



Central Florida Chapter
Associated Builders and Contractors, Inc.
Board of Directors Meeting
January 10, 2022
Connect | Educate | Advocate
AGENDA

Upcoming Training & Events:

- 1/12 Builders Breakfast – Atrium
- 1/12 CPR & First Aid
- 1/19 Contract Negotiation - Wagonheim
- 1/20 Kick Off Party
- 1/26 Lien Law
- 1/27 Essential Elements of Construction Insurance
- 2/07 Foundations of Leadership
- 2/10 Sporting Clay Shoot

Location: ABC, 651 Danville Drive, Suite 200, Orlando, FL 32825
Chris Evans, Chair, presiding

Swearing in of the Board
Passing of the Gavel from Parks to Evans
Goodin
Evans
3:30 PM

Call to Order..... Evans
Welcome and Pledge of Allegiance
Evans

Consent Agenda:
1. Approval of December 13, 2021 Minutes..... Evans
2. Review of December 2021 Financials
Bastin

Membership Report C. Wert
Final 2021 Numbers
December New Members approval - **Action Item**
Retention for 2022 as of 12/31/2021

Leadership Reports
Chair Evans
Staff Anniversaries
Board Commitment Pledge for 2022 - **Action Item**
Addressing Board Requests for growth and development in 2022
ABC National Convention
Chair-elect Velasco
Vice Chairs..... Garcia, Holmes
Legislative Day 2022 Update
Lien Law Bill Update T. Wert
President & CEO Daugherty
• Banking Accounts have been moved over
• Meetings will move to 3rd Monday's
• Chapter Accreditation Visit postponed one year
• Present Training, Classes, events schedules
• Review of Tenant leases

Old Business
• Approval of 2022 National & Chapter Goals - **Action Item**
○ Membership Recruitment
○ Membership Retention
○ Trimmer
○ FEA
○ National PAC

Central Florida Chapter Associated Builders and Contractors, Inc.
651 Danville Drive, Suite 200, Orlando, FL 32825
www.abccentralflorida.com | Main 407.628.2070

President & CEO Michele Daugherty
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Key Contacts
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Finance Manager Fran Conway:
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- Approval of Chapter Goals
 - Local PAC
- Bi-laws
 - Michele will work in February to finalize and bring to board in March.

New Business

- 2022 Budget - **Action Item**
- Annual review of policies and approval by the board of directors: - Action Item
 - anti-trust policy
 - conflict of interest policy
 - non-discrimination policy
 - sexual-harassment policy
 - whistle-blower policy
 - document retention policy

Board Meeting Adjourns

Board Webpage for documents: <https://www.abccentralflorida.com/bod/>

Next Board Meeting: February 21, 2022, 3:00 PM

Location: ABC, 651 Danville Drive, Suite 200, Orlando, FL 32825

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OATH FOR INDUCTION OF BOARD AND OFFICERS

PLEASE RAISE YOUR RIGHT HANDS AND REPEAT AFTER ME:

I DO SOLEMNLY SWEAR ...
THAT AS AN ELECTED OFFICIAL
OF ASSOCIATED BUILDERS AND CONTRACTORS ...
I WILL FAITHFULLY PERFORM ...
THE DUTIES OF MY OFFICE ...
DEFEND THE ASSOCIATION ...
WORK FOR THE WELFARE OF ITS MEMBERSHIP ...
TO THE BEST OF MY ABILITY ...
SO HELP ME GOD.

You have been elected to a position of high trust, and I urge you to carry on your duties in the tradition of ABC for the good of the industry and community. Congratulations!

Consent Agenda

**CENTRAL FLORIDA CHAPTER
ASSOCIATED BUILDERS AND CONTRACTORS
BOARD OF DIRECTORS
MEETING MINUTES**

Location: Christner's, 729 Lee Rd., Orlando, FL 32810

December 13, 2021

PRESIDING: Chair Michael Parks, Hoar Construction, LLC



BOARD MEMBERS PRESENT

Ray Bastin	Treasurer
Charles Bracco	Director
Chris Evans	Chair-Elect
Juan Garcia	Director
Ben Goodin	Immediate Past Chair
Roxana Hernandez	Director
Julie Holmes	Director
C. L. Janeski	Director
Michael Jordan	Director
Earl Lomas	Director
Willis Milner	Director
Michael Parks	Chair
Scott Scruby	Director
Jonathan Sheppeard	Director
John Smalley	Director
Chad Tinetti	Director
Carlos Velasco	Vice Chair
Matt Walton	Director
Thomas P. Wert	Vice Chair

Withum
Modern Plumbing Industries, Inc
Brasfield & Gorrie, LLC
PCL Construction Services, Inc.
Baker Concrete Construction, Inc.
Turner Construction Co.
JK2 Scenic
Tri-City Electrical Contractors
Universal Forming, Inc.
Terry's Electric, Inc.
Balfour Beatty
Hoar Construction, LLC
Sunbelt Rentals
Austin Commercial, LP
Hensel Phelps
Tavistock Development
Acousti Engineering Company of Florida
MiGre Engineers, LLC
Dean Mead Attorneys at Law

BOARD MEMBERS ABSENT

Jason Albu	Director
Bryan Boykin	Director
Roy Burkett	Director
Scott Clark	Director
Debbie Rodriguez	Director
David Schultz	Director
Noble Thomas Sr.	Director

Albu & Associates, Inc.
DPR Construction
S. I. Goldman Company, Inc.
Bright Future Electric, LLC
Quality Labor Management, LLC
CEMEX
Service Complete Electric

INCOMING BOARD MEMBERS PRESENT

Kevin Bradford	Incoming Director
John Kurtz	Incoming Director

Wharton-Smith, Inc.
Gilbane Building Company

GENERAL COUNSEL PRESENT

Michael C. Sasso	General Counsel
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Sasso & Sasso, P.A.

ABC STAFF PRESENT

Michele Daugherty	President & CEO
Catherine Wert	Membership Director
Nancy Wray	VP & COO
Mark Wylie	President & CEO Emeritus

GUESTS

John Bartkovich	Past Chair
Randy Brooks	Past Chair

Energy Air, Inc.
Aagaard-Juergensen, Inc.

Brian Butler	Past Chair	JCB Construction, Inc.
Ron Craven	Past Chair	
Tim Dwyer	Past Chair	Brasfield & Gorrie, LLC
Tim Keating	Past Chair	R. C. Stevens Construction Company
Gary Kreisler	Past Chair	Trane
David Lewis	Past Chair	Core Construction
William Weir	Past Chair	

CALL TO ORDER

- **PARKS** called the board meeting to order at 6:08 PM with the Pledge of Allegiance. Introductions were made.

ACTION ITEMS

1. MINUTES

- Minutes from November 1, 2021 were presented.
- **A motion was made and seconded to approve the minutes from the November meeting. The motion passed.**

2. FINANCIALS

- **BASTIN** gave a review of the November 2021 unaudited Financials.
- **A motion was made and seconded to approve November financials as presented. The motion passed.**

MEMBERSHIP REPORT

- **C. WERT** reported 2021 information as of November 30, 2021, as follows:
 - Companies renewed - 371, 53 dropped member companies; dollars collected: \$1,069,480 (90.8% of invoiced)
 - New members - 81 new members for 2021 as of November, goal was 71.
 - Current membership is at 451 member companies with 62.2% contractors.
- Renewals for 2022:
 - Companies renewed as of December 8 – 247 (54.8%); contractor renewals 61.9%
 - Dues invoiced for 2022 was \$1,252,193.19, with \$732,610.91 (58.5%) as of December 8.

NEW MEMBER COMPANIES

- Rolling Plains Construction Category 7

LEADERSHIP REPORTS

- **PARKS** presented awards and recognition to Board members who did an outstanding job for 2021.
- Perfect attendance and Commitment goals were given out.
- **PARKS** also recognized Cat Wert for the outstanding membership growth in 2021 and Nancy Wray for her 35 years of service.
- **PARKS** presented a gift and recognition for Mark Wylie for his 35 years of service and his retirement at the end of December.

VICE CHAIRS

- **T. WERT** Legislative report.
- **T. WERT** presented a crystal gavel to Mark Wylie from the Legislative/PAC Committee members for his years of service in legislative affairs.

PRESIDENT'S REPORT

- **DAUGHERTY** reported the 2021 Chapter PAC contributions of \$22,650, distribution of \$8,750; FEA contributions of \$20,550.

NEW BUSINESS

- A motion was made and seconded to approve the transition of Michele Daugherty, President and CEO as signer on all accounts and the removal of Mark Wylie including the authority to open and close credit card accounts for utilization of the business.
- A motion was made and seconded to approve the 2022 National Board representatives: Chris Evans, Michael Parks, and Carlos Velasco with David Bridenbaugh, Ben Goodin and Brian Prebenda as alternates.
- A motion was made and seconded for the approval of the 2022 State Board representatives: Michael Dodane, Douglas Gartenlaub, Michael Jordan, Steven Lockhart and Tom Wert, with Jason Albu and Ben Goodin as alternates.
- Approval of 2022 Trimmer, 2022 State PAC, Local PAC, Fed PAC and FEA goals were tabled for the January meeting.

NEXT MEETING

- January 10, 2022, at 3:30 PM at ABC office.

ADJOURNMENT

- **PARKS** adjourned the meeting at 6:45 PM.

**Central Florida Chapter Associated
Builders and Contractors, Inc.
Key Financial Highlights for December 2021**

Balance Sheet	11/30/2020	11/30/2021	Difference
Cash	\$1,855,352.06	\$1,671,324.44	\$184,027.62
Temporarily Restricted Workforce Enhancement Fund	\$174,562.49	\$153,005.10	\$21,557.39
Financial Statement	ACTUAL YTD	BUDGET YTD	% OF BUDGET
Net Dues	\$891,474.30	\$834,247.83	107%
NET PROGRAM INCOME (Loss)	\$1,363,362.33	\$1,279,601.33	107%
Net General Administrative Expense	\$1,436,134.30	\$1,333,322.07	108%
Total Other Income	\$91,453.16	\$90,309.32	101%
NET PROFIT (LOSS)	\$18,223.69	\$36,588.58	50%

Associated Builders and Contractors, Inc.

