



Central Florida Chapter  
Associated Builders and Contractors, Inc.  
Board of Directors Meeting  
January 23, 2023 3:30 pm  
**Connect | Educate | Advocate**

Location: ABC, 651 Danville Drive, Suite 200, Orlando, FL 32825  
Carlos Velasco, Chair, presiding.

Oath of Office – 2023 Board of Directors ..... Goodin  
Passing of the Gavel from Evans to Velasco ..... Evans  
Call to Order ..... Velasco  
Welcome and Pledge of Allegiance ..... Velasco

Consent Agenda:

1. Approval of November 21, 2022 Minutes – **Action Item** ..... Burkett
2. Financials Final Oct. & Nov 2022 – **Action Item** ..... Bastin
  - a. December Draft & 2022 Year End projection

Leadership Reports:

Chair ..... Velasco

- Leadership Update on 50<sup>th</sup> Anniversary
- OCPS
- Staff Anniversaries
- Board Commitment Pledge for 2023 - **Action Item**

Past Chair ..... Evans

- Foundation for Foster Children Project Update
- National Accreditation

Chair-elect ..... Holmes

- Board Mentorship event – Solar Bears Game

Committee Liaison Reports

- Membership Development ..... Smalley / C. Wert
  - Retention for 2023 as of 1/15/2023
  - 2023 New Members
  - Approval of New Members – **Action Item** (separate attachment)
- Government Affairs ..... T. Wert
  - 4/19 Chapter PAC Fundraiser
  - ABC of Florida Board Update ..... T. Wert
    - 2023 Legislative Priorities
  - Tallahassee Legislative Conference ..... T. Wert/Jordan
- March 8-9, 2023 ABC of Florida Legislative Conference, Tallahassee.
- Workforce Council ..... Garcia/ Daugherty
  - Members: Charles Bracco, Roy Burkett, Juan Garcia, Carlos Velasco
  - Suite 100 update ..... Daugherty
    - Trimmer Grant being submitted for approval in June

Central Florida Chapter Associated Builders and Contractors, Inc.  
651 Danville Drive, Suite 200, Orlando, FL 32825  
[www.abccentralflorida.com](http://www.abccentralflorida.com) | Main 407.628.2070

President & CEO Michele Daugherty  
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**Key Contacts**  
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- Training / Development Committee Update.....Garcia/Daugherty
  - NexGen
    - Thank you to Tom, Derrick, Chris, Chad
  - Schedule of Seminars and Training
  - 5/9 Tech Conference
- Workforce Committee.....Rodriguez/ Daugherty
  - Osceola Skill Up Construction Pipeline Meeting – Looking for Board or company rep. participation.
    - Tuesday, January 31, 2023 9:30 AM-11:00 AM
  - PIPE
    - Board meeting Wednesday
  - IBuild Board Meetings moving to ABC
  - Doing Touchbase with FEAT/ACCA/ACT/ACE in February
- Collegiate Outreach .....Bradford
  - 2/24 Golf Tournament- Eagle Creek
  - National Construction Management Competition
- Excellence in Construction .....Torres
  - See attached Timeline.
- Young Professionals .....Holmes
  - Looking to increase contractor YP's in 2023
  - Schedule of 2023 Events
- National Convention task force.....Rodriguez/ Daugherty
  - National Convention, March 15-17, 2023
    - 4 Craft Competitors Competing
    - Punch list for national support
      - Need Volunteers
      - Need Stations Built
      - Will get excess materials/equipment donated back to ABC CF
- Safety .....Hernandez/ Daugherty
  - 2023 STEP applications are out.
  - Hosting ABC National Safety Academy
  - Committee meeting in February
  - NARCAN Campaign – Will be rolled on in Feb – March
  - 2/11 – 211 Campaign
  - Heart Health for you and your Family
  - Total Human Health National Tool Kit
- Programs .....OPEN
  - Builders Breakfast - 2023 Forecast Panel
- Special Events .....OPEN
  - Schedule of 2023 Events
- Various Taskforces & Board Member Updates

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President & CEO .....Daugherty

- Partnering with ABC National Trust Fund to provide more ROI
- HR Peer Group moving meeting to ABC
- ABC Southeast Regional Conference - Cancelled
- Career Source Hiring Event
- President Circle new additional VIP level
- National Convention

