Daux, Tye Fowler, Angela Corbett, Kadian Douglas



IMPACT METRICS

120

Current Employees

\$26.1M

Gross Sales

\$8.5M

Net Profit

311

New Jobs Created

319

Vacancies Filled

144

New Corporate Contracts

\$1.5M

Company Secured Capital

\$42.1K

New Assets Acquired

375

Strategic Introductions Made

2025 Impact Metrics reported by Cohorts '25 and '26.

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



IMPACT METRICS

TBBA Impact Metric definitions

Metric	Unit of Measure	Definition
Current # of Employees	Number	The current number of FTEs (Full-Time Equivalents) employed by the company.
Gross Sales	USD (US Dollar)	The total value of the company's sales before an amount has been subtracted for costs such as returned, damaged, or missing goods, and any price reductions, taxes, etc.
Company Secured Capital (\$)	USD	Total dollar value of capital secured by the company over the last quarter.
New Assets Acquired (\$)	USD	Total dollar value of assets acquired by the company over the last quarter.
# of New Corporate Contracts:	Number	The number of contracts signed over the last quarter where the company is the seller.
# of New Jobs Created:	Number	The total number of employment opportunities the company created over the last quarter, including full time, part time, contract, independent contractor, and temporary employment.
# of Vacancies Filled:	Number	The total number of job vacancies within the company that were filled over the last quarter. This includes full time, part time, contract, independent contractor, and temporary employees.
# of Strategic Introductions made:	Number	Introductions, made through the program, to individuals who add value to your business. Ex. subject matter experts, potential clients, connectors, potential business partners, etc.



GROWTH & SUSTAINABILITY

Since receiving grant support, the Accelerator has:

- » Increased its cohort size by 44%
- » Experienced record application volume and established a waitlist
- » Expanded its Leadership Council and Executive Leadership Council
- » Diversified funding streams to ensure long-term sustainability

The Accelerator is fiscally stable, operationally strengthened, and positioned for continued growth and replication.

The Tampa Bay Business Accelerator continues to demonstrate strong return on investment by equipping small businesses with the tools, mentorship, and strategic connections needed to scale responsibly. Participants are increasing revenues, creating quality jobs, strengthening operational systems, and reinvesting in the regional economy.

The Tampa Bay Business Accelerator is not a temporary initiative; it is an established and growing economic ecosystem. With diversified funding, strengthened governance, increasing demand, and a deeply engaged alumni network, TBBA is positioned for sustained growth and expanded impact.

When small businesses have access to the right tools, capital pathways, and trusted relationships, they thrive. And when they thrive, Tampa Bay thrives.

Your support is advancing inclusive economic growth and building a more resilient, competitive Tampa Bay business community.



2025 FUNDERS

Name	Amount
TECO	\$25,000
Tampa General Hospital	\$25,000
Valley Bank	\$25,000
Citi	\$15,000
Coca-Cola Beverages Florida	\$15,000
Grow Financial	\$15,000
MUFG	\$15,000
Suncoast Credit Union	\$15,000
FBDC	\$75,000
JP Morgan	\$134,000
TD Charitable Foundation	\$550,000



ACCOMPLISHMENTS



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.

Small Business of the Year Awards

The Tampa Bay Business Accelerator program continues to make an impact! In July, the Tampa Bay Chamber announced its 2025 Small Business of the Year Awards Finalist. More than 400 companies vie annually for the chance to take home the coveted title in 5 categories: Startup, 5-20 employees, 21-50 employees, 51-250 employees, and Outstanding Leader of the Year. Among the finalists were Jeff Chernoff of IAT, Inc. (TBBA Leadership Council)- Outstanding Leader Finalist, Tye Fowler of SGD Communications (TBBA Cohort '25)- 5-20 Employees Finalist, and Johnny Nunez of E2E Cleaning Services (TBBA Cohort '26)- Startup Finalist. Their accomplishments reflect the innovation, resilience, and community-driven spirit that define Tampa Bay’s thriving small business ecosystem. These honors also highlight the continued success of the TBBA program in developing outstanding leaders and empowering local entrepreneurs to reach new heights. We are incredibly proud of our TBBA participants for representing the program and the Chamber with distinction and congratulate them on their well-deserved recognition!





ACCOMPLISHMENTS



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 Canviiv. "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.

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.