Balance Sheet
December 2021

ASSETS

	December 31, 2021	December 31, 2020	Difference
Current Assets			
Petty Cash	\$815.44	\$472.53	\$342.91
FDIC Insured CD's	\$310,000.00		\$310,000.00
Iberia Bank Money Market		\$309,214.13	(\$309,214.13)
Winter Park Natl Bank-Checking	\$310,666.30	\$86,050.07	\$224,616.23
Winter Park Natl Bank-Money Market	\$776,956.47	\$925,200.27	(\$148,243.80)
RaymondJames Investment Account	\$456,913.85	\$350,387.44	\$106,526.41
Total Cash	\$1,855,352.06	\$1,671,324.44	\$184,027.62
Accounts Receivable	\$16,910.73	\$17,356.47	(\$445.74)
Prepaid National Dues	\$161,780.90	\$203,211.03	(\$41,430.13)
Prepaid State Dues	\$40,581.36	\$42,837.62	(\$2,256.26)
Prepaid Insurance	\$4,610.16	\$7,092.83	(\$2,482.67)
Prepaid Expenses	\$19,265.10	\$20,551.27	(\$1,286.17)
Inventory	\$4,716.59	\$3,141.25	\$1,575.34
Total Current Assets	\$247,864.84	\$294,190.47	(\$46,325.63)
Fixed Assets			
Equipment & Furniture	\$118,725.26	\$118,725.26	\$0.00
Building - Valencia	\$2,170,114.02	\$2,170,114.02	\$0.00
Building - Signage	\$20,446.33	\$20,446.33	\$0.00
Land - Valencia	\$151,684.09	\$151,684.09	\$0.00
Automobile	\$26,547.06	\$47,552.06	(\$21,005.00)
Equipment-Capital Lease	\$41,400.00	\$41,400.00	\$0.00
Leasehold Improvements	\$249,754.48	\$249,754.48	\$0.00
Accumulated Depreciation	(\$1,278,168.56)	(\$1,182,254.56)	(\$95,914.00)
Total Fixed Assets	\$1,500,502.68	\$1,617,421.68	(\$116,919.00)
Other Assets			
Refundable Deposit	\$618.30	\$618.30	\$0.00
Total Other Assets	\$618.30	\$618.30	\$0.00
Total Assets	\$3,604,337.88	\$3,583,554.89	\$20,782.99

LIABILITIES

Current Liabilities			
Accounts Payable	\$62,634.48	\$104,565.04	(\$41,930.56)
Sales Taxes Payable	\$210.89	\$253.81	(\$42.92)
Payroll Taxes & 401K	\$120.26	\$10.37	\$109.89
Accrued Property Taxes	\$0.00	\$0.00	\$0.00
S.T.- Capital Lease	\$8,247.92	\$7,978.19	\$269.73
Rent Deposits	\$6,426.80	\$6,426.80	\$0.00
Unearned Income-Misc./Spec.Events	\$233,824.32	\$250,809.32	(\$16,985.00)
Unearned Income - New Members	\$79,905.42	\$46,718.41	\$33,187.01
Unearned Income - Renewals	\$847,496.07	\$836,412.67	\$11,083.40
Total Current Liabilities	\$1,238,866.16	\$1,253,174.61	(\$14,308.45)
Long-Term Liabilities			
Capital Lease Obligation	\$18,090.04	\$26,337.96	(\$8,247.92)
Total Long-Term Liabilities	\$18,090.04	\$26,337.96	(\$8,247.92)
FUND BALANCE			
Unrestricted	\$2,151,037.16	\$2,094,519.19	\$56,517.97
Temporarily Restricted Workforce Enhancement Fund	\$174,562.49	\$153,005.10	\$21,557.39
Current Year Earnings	\$21,782.03	\$56,517.97	(\$34,735.94)
Total Fund Balance	\$2,347,381.68	\$2,304,042.26	\$43,339.42
Total Liability & Equity	\$3,604,337.88	\$3,583,554.89	\$20,782.99

INCOME	EXPENSE	ACTUAL MONTH	BUDGET MONTH	% OF BUDGET	ACTUAL YTD	BUDGET YTD	% OF BUDGET
DUES							
New Member		\$15,832.83	\$12,792.50	124%	\$110,088.58	\$90,644.00	121%
New Credit		\$3,893.20	\$3,893.20	100%	\$46,718.40	\$46,718.42	100%
Renew Dues		\$89,162.74	\$85,358.86	104%	\$1,069,952.57	\$1,024,306.35	104%
Enrollment Fee		\$200.00	\$200.00	100%	\$8,301.00	\$7,000.00	119%
Membership Promotion		\$0.00	\$66.67	0%	\$0.00	\$800.00	0%
Total Dues Income		\$109,088.77	\$102,311.23	107%	\$1,235,060.55	\$1,169,468.77	106%
DUES							
National Dues		\$9,994.86	\$21,593.30	46%	\$255,011.92	\$245,289.08	104%
2020 National Credits		\$777.51	\$777.51	100%	\$9,330.12	\$9,330.17	100%
State Dues		\$943.06	\$4,907.57	19%	\$57,654.18	\$55,747.52	103%
2020 State Credits		\$196.18	\$196.18	100%	\$2,354.16	\$2,354.17	100%
Membership Promotion		\$3,540.16	\$1,875.00	189%	\$19,235.87	\$22,500.00	85%
Total Dues Expense		\$15,451.77	\$29,349.56	53%	\$343,586.25	\$335,220.94	102%
Net Dues Income		\$93,637.00	\$72,961.67	128%	\$891,474.30	\$834,247.83	107%
	Cost of Dues	14%	29%		28%	29%	

INCOME	EXPENSE	ACTUAL MONTH	BUDGET MONTH	% OF BUDGET	ACTUAL YTD	BUDGET YTD	% OF BUDGET
TRAINING & DEVELOPMENT							
Training & Development Registration		\$5,709.44	\$4,705.00	121%	\$158,812.53	\$154,678.50	103%
Books					\$5,610.00	\$7,725.00	73%
Total Training & Development Income		\$5,709.44	\$4,705.00	121%	\$164,422.53	\$162,403.50	101%
TRAINING & DEVELOPMENT EXPENSE							
Training & Development Expense		\$623.00	\$1,870.00	33%	\$21,048.64	\$28,979.00	73%
Training & Development Instructors		\$530.00	\$700.00	76%	\$56,223.00	\$34,934.00	161%
Books					\$6,743.06	\$7,725.00	87%
Total Training & Development Expense		\$1,153.00	\$2,570.00	45%	\$84,014.70	\$71,638.00	117%
Net Training & Development Income		\$4,556.44	\$2,135.00	213%	\$80,407.83	\$90,765.50	89%
	Cost of Training & Development	20%	55%		51%	44%	
MEETINGS & SPECIAL EVENTS INCOME							
Meetings (Ticket Events)		\$31,886.00			\$151,972.00	\$95,760.00	159%
Golf Tournament					\$159,922.25	\$133,750.00	120%
Excellence in Construction					\$276,436.99	\$283,250.00	98%
Construction Expo					\$84,075.00	\$82,100.00	102%
Special Other Income		\$861.16			\$10,229.56	\$8,000.00	128%
Special Events (Sponsored)		\$4,000.00	\$3,500.00	114%	\$40,625.00	\$35,765.00	114%
Total Meetings & Special Events Income		\$36,747.16	\$3,500.00	1050%	\$723,260.80	\$638,625.00	113%
MEETINGS & SPECIAL EVENTS EXPENSE							
Meetings (Ticket Events)		\$22,772.86			\$77,160.23	\$47,896.00	161%
Golf Tournament		\$52.47			\$102,127.93	\$84,091.00	121%
Excellence in Construction		\$14,139.69			\$181,250.99	\$187,900.00	96%
Construction Expo		\$1,220.66			\$37,616.99	\$32,940.00	114%
Special Other Expense		\$861.16			\$10,302.91	\$8,000.00	129%
Special Events (Sponsored)		\$2,984.67	\$2,500.00	119%	\$25,024.73	\$20,240.00	124%
Meetings & Events Gen.Expenses		\$177.02	\$225.00	79%	\$2,518.33	\$2,700.00	93%
Total Meetings & Events Expense		\$42,208.53	\$2,725.00	1549%	\$436,002.11	\$383,767.00	114%
Net Meetings & Events		(\$5,461.37)	\$775.00	-705%	\$287,258.69	\$254,858.00	113%
	Cost of Meetings & Events	115%	78%		60%	60%	