#### Old Business

- Approval of 2023 National & Chapter Goals - **Action Item**
  - Membership Recruitment
  - Membership Retention
  - Trimmer
  - FEA
  - National PAC

#### New Business

- Accreditation Review .....Glowinski
  - Chapter Charter Summary
- 2022 Budget - Action Item .....Velasco
  - 2023 Goals Review
- Annual review of policies and approval by the board of directors:
  - anti-trust policy
  - conflict of interest policy
  - non-discrimination policy
  - sexual-harassment policy
  - whistle-blower policy
  - document retention policy

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



**Location:**

651 Danville Drive, Suite 200, Orlando, FL 32825

**November 21, 2022**

**PRESIDING: Chair-Elect Carlos Velasco, Acousti Engineering Company of Florida**

**BOARD MEMBERS PRESENT**

Charles Bracco	Director	Modern Plumbing Industries, Inc
Roy Burkett	Director	S. I. Goldman Company, Inc.
Juan Garcia	Vice-Chair	PCL Construction Services, Inc.
Julie Holmes	Vice-Chair	JK2 Scenic
C. L. Janeski	Director	Tri-City Electrical Contractors
Michael Jordan	Director	Universal Forming, Inc.
Earl Lomas	Director	Terry's Electric, Inc.
Willis Milner	Director	Balfour Beatty
David Schultz	Director	CEMEX
Scott Scruby	Director	Sunbelt Rentals
Jonathan Sheppard	Director	Austin Commercial, LP
Derrick Valkenburg	Director	Shutts & Bowen
Carlos Velasco	Chair-Elect	Acousti Engineering Company of Florida
Matt Walton	Director	MiGre Engineers, LLC
Thomas P. Wert	Vice Chair	Dean Mead Attorneys at Law

**BOARD MEMBERS ON ZOOM**

Ray Bastin	Treasurer	Withum
Kevin Bradford	Director	Charles Perry Partners, Inc.
Juan Garcia	Vice-Chair	PCL Construction Services, Inc.
Roxana Hernandez	Director	Turner Construction Co.
Debbie Rodriguez	Director	Competitive Edge Partners &
Consulting, LLC		

**BOARD MEMBERS ABSENT**

Jason Albu	Director	Albu & Associates, Inc.
Chris Evans	Chair	Brasfield & Gorrie, LLC
John Kurtz	Director	Gilbane Building Company
Michael Parks	Immediate Past Chair	Hoar Construction, LLC
John Smalley	Director	Hensel Phelps
Chad Tinetti	Director	Tavistock Development

**GENERAL COUNSEL PRESENT**

Michael C. Sasso	General Counsel	Sasso & Sasso, P.A.
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**ABC STAFF PRESENT**

Michele Daugherty	President & CEO
Taylor Dupree	Chapter Services Coordinator
Catherine Wert	Membership Director
Nancy Wray	VP & COO

**GUESTS PRESENT**



Wade Brooks

PCL Construction Services, Inc.

### CALL TO ORDER

- **VELASCO** called the board meeting to order at 3:38 PM with the Pledge of Allegiance.

### CONSENT AGENDA

#### 1. MINUTES

- All minutes will be uploaded to the website.
- **A motion was made and seconded to approve the minutes from the October meeting. The motion passed.**

#### 2. FINANCIALS

- **BASTIN** reviewed the final September financials.
- **A motion was made and seconded to approve the September 2022 financials. The motion passed.**
- **BASTIN** reviewed the draft October financials.

### LEADERSHIP REPORTS

- **VELASCO** gave an overview of the National Board Meeting at the Leadership Convention in California, the 2023 Secretary was elected, top performing chapters were highlights, and the national strategic plan for 2023 was reviewed.
  - **GARCIA** some 85% of candidates elected/re-elected were endorsed by ABC.
  - **DAUGHERTY** reviewed ABC's Roadmap to Top Performers Recognition that was released.
- **VELASCO** the annual board planning session is going to be December 5 from 10AM-5PM followed by the board dinner at 6PM. Everyone encouraged everyone to be in attendance and to bring their ideas.