ADDITIONAL INFORMATION

2025 Education Sessions

Date	Title	Speakers
Jan 17	TBBA Cohort 2026 Orientation	<ul style="list-style-type: none"> » 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
Feb 7	Cohort '25 Session 1: Profitability & Growth	<ul style="list-style-type: none"> » Ralph Garcia, Principal, RGA Advisory
Feb 13	TBBA Leadership Council Meeting	
Feb 13	TBBA Cohort '26 Kickoff Reception Powered by TECO Game Changers	
Feb 21	Cohort '26 Session 1: Strategic Visioning and Problem Solving	<ul style="list-style-type: none"> » Ralph Garcia, Principal, RGA Advisory
March 25,26,27	Joint Cohort Session 2 : Profit Mastery	<ul style="list-style-type: none"> » Shawn Ferguson, Florida SBDC at Hillsborough County Economic Development
April 1	TBBA Mentor Roundtable	
April 8	2025 TBBA Alumni Kickoff	
April 11	Cohort '25 Session 3: Legal with Shumaker	<ul style="list-style-type: none"> » Mindi Richter, St. Petersburg Managing Partner, Intellectual Property, Shumaker » Julio Esquivel, Partner, Corporate, Tax and Transactions, Shumaker » Brad deBeaubien, Partner, Labor and Employment, Shumaker » Julianne Servetas, Esq., Partner, Corporate, Tax and Transactions, Shumaker
April 25	Cohort '26 Session 3: Business Development and Marketing	<ul style="list-style-type: none"> » 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
May 8	TBBA Leadership Council Meeting	
May 23	Joint Cohort Session 4 : Sales with Dale Carnegie	<ul style="list-style-type: none"> » Jeff Shimer, Vice President, Training, Dale Carnegie Tampa Bay & SW Florida



ADDITIONAL INFORMATION

Date	Title	Speakers
June 6	TBBA Information Session	
June 9	TBBA Mentor Roundtable	
June 11	Entrepreneurship through Acquisition hosted by TBBA Alumni	
June 27	Joint Cohort Session 5: Operational Efficiency and fireside chat with Edwin Narain	<ul style="list-style-type: none"> » Jeff Jackson, Certified EOS Implementor, EOS Worldwide » Edwin Narain, Vice President of External & Legislative Affairs, AT&T
July 7	TBBA Hosted Mixer	<ul style="list-style-type: none"> » Ralph Garcia, Principal, RGA Advisory
Aug 8	Cohort '25 Session 6: Doing Business with Healthcare	<ul style="list-style-type: none"> » 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
Aug 21	Legacy and Leadership: Hosted by Tampa Bay Business Accelerator Alumni	
Aug 22	Cohort '26 Session 6: Tax and Accounting with CLA	<ul style="list-style-type: none"> » Jackie Dodson, CAAS Chief Financial Officer, CliftonLarsonAllen LLP » Mark Murphy, Director of Federal Tax Strategies, CliftonLarsonAllen LLP » Samantha L Maldonado, Tax Manager, CliftonLarsonAllen LLP
Sept 4	TBBA Leadership Council Meeting	
Sep 12	Cohort '25 Session 7: SWOT Analysis	<ul style="list-style-type: none"> » Ralph Garcia, Principal, RGA Advisory
Sep 26	Cohort '26 Session 7: Talent Acquisition and HR	<ul style="list-style-type: none"> » 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
Oct 7	TBBA Mentor Roundtable	



ADDITIONAL INFORMATION

Date	Title	Speakers
Oct 24	Joint Cohort Session 8: Partners in Growth: Strengthening Business - Lender Connections	» Dr. Andrea Gleim, Founder, Psychologist, and Empowerment Coach, Mindfully Mine Counseling Center
Nov 18	TBBA Cohort 2025 Achievement Reception	
Dec 4	TBBA Leadership Council Meeting	
Dec 11	TBBA Holiday Party Hosted By: TBBA Cohort '26 Business Blind Tiger Coffee Roasters	
Dec 16	TBBA Mentor Roundtable	



PROGRAM TIMELINE

TBBA Program Timetable																								
	Cohort 2025= 25				Cohort 2026= 26				Cohort 2027= 27				Cohort 2028= 28											
Step	2025												2026											
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Mentor Pairings Finalized	26												27											
Mentor Orientation	26												27											
Class Orientation	26												27											
Kickoff Reception		26											27											
Education Session		25	25	25	25	25		25	25	25				26	26	26	26	26		26	26	26		
Education Session		26	26	26	26	26		26	26	26				27	27	27	27	27		27	27	27		
Alumni Event				X		X		X				X			X			X			X			X
Mentor Roundtable				X		X				X		X			X			X			X			X
Information Session						27												28						
Application Open						27	27	27	27									28	28	28	28			
Candidate Interviews										27												28		
Final Selections										27												28		
Graduation											25												26	
New Cohort Announced at Chamber Annual Meeting												27												28