INCOME	EXPENSE	ACTUAL MONTH	BUDGET MONTH	% OF BUDGET	ACTUAL YTD	BUDGET YTD	% OF BUDGET
MARKETING INCOME							
Magazine		\$6,429.17	\$6,135.00	105%	\$79,904.54	\$76,275.00	105%
Directory					\$46,590.00	\$45,015.00	103%
Other Advertising		\$400.00	\$300.00	133%	\$5,525.00	\$7,175.00	77%
Total Marketing Income		\$6,829.17	\$6,435.00	106%	\$132,019.54	\$128,465.00	103%
MARKETING EXPENSE							
Magazine		\$1,885.76	\$2,025.00	93%	\$22,106.32	\$22,300.00	99%
Directory					\$7,297.59	\$7,200.00	101%
Other Advertising		\$411.18	\$400.00	103%	\$5,204.33	\$4,800.00	108%
Total Marketing Expense		\$2,296.94	\$2,425.00	95%	\$34,608.24	\$34,300.00	101%
Net Marketing		\$4,532.23	\$4,010.00	113%	\$97,411.30	\$94,165.00	103%
	Cost of Marketing	34%	38%		26%	27%	
SPECIAL SERVICES INCOME							
Job Site Signs		\$163.29	\$541.67	30%	\$7,703.20	\$6,500.00	119%
Workforce Enhancement Fund					\$32,950.00		
Promotional Fees							
Classroom Rental		\$150.00	\$208.33	72%	\$2,920.25	\$2,500.00	117%
Total Special Services Income		\$313.29	\$750.00	42%	\$43,573.45	\$9,000.00	484%
SPECIAL SERVICES EXPENSE							
Job Site Signs		\$78.24	\$265.42	29%	\$3,772.02	\$3,185.00	118%
Workforce Enhancement Fund					\$32,950.00		
Classroom Rental Expense		\$5.00	\$20.84	24%	\$41.22	\$250.00	16%
Total Special Services Expense		\$83.24	\$286.26	29%	\$36,763.24	\$3,435.00	1070%
Net Special Services		\$230.05	\$463.74	50%	\$6,810.21	\$5,565.00	122%
	Cost of Special Services	27%	38%		84%	38%	
NET PROGRAM INCOME (Loss)		\$97,494.35	\$80,345.41	121%	\$1,363,362.33	\$1,279,601.33	107%

INCOME	EXPENSE	ACTUAL MONTH	BUDGET MONTH	% OF BUDGET	ACTUAL YTD	BUDGET YTD	% OF BUDGET
GENERAL ADMINISTRATIVE EXPENSES							
Personnel Expense							
Salaries		\$181,311.52	\$110,973.25	163%	\$819,613.51	\$736,679.00	111%
Temporary Labor							
Payroll Taxes		\$9,931.74	\$7,781.66	128%	\$59,749.81	\$51,730.00	116%
Group Insurance		\$12,636.95	\$10,385.83	122%	\$136,316.10	\$124,630.00	109%
Workers Compensation		\$144.25	\$153.00	94%	\$1,749.50	\$1,836.00	95%
Continuing Education		\$2,969.02	\$500.00	594%	\$4,765.11	\$6,000.00	79%
Retirement Plan		\$2,354.60	\$3,750.00	63%	\$35,008.39	\$45,000.00	78%
Total Personnel Expense		\$209,348.08	\$133,543.74	157%	\$1,057,202.42	\$965,875.00	109%
Travel, Meetings, Conferences							
Auto Expense		\$4,391.96	\$583.33	753%	\$13,197.85	\$7,000.00	189%
Auto & Fixed Asset Depreciation		\$396.25	\$408.33	97%	\$4,755.00	\$4,900.00	97%
Auto Insurance		\$475.50	\$469.48	101%	\$5,703.92	\$5,633.78	101%
State Meetings		\$589.79			\$3,548.22	\$4,000.00	89%
National Meetings					\$10,440.72	\$8,000.00	131%
Other Conferences							
Presidents Expense							
Board of Directors Meetings		\$4,915.16	3,400.00	145%	\$8,499.35	10,200.00	83%
Committee Meetings		\$867.13	\$254.50	341%	\$3,145.32	\$3,053.95	103%
Chapter Planning Conference		\$3,670.35	5,000.00	73%	\$4,661.44	\$5,000.00	93%
Total Travel, Meetings, Conferences		\$15,306.14	\$10,115.64	151%	\$53,951.82	\$47,787.73	113%
Occupancy Expense							
Utilities		\$2,681.10	\$3,113.43	86%	\$36,851.28	\$37,361.19	99%
Building Insurance		\$1,266.20	\$1,183.33	107%	\$15,086.16	\$14,200.00	106%
Property Taxes		\$7,955.32	\$3,558.33	224%	\$47,180.05	\$42,700.00	110%
Janitorial Services		\$742.25	\$916.67	81%	\$9,188.02	\$11,000.00	84%
Building Repairs & Maintenance		\$7,681.64	\$2,916.67	263%	\$35,324.91	\$35,000.00	101%
Total Occupancy Expense		\$20,326.51	\$11,688.43	174%	\$143,630.42	\$140,261.19	102%
Office Expense							
Leased Office Equipment		\$465.28	\$491.67	95%	\$5,583.36	\$5,900.00	95%
Postage		\$2.32	\$83.33	3%	\$689.35	\$1,000.00	69%
Telephone		\$509.49	\$833.33	61%	\$11,621.06	\$10,000.00	116%
Computer Software		\$1,189.89	\$880.83	135%	\$15,690.15	\$10,570.00	148%
Office Supplies		(\$1,565.49)	\$391.67	-400%	\$3,338.84	\$4,700.00	71%
Equipment Repairs/Maintenance		\$763.56	\$625.00	122%	\$8,396.50	\$7,500.00	112%
Total Office Expense		\$1,365.05	\$3,305.83	41%	\$45,319.26	\$39,670.00	114%

INCOME	EXPENSE	ACTUAL MONTH	BUDGET MONTH	% OF BUDGET	ACTUAL YTD	BUDGET YTD	% OF BUDGET
Other Expenses							
Advertising							
Accounting					\$14,500.00	14,500.00	100%
Association Meetings							
Bank Charges		\$21.80	\$28.76	76%	\$264.63	\$345.15	77%
Professional Fees		\$20,000.00	\$3,290.00	608%	\$23,501.31	\$24,000.00	98%
Legal Fees							
Taxes & Licenses			\$25.00		\$168.25	\$300.00	56%
Dues/Subscriptions/Sponsor		\$104.50	\$125.00	84%	\$974.67	\$1,500.00	65%
Interest Expense		\$75.08	\$74.96	100%	\$1,021.81	\$1,030.00	99%
Loss on sale of asset							
Directors & Officer Insurance		\$254.42	\$254.42	100%	\$3,053.04	\$3,053.00	100%
Bad Dept Expense		\$1,387.67			\$1,387.67		
Miscellaneous Expense		(\$1,387.67)					
Total Other Expenses		\$20,455.80	\$3,798.14	539%	\$44,871.38	\$44,728.15	100%
Non Cash Expense							
Depreciation		\$7,596.62	\$7,916.67	96%	\$91,159.00	\$95,000.00	96%
Total Non Cash Expense		\$7,596.62	\$7,916.67	96%	\$91,159.00	\$95,000.00	96%
Net General Administrative Expense		\$274,398.20	\$170,368.45	161%	\$1,436,134.30	\$1,333,322.07	108%
NET PROFIT (LOSS) DUE TO OPERATIONS		(\$176,903.85)	(\$90,023.04)	197%	(\$72,771.97)	(\$53,720.74)	135%
Additional Expense							
Contribution					\$457.50		
Other Income							
Interest Income		\$98.97	1,250.00	8%	\$7,504.43	15,000.00	50%
Miscellaneous Income		\$12.82	9.17	140%	\$116.86	110.00	106%
Rental Income		\$6,050.86	\$6,016.61	101%	\$72,267.82	72,199.32	100%
Gain/Loss on Investment Asset			250.00		\$11,564.05	3,000.00	385%
Total Other Income		\$6,162.65	\$7,525.78	82%	\$91,453.16	\$90,309.32	101%
NET PROFIT (LOSS)		(\$170,741.20)	(\$82,497.26)	207%	\$18,223.69	\$36,588.58	50%

Membership Report

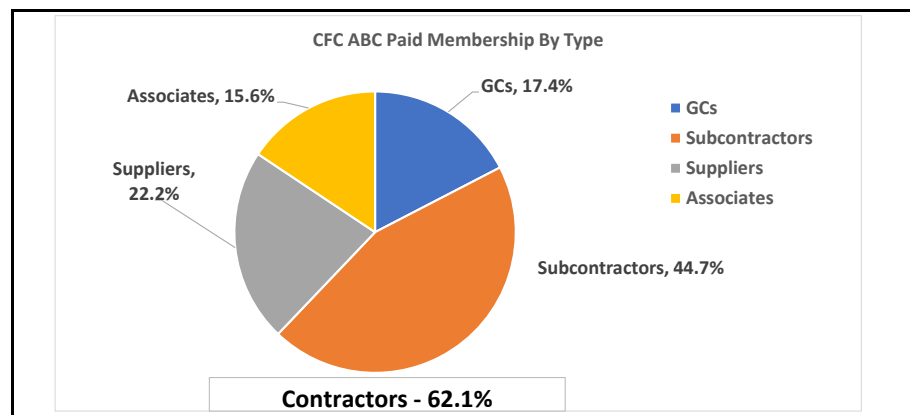
**Central Florida Chapter
Associated Builders & Contractors, Inc.
Membership Report
as of December 30, 2021**

Membership by Company

<i>Member Companies</i>	
Companies as of YE 2020:	424
2021 Renewed:	371 87.50%
Dropped:	53
Unpaid:	0
Renewals:	371
New Members for 2021:	83 118.57%
Total Paid 2021 Membership:	454

Percentage of Budgeted New Members (70)