### VICE CHAIRS

- **WERT** Thanked everyone who donated to PAC and attended the fundraiser to help back candidates for the election.
  - March 8-9, 2023 is the annual ABC of Florida Legislative Conference. Looking into renting a bus to take the group up to Tallahassee.
- **GARCIA** gave a report on the Leadership Institute. Three main takeaways: How do we refocus merit shop ideas and not just be a party chapter; how do we look at the big picture as it relates to National and keeping a plan for the long run; and how do we engage more members with chapter goals.
- **HOLMES** gave a report on the YP Group. There was a joint YP/UCF Tailgate on October 29. The holiday party this year instead of an Ugly Sweater Party will be a Winter Olympics themed party at the ABC office.

### MEMBERSHIP REPORT

- **C. WERT** closed October with 389 member companies having renewed, 65 dropped member companies, and 86.25% of invoiced renewals paid.
  - Contractor members are at 61.2% of the membership, chapter goal is 70% contractors.
  - 83 new members so far in 2022, goal for 2022 is 90. 14 new members brought in for October including two general contractors.
  - Future member, dropped, new, and still to renew call lists handed out.
  - Special thanks to the members that participated in the Membership Blitz in October.
  - 469 renewal invoices went out for 2023, 197 have been paid so far.
- **VELASCO** presented Wade Brooks with a Merit Level of Beam Club award.

### **NEW MEMBER COMPANIES**

Adams Group	Category 7
East Coast Rigging and Contracting Co., Inc.	Category 7
Helicon	Category 8
Kelsie's Blinds Inc.	Category 7
Liberty Investment Properties, Inc.	Category 1
Midstate Caulking & Construction Services, LLC	Category 10
Miller Electric Company	Category 14
Oelrich Construction, Inc.	Category 11
Owen Electric Company	Category 11
Quinco Electrical, Inc.	Category 11
Ref-Chem L.P. dba Burns & McDonnell	Category 7
Rollins College	Category 1
SmartBuild	Category 1
Superior Rigging & Erecting Co.	Category 8

- **A motion was made and seconded to approve the new members from October. The motion passed.**

### **PRESIDENT'S REPORT**

- **DAUGHERTY** National Convention, March 15-17, 2023. This is a good way to get employees involved and engaged, attending/watching the National Craft Championships.
- The FICPA Construction Industry Conference, ABC was given 4.9 out of 5 for scorecard for internet presence, 4.7 on speaker scorecard.
- State of Construction event on October 26 was a success, Stan Brown was given an award that will be an annual award along with the event going forward.
- Wert/Dupree attended the Alliance for Central Florida Safety Day on October 27 and had a booth.
- Committee Open House was hosted on November 3 to bring in new blood for committees and match them to the committees they will be the most passionate about.
- Cohosting a CRE Holiday Party at the Orlando Science Center on December 13 to also help with increased member engagement.

### **OLD BUSINESS**

- NA

### **NEW BUSINESS**

- **DAUGHERTY** Next year is the 50<sup>th</sup> Anniversary, there will be more marketing/advertising to showcase it. Encouraged board members to sign up for VIP for 2023. Deadline to sign up is December 31, 2022. Board members to go to their suppliers as a source for VIP sponsorships.
- Committee/Council Chair Appointment Approval:
  - Collegiate Outreach – Chair: Chris Lonas, Core Construction Company
  - Excellence in Construction – Chair: Jeff Snider, Energy Air, Inc.
  - Membership Development – Chair: Justin Stehr, Entech Innovative Engineering
  - Government Affairs – Chair: Tom Wert, Dean Mead Attorneys at Law
  - Programs – Chair: Joe Orr, Baker Concrete Construction, Inc.
  - Special Events – Chair: Amanda Mattingly, Mid-Florida Materials
  - Workforce Council – Chair: Juan Garcia, PCL Construction Services, INC.
  - Young Professionals – Chair: Zach Bailey, National Trench Safety, LLC
- **A motion was made and seconded to approve the committee/council chairs for 2023. The motion passed.**

**NEXT MEETING**

- December 5, 2022 @ 10AM, Annual Planning Session at the ABC Office followed by the Annual Board Dinner.

**ADJOURNMENT**

- **VELASCO** adjourned the meeting at 4:24 PM. Meeting was followed by a New Member Reception.