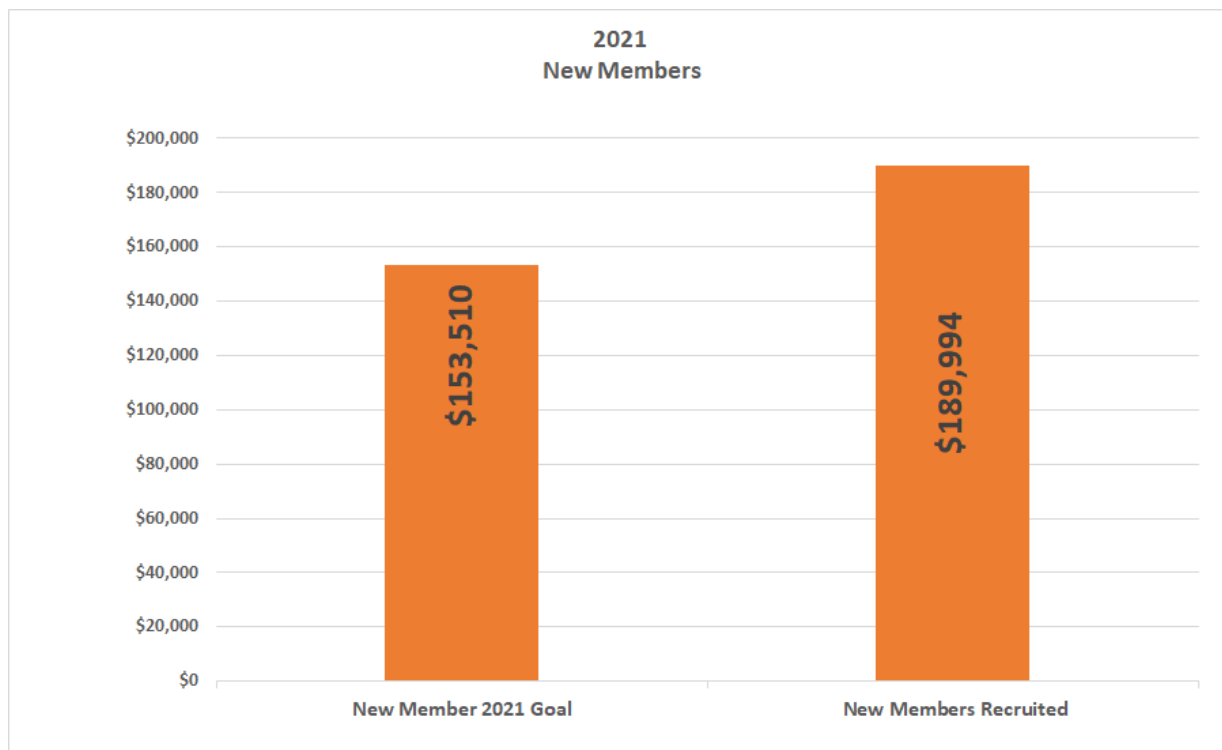
Membership by Type



December 2021 New Members

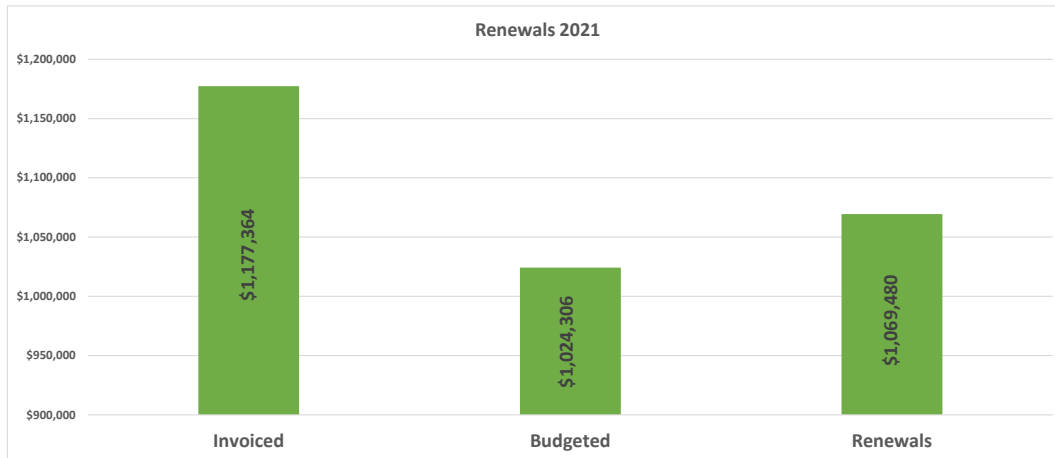
COMPANY	CONTACT	CO. PHONE	CTG/TRADE	BOARD SPONSOR
Dana B. Kenyon Co.	Jamison Chattin	904-777-0833	8-General Contractor	NA
XRC, LLC	Mathew Appell	407-960-5933	8-General Contractor / Roofing Contractor	NA

New Members for 2021



Renewed Members for 2021

Renewal Invoices:	\$1,177,363.62
Paid as of Month End:	\$1,069,479.57
Percentage of Invoiced:	90.8%



2022 Membership Statistics (as of 1/3/2022)

Retention:

- Member companies invoiced for renewal: 451
- * Member companies renewed: 292 (65%)
- * Contractor % of renewed: 62%
- Dues invoiced for renewal: \$1,252,193.19
- * Renewal dues dollars received: \$846,868.91 (68%)

Dropped:

- All Commercial Floors: out of business
- Assured Partners: Not in 2022 budget
- J&M Concrete Cutting and Coring: Not in 2022 budget
- Jon M. Hall and Company: Not in 2022 budget
- Kimmins Contracting: no longer focusing on Central Florida market
- Lanco Paints: business re-focus, not focusing on commercial building
- Real Floors Commercial: out of business
- SAVI EHS: merged with Amphibious Medics
- Sebastian Moving & Storage: no interest in membership, joined to only get vehicle discount
- Thunder Creek Equipment: no interest in membership, joined to only get vehicle discount
- Trench Plate Rental Company: merged w/ National Trench Safety
- Wal-Mark: no longer focusing on Central Florida market

Leadership Report



2022 Committee Chairs

ABC/UCF Student Chapter Committee	Chris Lonas, Omnia Construction Group LLC
EIC Committee	Sam Burns, Balfour Beatty
Legislative/PAC Committee	election at January meeting
Membership Development Committee	John Smalley, Hensel Phelps
Programs Committee	Michael Gibbons, Lowndes, Drosdick, Doster, Kantor and Reed, P.A.
Safety Council	Tim Bernardi, Mader Southeast
Special Events Committee	Caitlin Pope, Baker Concrete Construction, Inc.
Workforce Committee	Carlos Velasco, Acousti Engineering Company of Florida
Young Professionals Committee	Blake Morgan, Comprehensive Energy Services, Inc.

CENTRAL FLORIDA CHAPTER OF ASSOCIATED BUILDERS AND CONTRACTORS, INC.

Policy on Potential Conflicts of Interest

The Board of Directors of the Central Florida Chapter of Associated Builders and Contractors, Inc. (ABC) has adopted the following policy designed to avoid any possible conflict between the personal interest of Board members, committee chairs, members and staff and the interests of ABC. This policy also applies in any case in which a committee chairperson or committee member may be delegated the authority to transact any business on behalf of ABC.

The purpose of this policy is two-fold. First, the policy seeks to reflect the spirit of ABC's commitment to promote the highest ethical standards in the construction industry and association management profession. Second, the policy seeks to ensure that decisions about ABC operations and the use or disposition of ABC assets are made solely in terms of the benefits of ABC and are not influenced by any private profit or other personal benefit to the individuals affiliated with ABC who take part in the decision. In addition to actual conflicts of interest, board members are also obligated to avoid actions that could be perceived or interpreted in conflict with ABC's interest.

Conflicts of interest may occur when ABC enters into transactions with not-for-profit organizations as well as those that are undertaken with profit-making entities. The best way to deal with this problem is to make known one's connection with organizations doing business with ABC and to refrain from participation in decisions affecting transactions between ABC and the other organization. Such relationships do not necessarily restrict transactions so long as the relationship is clearly divulged, and non-involved individuals affiliated with ABC make any necessary decision.

Policy

Any member of the Board of Directors, committee chairs, and members who may be involved in an ABC business transaction in which there is a possible conflict of interest shall promptly notify the Chairman. Any ABC staff with a possible conflict of interest shall promptly notify the President/CEO. The Director shall refrain from voting on any such transaction, participating in deliberations concerning it, or using personal influence in any way in the matter. The Director's presence may not be counted in determining the quorum for any vote with respect to a business transaction in which he or she has a possible conflict of interest. Furthermore, the Director, or the President/CEO in the Director's absence, shall disclose a potential conflict of interest to the other members of the Board before any vote on an ABC business transaction and such disclosure shall be recorded in the Board minutes of the meeting at which it is made. Any ABC business transaction which involves a potential conflict of interest with a member of the Board of Directors, committee chairs, members and staff shall have terms which are at least as fair and reasonable to ABC as those which would otherwise be available to ABC if it were dealing with an unrelated party.

A written disclosure regarding any possible conflicts and of any adjustments made to avoid possible conflicts of interest shall be kept by the President.

Definitions

- A. “Involved in an ABC business transaction” means initiating, making the principal recommendation for, or approving a purchase or contract; recommending or selecting a vendor or contractor; drafting or negotiating the terms of such a transaction; or authorizing or making payments from ABC accounts. That language is intended to include not only transactions for ABC’s procurement of good and services, but also for the disposition of ABC property, and the provision of services or space by ABC.
- B. A “possible conflict of interest” is deemed to exist where the Director, staff or close relative, or a member of that person’s household, is an officer, director, employee, proprietary, partner, or trustee of, or, when aggregated with close relatives and members of that person’s household, holds 1% or more of the issued stock in the organization seeking to do business with ABC. A possible conflict is also considered to exist where such a person is (or expects to be) retained as a paid consultant or contractor by an organization which seeks to do business with ABC, and whenever a transaction will entail a payment of money or anything else of value to the official, member, to a close relative, or to a member of that person’s household.

A “possible conflict of interest” exists when an individual affiliated with ABC has an interest in an organization which is in competition with a firm seeking to do business with ABC if the individual’s position gives him or her access to proprietary or other privileged information which could benefit the firm in which he or she has an interest.

A “possible conflict of interest” exists when an individual affiliated with ABC is a trustee, director, officer or employee of a not-for-profit or for-profit organization which is seeking to do business with or have a significant connection with ABC or is engaged in activities which could be said in a business context to be “in competition with” the programs of ABC.

Acknowledgment

This policy statement shall be made available to each Director, committee chairs, members and staff. Such people will be asked to sign the acknowledgment below and the attached disclosure concerning reporting of potential conflicts of interest.

ACKNOWLEDGMENT

I have read and understand ABC’s policy on Potential Conflicts of Interest. I agree to report promptly any such interest which arises in my conduct of ABC business and, in other respects, to comply with the policy and its procedures.

Name Printed

Signature

Date

DISCLOSURE REGARDING CONFLICTS OF INTEREST

As a Board member, committee chair, member or staff of ABC, I recognize that I owe duties of care and loyalty to the association. One aspect of fulfilling those duties is to avoid conflict of interest in which my allegiance might be split between my responsibilities at ABC and some other professional, business, or volunteer position or responsibility. To help avoid conflicts, on this form I am disclosing other situations or areas in which it might even appear that I have conflicting duties to other entities. I invite any further review by the association of any aspect of these situations or areas that might be considered appropriate. Also, I will take other steps, such as avoiding deliberations and resolution of certain issues or even withdrawing from my position in the association, if it is determined that those steps are necessary to protect against legal liability to the association or to me arising from conflicts of interest.

1. Professional, business or volunteer positions or responsibilities that might give rise to conflicts:

2. Situations in which I am serving as a vendor, or am employed by or consulting with a vendor, to the association or its members:

3. I know of no professional, business or volunteer position or responsibility, including vendor situations, that might give rise to conflicts (check here): _____

Signature

Date

Vision 2022

As a duly elected member of the Central Florida Chapter Associated Builders and Contractors, Inc. Board of Directors for 2022, I hereby pledge to do the following in support of the mission of ABC:

Leadership

- I will attend a minimum of 8 out of 10 scheduled Board meetings. If unable to attend in person, I understand I may fulfill this commitment with my virtual attendance to a maximum of 2 of those meetings.

Advocacy

- I will annually personally contribute to the National ABC PAC.
- I will attend at least one ABC of Florida LegCon and one ABC of Florida Planning Conference within my three-year term.
- My company or I will annually contribute to the Central Florida Chapter ABC PAC.

Engagement

- I will annually actively serve on a committee or secure active participation on a committee from other employees in my company.
- I will annually attend at least 2 out of 3 major Central Florida Chapter events, including the EIC Awards Banquet, the GC Connect, and the Expo.

Mission Support

- I will annually assist in the recruiting 2 members with at least one being a contractor member.
- I will annually call or contact at least one "at risk" member and successfully retain them, if possible, to the best of my ability.
- I will annually participate in the VIP Sponsorship program or comparable sponsorship.

I recognize that it is an important responsibility that I am undertaking in serving as a member of the Board of Directors of this organization. It requires a serious commitment to building a stronger ABC, a stronger chapter, and a stronger merit shop construction industry.

I will exercise the duties and responsibilities of this office with integrity, respect, and care. I will always represent this Association in a positive and supportive manner, and in all places for the good of the organization and the construction industry.

Signature

Date

Print Name

Moving ABC Central Florida Forward

Addressing Board requests for Growth and Development in 2022

(The following issues were expressed during the board round table discussions in the beginning of 2021 and majority were reiterated at the November 1st planning session.)

2021 Top 16 Most Expressed Issues (in no particular order):

1. "Streamline meeting invitations from ABC"

- **ACTION – Q1** - Nancy, Cat and Michele will be working to ensure that there is clarity on who is sending calendar invites. Michele will send out all board meeting calendar invites at beginning of year. Cat will send out all event invites. **Q2** - Board will be checked in with to see if there is improvement.

2. "UCF Student chapter needs attention; we can help increase student participation" / "We need more exposure and engagement for younger professionals"

- **ACTION Q1-** Maria Casas – will be staff lead in 2022 to give additional attention to group
- **ACTION Q1-** UCF Golf fundraiser in 2022 will be hosted by the YP group to start creating synergy between the two groups.
- **TBD** - Executive committee to consider adding a non-voting liaison to the board from group to increase exposure and engagement for YP (Chair) & UCF (Chair)

3. "More substance in the ABC Magazine"

- **Q1** - Michele is working with Nancy and Lauren to improve quality of material in magazine. **Q2** - Board will be checked in with to see if there is improvement.
- **TBD** - May need a focus group from the board to help to do an annual planning session for content.

4. "How do we address anti merit shop efforts / union concerns"

- **TBD** Michele will work to better understand this statement with leadership. **Q2** – Michele will work with leadership to ensure that we are proactively prepared to assist members.
- **Q2** – Staff will ensure that there is a branding effort via the web and other marketing tools so that the merit shop industry knows to call ABC first.
- **Q2 – Q3** Have Labor Law session/panel on current issues to be scheduled in 2022.

5. "Do more to promote member-to-member business"

- **Q1 – Q2** Michele is working with Cat and the Membership committee to ensure that we utilize the EIC list from the past several years to recruit prospective members that are already working with our members.
- **TBD** - Michele is working with Taylor and Nancy for a few "contractors only" events.
- **TBD** - Staff is looking a tool for the website whereas members can share upcoming projects and request bids from members.

6. "Ensuring ABC stays a political leader locally in light of recent political shifts"

- **TBD** "Would like to see and be more involved in local politics"
- **Q1** - Survey all leadership to know what other boards/commissions ABC companies/board members are involved with to understand full reach. **Q2** – Report out to board and see what areas we need to get more engaged in.
- **Q1** - Michele will be working with Political Action Committee to look for ways to engage local, state and national electeds. We will invite to events to show them that ABC

better the communities in which we work and live. Q4 – Report out results of 2022 entrenchment. Examples of exposure opportunities are listed below:

- Invites for EIC
- Jobsite tours
- Hob Nob
- **Q3** – Set efforts into motion to ensure that ABC is always seen as the subject matter experts for construction issues.
 - **Q2** - Do more earned media. **Q4** - report out results

7. “Want comprehensive plan from National on what the organization plans to do in next 2 years.”

- **Q1** – Michele to share the National strategic plan.
 - **Q2 – Q4** - Michele to give a quarterly scorecard to show national objectives against chapter objectives.

8. “How can we attract diverse companies and educate on the benefits of merit shop philosophy”

- **TBD** – potential WMBE mentorship
- **Recommendation TBD** - **Q1** Create a Diversity and Inclusion taskforce add a staff liaison
- **TBD** – Create some avenues for attracting members from the architect/consultant areas.
- **TBD** – Look at recruiting type awards for that subgroup.
- **TBD** – Look for ways to attract members that are outside of Orange County.

9. “Deal with Membership Gaps and Unengaged Members”

- **Q1** - Catherine will be working with the Membership and other committees to work on ways to entrench deeper into our member firms to ensure that the firms know that all employees are members not just the primary contact.
- **Q2** - We need to work with Board and Membership Committee to understand 1. Why the member is joining and 2. Why are they staying.
- **Q1 – Q3** Work with Leadership to find strategies to get more Architect /Engineer/Owner Involvement
- **TBD** - Idea from leadership is to do more Member-to-member training (lunch and learns)

10. “We need more Member Vetting/Exclusivity”

- **Q1 & Q3** – Cat to work with Board, Membership and EIC committees to focus on recruiting the best of the best contractors.
- **TBD** - Invest Cat’s time on contractors’ recruitment and retention
 - Shift the closing of associates and suppliers to Taylor and the events and marketing departments.
- Continue to offer the Builders Breakfasts

11. “We need to look at cost of membership and return” & “We need to maximize ROI for new members”

- **Q1**- Michele is addressing with National that 2 chapters in the state are not following same requirements for dues which is having an adverse effect on membership.
- **Q2** - Communications department to create:
 - ROI of membership document
 - Membership Success Kit

12. "We are too Orlando centric"

- **Q2** - Michele will work with staff to do a demographic lay out of existing members and an overlay with prospective members to see where the growth opportunities are.
- **Q2** - Michele will work with the executive committee to show how regional councils could work to grow retention and support of outlying areas.

13. "We don't have enough developers & owners" / "There is a lack of recognizing and recruiting for their needs"

- **Q2** - Michele will work with the Executive committee to see if we can get a focus group of developers/owners together to see how we can better serve them.
- **TBD** - Continue to offer things like the Builders Breakfasts and Economic Forecasting.

14. "How do we address workforce shortages and increased need for training"

- **Q1** – Host National Project Management Course
- **Q1** – Megan to invest efforts to expand training opportunities through the chapter and various partnerships
- **Q1** - Revitalize workforce committee
- **Q2** – Collaborate deeper with ACE mentorship, ACT, PIPE, I-Build
- **Q3** – Michele to work to get appointed to workforce board

15. "Increase Safety awareness and support for membership"

- **Q1** – Launch Safety council
- **Q2 & Q3** – Have a safety event/ programing
- **Q2 & Q3** – Increase Step participation and recognition

16. "We would like to see more guest speakers at the board meetings"

- **TBD** - Board & Executive Committee to recommend possible guest speakers for membership events. Here is a list that was recommended in 2021 that needs to be reviewed to see if still valid.
- Economists
- Chief Building Official
- Rosen
- Amazon
- Orange County Public Schools
- Seminole County Public Schools
- Space Florida – Builder Breakfast
- Advent Health
- Orlando Health
- Orange County
- City of Orlando
- Tyson from Raymond James
- Building Officials
- Visit Orlando / Economic Development Commission

President's Report



12/17/2021

Michele Daugherty
President/CEO
Central Florida Chapter

RE: 2022 Accreditation

Dear Michele,

As you know, the ABC Central Florida Chapter is scheduled for accreditation in 2022; however, at this time, we are extending your accreditation by one year in an effort to clear the backlog from postponed 2020 and 2021 accreditations.

In doing this, we have reviewed the information you submit through quarterly reports to ensure that you are currently in compliance with all minimum requirements, which would have earned you a minimum one-year Chapter Level Accreditation.

As is the case with all levels of accreditation, your chapter must continue to meet all minimum requirements outlined in the Bylaws & Policies of the organization in order to remain in good standing.

To be clear you will have to do nothing to maintain a one-year Chapter Level Accreditation except continue to complete the quarterly report process as you normally would.

I will reach out to you in December of 2022 to schedule your accreditation in 2023.

As always, please do not hesitate to reach out with any questions.

Merry Christmas and happy holidays to you and yours!



Stephen Lewis, CAE
Director of Governance and Leadership
440 First St., N.W., Suite 200
Washington, DC 20001
C (321) 377-1646
slewis@abc.org



Highlights of the Nov Balanced Scorecard

20.65% of contractors are STEP (49% of those are Diamond and Platinum) with a Total Recordable Incident Rate of 1.70

- 1473 STEP applicants are Diamond/Platinum – up from 975 in 2018
- 16 chapters > 30% participation goal for 2021
- 25 chapters have increased STEP participation over 2020

PRO Act still not law

- PAC \$ raised = \$784,213 (\$54/contractor member) against a cycle target is \$1.8m
- FEA \$ raised = \$1,503,532 (\$77/contractor member) against a cycle target of \$3m
- ABC averaging 28 media hits/day
- ABC hosted 203 lawmaker visits (40 with Democratic lawmakers)

63.5% of CEOS anticipate staff growth over next 6 months

- 439 AQC applicants – up from 368 in 2018, but still only at 3.06% of all chapter contractor members 14.5% of STEP contractors
- Trimmer contributions at \$485,309 – average \$23.23/contractor member for the cycle

ABC has grown by 415 contractors (+2.98%) over 2020

- 67% of ABC membership are contractors.
- ABC National Contractor member retention at 90.11% (excluding Guam)
- Contractor national dues growth by \$363.194 over 2020 representing 111% of total national dues growth
- Contractor national dues represents 86% of total national dues
- 18 chapters > 22.45% ideal contractor market share and 90.11% contractor retention

Only 50.9% CEO's believe profits will increase over next 6 months. 6-month sales confidence up 32% year over year.

- ABC Backlog Indicator at 8.4 months – up 16.7% year over year
- Construction spend up 3.4% year over year.
- Material prices up 23.5% year over year
- Wage rates up 4.8% year over year
- ABC has saved members \$30,926,936 via business partner programs ytd

Department Reports



**Mark your calendars and plan to join
ABC members in 2022!**

JANUARY

- 12** Builders' Breakfast - Atrium
- 20** 2022 Kick Off Party at Gatlin Hall Brewing

FEBRUARY

- 10** Sporting Clays Shoot
at Blackjack Sporting Clays, Sumterville
- 17** ABC On Tap at The Porch in Winter Park
- 21** ABC UCF & YP Golf Tournament
at Eagle Creek Golf
- 23** Builders Breakfast - Gilbane
- 24** Maximize Your Membership Workshop

MARCH

- 10** GC Connect at Ocoee Lakeshore Center
- 18** EIC Workshop
- 25** Bass Fishing Tournament
at Hickory Point Recreation Park
- 30** EIC Workshop

APRIL

- 2** Spring Poker Run at Various Locations
- 11** Spring Golf Tournament #1
at Arnold Palmer's Bay Hill Club
- 15** EIC Workshop
- 18** Spring Golf Tournament #2
at Arnold Palmer's Bay Hill Club

MAY

- 19** Legislative Hobnob at The Celeste Hotel
- 26** Maximize Your Membership Workshop
- 26** Design & Build Mixer at Ember

JUNE

- 2** TopGolf Lake Mary

JULY

- 21-23** ABC of FL State Convention
at LaPlaya Resort, Naples

AUGUST

- 19** Casino Night Fundraiser at Orlando Science Center
- 25** Maximize Your Membership Workshop

SEPTEMBER

- 22** Construction Expo at Central Florida Fairgrounds
- TBD** Fall Golf Tournament

OCTOBER

- TBD** EIC Awards Banquet

NOVEMBER

- 10** Chili Cook Off at Apopka Amphitheater
- 17** Maximize Your Membership Workshop

DECEMBER

- TBD** Sporting Clays Shoot
at Blackjack Sporting Clays, Sumterville
- TBD** Toys for Tots Holiday Party

For updates and schedule changes visit
www.abccentralflorida.com/calendar.

Taylor Tidwell, *Meetings & Events Director*
Maria Casas, *Meetings & Events Coordinator*

Month: December

Builders' Breakfast - Brightline, December 1

- Registrations: 69
- Member Feedback: Better Breakfast, Chick-fil-a Platters, etc.

Budget: \$1,030

Actual/Surplus: \$1,134

Sporting Clays Shoot - December 3

- Registrations: 156 Shooters / Goal: 152 Shooters
- 7 Companies/Foursomes on Waitlist to Participate
- \$1,800 in Sponsorships (*lowest sponsor participation for this event*)

**Budget: N/A - Added Event,
Not Budgeted**

Actual/Surplus: ~ \$8,000

Toys for Tots - December 9

- QR Code Check-in's: 98 Attendees (about 115 in attendance)
- Lower Attendance than Normal
 - Same night as PCEA Holiday Party

YP Ugly Sweater Party - December 16

- About 25-30 in attendance
- \$1,000 in Sponsorship

Budget: N/A

Actual/Surplus: \$365

2022 VIP Sponsorship Program

- 50 companies - *****See page 2 for list of companies*****
 - (6) Elite, (20) Premier, (14) Select, & (11) Choice
- **\$194,925 in sales**
- (1) NEW Elite @ \$10,000 - Amphibious Medics & (8) other NEW Companies = 9 NEW Total
- Sign up by January 15, 2022

UPCOMING EVENTS

- January 12 - Builders Breakfast, Atrium Management
- January 20 - Kick Off Party
- February 10 - Sporting Clays Shoot

2022 VIP Sponsors

ELITE - \$10,000

- Amphibious Medics - **NEW**
- Bright Future Electric, LLC
- Quick Response Fire Protection
- Terry's Electric, Inc.
- Tri-City Electrical Contractors, Inc
- Tucker Paving, Inc.

PREMIER - \$4,500

- Acousti Engineering Company of Florida
- American Pools and Spas
- Baker Concrete Construction, Inc.
- Balfour Beatty
- Comprehensive Energy Services, Inc.
- DeWitt Custom Concrete, Inc.
- Electric Services, Inc.
- Energy Air, Inc.
- Entech Innovative Engineering
- Hensel Phelps
- Kirwin Norris, P.A.
- Maschmeyer Concrete
- Milwaukee Electric Tool Corporation
- National Trench Safety
- PCL Construction Services, Inc
- Quality Metals, Inc. - **UPGRADE**
- S. I. Goldman Company, Inc.
- Sunstate Equipment Co., LLC - **NEW**
- Titan Electric Southeast, LLC
- WELBRO Building Corporation - **NEW**

SELECT - \$2,000

- Aagaard-Juergensen, LLC
- Brasfield & Gorrie, LLC
- Fine Tune Enterprises, Inc.
- Hoar Construction, LLC
- JK2 Scenic
- John Moriarty & Associates of Florida - **NEW**
- Mechanical Insulation & Technologies, LLC
- Modern Plumbing Industries, Inc.
- R. C. Stevens Construction Company
- REX Construction Services - **NEW**
- Safety Consultants USA - **NEW**
- Tharp Plumbing Systems
- Trade Management, Inc.
- Wharton-Smith, Inc.

CHOICE- \$1,250

- Albu & Associates, Inc.
- Certified Slings & Supply
- Competitive Edge Partners & Consulting, LLC
- Dean Mead Attorneys At Law
- Hartford South, LLC
- ISEC, Inc. - **NEW**
- J. A. Croson, LLC - **NEW**
- KBI Staffing Solutions, LLC
- Lake Glass & Mirror, Inc.
- LRA Insurance
- Trade Management, Inc.
- Winter Park National Bank
- Withum

Upcoming

TRAINING

JANUARY

- 12 CPR / First Aid Certification
- 17 Project Management Institute Begins
- 19 Contract Negotiation & Communication
- 26 Lien Law Level One
- 27 Essential Elements of Construction Insurance

FEBRUARY

- 7 Foundations of Leadership *24 PDUs
- 17 CPR / First Aid Certification
- 16 Lien Law Level Two
- 24 Maximize Your Membership Workshop

MARCH

- 23 Construction Management
- 15 Safety Training: Workman's Comp Claims
- 16 Blueprint Reading
- 16 CPR / First Aid Certification

APRIL

- 12-13 Common Sense Construction Law-Virtual
CEU 14 hours contractor renewal
- 14 Generation Workforce Communication
- 20 CPR / First Aid Certification
- 26-27 Trestles Frontline Supervisor

MAY

- 1 NEXGEN 2023 Registration Opens
- 24 Safety Training: Topic TBD
- 19 CPR / First Aid Certification
- 18 Lien Law Level One
- 26 Maximize Your Membership Workshop

JUNE

- 8 Lien Law Level Two
- 13 Foundations of Leadership *24 PDUs
- 15 CPR / First Aid Certification

JULY

- 12 Safety Training: Topic TBD
- 20 CPR / First Aid Certification

AUGUST

- Marketing Series
- 16 Blueprint Reading
- 17 CPR / First Aid Certification
- 25 Maximize Your Membership Workshop

SEPTEMBER

- Foundations of Leadership *24 PDUs
- Lien Law Level One
- 14 Construction Estimating
- 15 NEXGEN Leadership Applications Due
- 15 CPR / First Aid Certification
- 27-28 Trestles Frontline Supervisor

OCTOBER

- Lien Law Level Two
- Generation Workforce Communication
- 18 Construction Management
- 19 CPR / First Aid Certification

NOVEMBER

- 17 NEXGEN 2023 Sessions Begin
- 16 CPR / First Aid Certification
- 17 Maximize Your Membership Workshop

DECEMBER

- 7 CPR / First Aid Certification

For updates and schedule changes visit
www.abccentralflorida.com/calendar.

CFC ABC Training & Development Report January 10, 2022

Training and Development Recap

12/1/2021 -Current

Classes Recap

	Budget/ Goal Reg.	Actual Reg.	Notes:
CPR First Aid 12/6	10	11	
New Horizons Class Reg	2	2	
CPR First Aid 12/6	10	14	
Lien Law One *	12	4	Rescheduled for Instructor to 1/26

Coming up!	Goal Reg.	Actual Reg.	Notes:
CPR First Aid 1/12	10	12	
Contract Negotiations 1/19	16	24	
Lien Law One 1/26	12	44	Hybrid--Rescheduled class
Essential Construction Insurance 1/27	10	2	Rescheduled from fall
Foundations of Leadership 2/7	3	0	
Lien Law Two 2/16	12	8	Hybrid--Rescheduled from fall
CPR First Aid 2/17	10	0	
Blueprint Reading 3/16	16	0	
Construction Management 3/23	20	0	

NEXGEN 2022	20	23	
NEXGEN Sponsorships	5,000	3,000	5 Companies signed up for sponsorships

Online Courses

- ABC Webinars, CFC ABC Hybrid Options
- ADEPT Leadership
- American Safety Council (OSHA and other Online Certification Programs)
- New Horizons Training *Computer Classes & Certifications

NEXGEN News

Searching for NEXGEN Contributors.....

This is an opportunity for members and board members who can get in front of the leaders of tomorrow. The program is branded by the leaders in our membership. *Do the leaders of tomorrow know you? Do they know your story, your company story, and how your last project might be the perfect link to the next session?*

NEXGEN 2022 Schedule

Thursday, October 14, 2021	Kick-Off Class of 2021 @ ABC On Tap 5:30-7:00
Thursday, November 18, 2021	Team Building
Thursday, December 9, 2021	What is ABC
Thursday, January 20, 2022	Politics in Construction
Thursday, February 17, 2022	Economic Drivers
Thursday, March 10, 2022	Workforce Development & Economic Development

Thursday, April 21, 2022	Business Development
Thursday, May 19, 2022	Community Involvement
Thursday, June 23, 2022	Graduation

NEXGEN Program and Session Sponsors

**Poli Construction, Inc., Work Horse Temps, LLC., Westbrook Service Corporation, Modern Plumbing Industries, Inc.
Tri-City Electrical Contractors, Inc., DPR Construction**

Committee News

- **ABC UCF Student Chapter:**
 - New Officer and Student Participation Dinner held 12/2
 - CMC team Registered
 - Golf Fundraiser Event 2/21
- **Safety:**
 - **Construction Safety Professionals Group (CSPG)**
 - Planning Meeting 1/25/22 CSPG Invite Only to plan safety topics for the year
 - Sponsor: Southern Safety Lunch, LRA Insurance Training Topic Contributor
 - **Safety Council**
 - Committee renamed to Council, invite only
 - Tim Bernardi (Chair)
 - 4-6 Construction Safety Professionals from CFC ABC Members
 - **2022 Safety Training Topics Scheduled**
 - March 15: Properly Process Workman's Comp Claim
 - May 24: Topic TBD
 - July 12: Topic TBD

Education News

- Do you have someone who would like to get involved with CF ABC education classes and become an instructor?
- Contact Megan Saucier, msaucier@abccentralflorida.org



Marketing Report – 1/5/2022

Prepared by: Lauren Kelly, Marketing Director

Recap: December 2021 Projects

Email Marketing

12/1: EIC 2021 Results
12/2 Renewal Appreciation
12/3 Beltway Blueprint
12/6 Education Weekly
12/7 BCF 2022 Business Profile Marketing
12/9 Toys For Tots Holiday Party Reminder
12/10 Wagonheim U Contract Negotiation
12/13 Events Weekly
12/20 Education Weekly
12/28 Events Weekly
12/29 VIP Sponsorship Marketing (2nd)

Monthly Mailer (Education and Events beginning 2/1 and beyond)

Foundations of Leadership; Sporting Clays; Lien Law Level Two; CPR & First-Aid Q1 2022; UCF/YP Golf Tournament; Builders' Breakfast; Construction Management; Maximize Your Membership Workshop; GC Connect; Frontline Supervisor; Bass Fishing Tournament; ABC On Tap; EIC 2022 Schedule; 2022 Membership Benefits; Q4 2021 Model Member; 2021 Year In Review

BCF 2022 Issue 1 (in progress) – Publishes FEB 1

2022 Chair Q&A; President's Letter; New Members Listing; Q4 2021 Model Members; Upcoming MYM Workshop; Look ahead: CG Connect and Excellence In Construction Awards program; Project Profile: Reigl NA Headquarters, DPR Construction; Business Profiles: Sunstate Equipment Rental, Jensen Interiors, Moxe Marketing; Event Recaps: Chili Cook-off, TopGolf, Builders' Breakfast, Sporting Clays, Toys For Tots; Education: NEXGEN and upcoming class schedule; Safety: Construction Safety Professionals Group; Member News: Albu & Associates, The Collage Companies, Charles Perry Partners Inc, David Boland, Inc., JK2, KSM, PeopleReady, S. I. Goldman, Williams Company, NAMC Awards; UCF Student Chapter; Workforce Development Committee



Marketing Report – 1/5/2022

Prepared by: Lauren Kelly, Marketing Director

www.abccentralflorida.com

New website platform launched December 31, 2021; site is live and continually under content development; Priority focus: calendar of events with credit card processing; updating of VIP Sponsorship participant listings and logos; development of document delivery system for program PDFs, annual program registration guidelines, etc.

Looking Ahead: January 2022

VIP Sponsorship signage; completion of BCF 2022 Issue 1; continuing website updates; beginning Membership Directory 2022-2023 marketing; weekly education, event and membership email marketing; upcoming education, event and membership print marketing; continued BCF Business Profile and display advertising marketing

Send date	Day	2021 Email Schedule	Target	Send time	% Opened	# Opened	Click Rate	# Clicked	# links opened	# Recipients	#Delivered	#Bounces
11/29/21	Mon	Events - Bi-Weekly	All	6:30 AM								0
11/30/21	Tue	BCF Issue 6 on Website	ALL	6:30 AM	20.8	642	2.5	78	98	3218	3084	134
11/30/21	Tue	BCF Member News Reminder - Issue 1 2022	Primary Contacts	8:00 AM	28.1	119	1.4	6	7	429	424	5
11/30/21	Tue	Wagonheim U	Webinar Attendees	4:00 PM	40.5	30	16.2	12	18	74	74	0
12/01/21	Wed	EIC Results/Post Event Email	ALL	6:30 AM	27.1	836	4	125	152	3222	3088	134
12/02/21	Thu	Thank you for renewing! Renewal Appreciation thru 11/30/2021	All	6:30 AM	26.2	809	0.5	15	24	3222	3087	135
12/03/21	Fri	Beltway Blueprint	All	6:30 AM	22.8	704	0.3	10	0	3222	3086	136
12/06/21	Mon	Education - Bi-Weekly	All	6:30 AM	21.5	662	1.6	49	105	3221	3081	140
12/07/21	Tue	BCF 2022 Business Profile Marketing	Primary/Marketing									0
12/08/21	Wed	YP Bi-Monthly Newsletter (Dec.)	YP Group	6:30 AM								0
12/09/21	Thu	Toys for Tots (12/9) - DOR	All	6:30 AM	22.2	684	0.1	4	4	3219	3082	137
12/10/21	Fri	Wagonheim U - Contract Negotiation	All	3:00 PM	21.3	655	0.5	16	21	3218	3073	145
12/13/21	Mon	Events - Bi-Weekly	All	6:30 AM	22.9	704	2	61	102	3218	3080	138
12/14/21	Tue											0
12/15/21	Wed											0
12/16/21	Thu											0
12/17/21	Fri											0
12/20/21	Mon	Education - Bi-Weekly	All	6:30 AM	17.4	536	1.1	33	42	3219	3082	137
12/21/21	Tue											0
12/22/21	Wed											0
12/23/21	Thu											0
12/24/21	Fri	Office Closed - Staff Holiday										0
12/27/21	Mon	Office Closed - Staff Holiday										0
12/28/21	Tue	Events - Bi-Weekly	All	9:45 AM	26.7	820	2.8	87	122	3233	3071	162
12/29/21	Wed	VIP Sign-Up 2nd email	Pri/BD/MKT	6:30 AM	30.7	184	1.8	11	25	615	599	16
12/30/21	Thu											0
12/31/21	Fri	Office Closed - Staff Holiday										0

New Business

ABC CFC 2022 Budget

	Jan - Dec 20		Jan - Dec 21		2022 Budget
		Budget		Budget	
Ordinary Income/Expense					
Income					
41000 · New Members	64,863.59	112,083.50	110,088.58	90,644.00	115,200.26
41001 · New Member Credit Forward	77,280.25	77,280.25	46,718.40	46,718.42	79,905.42
41010 · Renewals	1,042,048.06	1,004,664.76	1,069,952.57	1,024,306.35	1,089,408.08
41020 · Enrollment Fee	4,698.00	8,100.00	8,301.00	7,000.00	9,000.00
41030 · Membership Promotion	900.00	800.00	0.00	800.00	1,000.00
43000 · Seminar Registration	131,459.93	217,295.00	164,422.53	162,403.50	197,306.91
44000 · Meetings (Ticket Event)	88,894.00	94,320.00	151,972.00	95,760.00	147,450.00
44010 · Golf Tournaments	139,805.00	161,750.00	159,922.25	133,750.00	185,950.00
44030 · Construction Expo	56,840.00	82,500.00	84,075.00	82,100.00	90,700.00
44050 · Construction Awards	271,763.88	305,075.00	276,436.99	283,250.00	308,450.00
44100 · Special Events (Sponsors)	36,250.00	35,750.00	39,125.00	35,265.00	39,990.00
44105 · Special Events (YP)	1,200.00	1,700.00	1,500.00	500.00	1,500.00
44107 · Special Other Income	7,419.94	10,200.00	10,229.56	8,000.00	5,000.00
45000 · Newsletter Advertising	68,083.10	70,970.00	79,904.54	76,275.00	89,150.00
45010 · Membership Directory	46,865.00	43,945.00	46,590.00	45,015.00	46,000.00
45012 · Monthly Mailing Advertising	150.00	5,850.00	0.00	1,500.00	1,500.00
45015 · Website Advertising	1,725.00	2,500.00	1,925.00	2,075.00	2,075.00
45020 · Weekly Email Advertising	3,600.00	3,600.00	3,600.00	3,600.00	3,600.00
46030 · Job Site Signs Sales	6,302.55	6,500.00	7,703.20	6,500.00	6,500.00
46035 · Apprenticeship Enhance. Fund	51,000.00	0.00	32,950.00	0.00	0.00
46040 · Student Chapter	90.57	0.00	8,225.49	0.00	0.00
Total Income	2,101,238.87	2,244,883.51	2,303,642.11	2,105,462.27	2,419,685.67
Gross Profit	2,101,238.87	2,244,883.51	2,303,642.11	2,105,462.27	2,419,685.67
Expense					
61000 · National Dues	243,539.98	268,019.58	255,011.92	245,289.08	268,313.83
61010 · National Dues Credits	16,608.00	16,608.00	9,330.12	9,330.17	13,281.42
61020 · State Dues	55,354.18	67,004.90	57,654.18	55,747.52	59,000.00
61030 · State Dues Credits	4,512.48	4,512.50	2,354.16	2,354.17	4,412.50
61040 · Member Fees & Promotion	18,201.01	24,000.00	19,275.87	22,500.00	25,600.00
63000 · Seminar Expense	56,671.29	107,083.00	84,094.70	71,638.00	107,465.17
64000 · Meetings (Ticket Event) Expense	51,037.50	48,320.00	77,160.23	47,896.00	78,450.00
64010 · Golf Tournaments Expense	77,265.24	104,000.00	102,127.93	84,091.00	111,950.00
64030 · Construction Expo Expense	30,215.87	37,500.00	37,616.99	32,940.00	38,350.00
64050 · Construction Awards Expense	174,574.98	193,075.00	181,250.99	187,900.00	203,900.00
64100 · Special Events (Sponsor) Exp	20,982.21	25,450.00	24,413.54	19,740.00	21,790.00
64105 · Special Events Expense (YP)	408.64	950.00	611.19	500.00	500.00
64107 · Special Other Expenses	9,408.75	10,200.00	10,302.91	8,000.00	5,000.00
64112 · Meetings & Events General Exps.	2,033.43	2,040.00	2,558.33	2,700.00	2,700.00
65000 · Newsletter Expense	21,615.39	24,120.00	22,106.32	22,300.00	28,100.00
65010 · Membership Directory Expense	7,174.21	6,500.00	7,297.59	7,200.00	8,000.00
65012 · Monthly Mailing Expense	3,849.24	5,400.00	5,204.33	4,800.00	5,400.00
65030 · Internet Website	3,312.56	4,000.00	4,136.66	0.00	5,000.00
66030 · Job Site Signs expense	3,004.07	3,185.00	3,772.02	3,185.00	3,300.00
66035 · Apprenticeship Enhance. Fund	51,000.00	0.00	32,950.00	0.00	0.00
66040 · Student Chapter Expense	90.57	0.00	8,571.89	0.00	0.00
67000 · Salaries	746,229.65	735,200.00	819,613.51	736,679.00	854,670.00
67030 · Payroll Taxes	55,562.81	59,948.21	59,749.81	51,730.00	70,000.00
67040 · Group Insurance	120,834.68	141,900.00	139,677.70	124,630.00	134,700.00
67050 · Staff & Team Development	6,154.02	5,000.00	4,765.11	6,000.00	6,000.00
67060 · Workers' Compensation	1,363.00	2,477.31	1,749.50	1,836.00	1,836.00

ABC CFC 2022 Budget

	Jan - Dec 20	Budget	Jan - Dec 21	Budget	2022 Budget
67070 · Retirement Plan	34,113.01	36,000.00	35,008.39	45,000.00	42,000.00
68000 · Auto Expense	6,674.27	7,000.00	13,197.85	7,000.00	15,000.00
68010 · Auto Depreciation Expense	4,755.00	4,756.00	4,755.00	4,900.00	0.00
68020 · Auto Insurance	5,578.12	4,500.00	5,703.92	5,633.78	0.00
68030 · Travel & Entertainment	152.39	0.00	0.00	0.00	0.00
68110 · State Meetings	2,790.94	4,000.00	3,548.22	4,000.00	4,000.00
68130 · National Meetings	2,808.66	14,000.00	10,440.72	8,000.00	10,000.00
68180 · Chapter Planning Conference	5,846.18	300.00	4,661.44	5,000.00	5,000.00
68200 · President's Expense	0.00	0.00	0.00	0.00	2,000.00
68210 · Board of Directors Meetings	3,221.44	3,130.00	8,499.35	10,200.00	15,000.00
68220 · Committee Meetings	3,236.33	4,000.00	3,185.32	3,053.95	3,500.00
69000 · Utilities	36,273.10	44,100.00	36,851.28	37,361.19	37,957.00
69010 · GL/Property Insurance	14,180.09	13,900.00	15,086.16	14,200.00	16,200.00
69020 · Property Taxes	39,240.76	36,905.00	47,180.05	42,700.00	47,502.00
69030 · Janitorial & Cleaning	10,799.16	11,000.00	9,188.02	11,000.00	12,000.00
69040 · Building Supplies/Maintenance					
690401 · Tenant's Expense	2,385.58		2,076.50		
69040 · Building Supplies/Maintenance - Other	34,066.78	35,000.00	33,248.41	35,000.00	36,999.96
Total 69040 · Building Supplies/Maintenance	36,452.36	35,000.00	35,324.91	35,000.00	36,999.96
69100 · Office - Postage					
69101 · Office - UPS Charges	632.04		618.56		
69100 · Office - Postage - Other	67.82	1,000.00	70.79	1,000.00	1,000.00
Total 69100 · Office - Postage	699.86	1,000.00	689.35	1,000.00	1,000.00
69120 · Telephone & Data Expense	10,394.38	11,595.00	11,621.06	10,000.00	11,700.00
69190 · Computer Software	7,036.88	6,000.00	11,553.49	10,570.00	11,536.00
69200 · Leased Office Equipment	5,781.58	2,500.00	4,593.36	5,900.00	5,700.00
69210 · Office Supplies					
69211 · Staff B-Day, Anniversary, Gifts	2,008.01	0.00	0.00	0.00	0.00
69210 · Office Supplies - Other	2,674.99	7,000.00	3,378.84	4,700.00	4,900.00
Total 69210 · Office Supplies	4,683.00	7,000.00	3,378.84	4,700.00	4,900.00
69220 · Equipment R&M, Supplies	7,766.68	10,000.00	8,396.50	7,500.00	9,999.96
69300 · Advertising expense	0.00	0.00	0.00	0.00	1,000.00
69310 · Accounting expense	8,700.00	9,500.00	14,500.00	14,500.00	9,500.00
69315 · Bank Charges	334.30	600.00	264.63	345.15	300.00
69320 · Dir./Officers Insurance	3,053.03	3,053.00	3,053.04	3,053.00	6,099.96
69325 · Interest Expense	1,203.06	1,200.00	1,021.81	1,030.00	761.00
69340 · Professional Services	1,281.12	24,000.00	23,501.31	24,000.00	1,500.00
69350 · Taxes & Licenses	592.25	300.00	168.25	300.00	300.00
69370 · Dues, Subscript., Sponsorships	1,363.00	1,500.00	974.67	1,500.00	1,200.00
69380 · Bad Debt Expense	0.00	0.00	1,387.67	0.00	0.00
69390 · Miscellaneous Expenses	0.00	0.00	0.00	0.00	0.00
69400 · Depreciation	94,940.00	90,000.00	91,159.00	95,000.00	92,000.04
Total Expense	2,134,954.71	2,283,332.50	2,382,251.11	2,161,433.01	2,462,374.84
Net Ordinary Income	-33,715.84	-38,448.99	-78,609.00	-55,970.74	-42,689.17
Other Income/Expense					
Other Income					
47000 · Interest Income	10,823.13	18,500.00	7,504.43	15,000.00	8,500.00
47010 · Miscellaneous Income	109.47	100.00	116.86	110.00	
47012 · Rental Income					
470122 · First Floor Lease Space	71,579.12	71,176.58	72,267.82	72,199.32	49,091.00
470123 · Classroom rental	1,414.53	5,000.00	2,600.00	2,500.00	2,499.96
470124 · Rental Supplies	264.00	0.00	320.25	0.00	0.00

ABC CFC 2022 Budget

	Jan - Dec 20	Budget	Jan - Dec 21	Budget	2022 Budget
47012 · Rental Income - Other	0.00	0.00	0.00	0.00	0.00
Total 47012 · Rental Income	73,257.65	76,176.58	75,188.07	74,699.32	51,590.96
47020 · Gain (Loss) on Investment/Asset	4,884.84	5,000.00	11,564.05	3,000.00	8,000.00
Total Other Income	89,075.09	99,776.58	94,373.41	92,809.32	68,090.96
Other Expense					
69392 · Rental Expense (Classroom)	25.32	600.00	41.22	250.00	250.00
69395 · Loss on sale of asset	-1,821.12	0.00	0.00	0.00	0.00
70000 · Charitable Contributions	637.08	0.00	457.50	0.00	0.00
Total Other Expense	-1,158.72	600.00	498.72	250.00	250.00
Net Other Income	90,233.81	99,176.58	93,874.69	92,559.32	67,840.96
Net Income	56,517.97	60,727.59	15,265.69	36,588.58	25,151.79