TD 11/21/2022



**Associated Builders and Contractors, Inc.**  
**2022 Projected Year End and 2023 Budget Performance**  
 January 2019 through December 2021 Actuals / 2022 YE Projections / 2023 Budget

Ordinary Income/Expense	Income	Jan - Dec			Jan - Dec			Projected Jan - Dec		
		19	20	21	20	21	22	22	23	23
		Jan - Dec 19	Jan - Dec 20	Jan - Dec 21	2022 Budget	2023 Budget	2022 Budget	2023 Budget	2022 Budget	2023 Budget
<b>Income</b>										
41000 · New Members		147,234.26	142,143.84	156,806.99	156,806.99	156,806.99	195,105.68	208,248.42	233,447.04	233,447.04
41010 · Renewals		957,604.76	1,042,048.06	1,069,952.57	1,069,952.57	1,069,952.57	1,089,408.09	1,108,031.69	1,178,332.08	1,178,332.08
41020 · Enrollment Fee		7,889.00	4,698.00	8,301.00	8,301.00	8,301.00	9,000.00	8,480.00	8,500.00	8,500.00
41030 · Membership Promotion		0.00	900.00	0.00	0.00	0.00	1,000.00	1,125.00	1,000.00	1,000.00
43000 · Seminars Registration		207,897.07	131,459.93	164,422.53	164,422.53	164,422.53	197,306.91	222,321.33	304,438.00	304,438.00
44000 · Meetings (Ticket Event)		87,785.00	88,894.00	151,972.00	151,972.00	151,972.00	147,450.00	140,775.00	140,775.00	140,775.00
44010 · Golf Tournaments		155,455.00	139,805.00	159,922.25	159,922.25	159,922.25	185,950.00	192,425.80	248,325.00	248,325.00
44030 · Construction Expo		82,365.00	56,840.00	84,075.00	84,075.00	84,075.00	90,700.00	96,400.00	100,000.00	100,000.00
44050 · EIC Construction Awards		299,475.64	271,763.88	276,436.99	276,436.99	276,436.99	308,450.00	353,989.34	376,575.00	376,575.00
44100 · Sponsored Events		37,840.00	36,250.00	39,125.00	39,125.00	39,125.00	39,990.00	42,600.00	50,625.00	50,625.00
44105 · Young Professionals Events		2,470.00	1,200.00	1,500.00	1,500.00	1,500.00	1,500.00	7,947.45	7,175.00	7,175.00
44107 · Special Other Income		10,976.85	7,419.94	10,229.56	10,229.56	10,229.56	5,000.00	10,633.12	0.00	0.00
45000 · BCF Magazine Advertising		70,180.00	68,083.10	79,904.54	79,904.54	79,904.54	89,150.00	81,400.20	70,555.00	70,555.00
45010 · Membership Directory		41,400.00	46,865.00	46,590.00	46,590.00	46,590.00	46,000.00	50,040.00	52,000.00	52,000.00
45012 · Monthly Mailing Advertising		0.00	150.00	0.00	0.00	0.00	1,500.00	1,755.00	3,200.00	3,200.00
45015 · Website Advertising		2,550.00	1,725.00	1,925.00	1,925.00	1,925.00	2,075.00	2,775.00	7,775.00	7,775.00
45020 · Weekly Email Advertising		3,600.00	3,600.00	3,600.00	3,600.00	3,600.00	3,600.00	3,300.00	3,600.00	3,600.00
46030 · Job Site Signs Sales		5,263.40	6,302.55	7,703.20	7,703.20	7,703.20	6,500.00	2,779.65	3,500.00	3,500.00
<b>Total Income</b>		<b>2,120,285.98</b>	<b>2,050,148.30</b>	<b>2,262,466.63</b>	<b>2,262,466.63</b>	<b>2,262,466.63</b>	<b>2,419,685.68</b>	<b>2,535,027.00</b>	<b>2,789,822.12</b>	<b>2,789,822.12</b>
<b>Gross Profit</b>		<b>2,120,285.98</b>	<b>2,050,148.30</b>	<b>2,262,466.63</b>	<b>2,262,466.63</b>	<b>2,262,466.63</b>	<b>2,419,685.68</b>	<b>2,535,027.00</b>	<b>2,789,822.12</b>	<b>2,789,822.12</b>
<b>Expense</b>										
61000 · National Dues		244,507.28	260,147.98	264,342.04	264,342.04	264,342.04	281,595.25	282,130.72	307,462.00	307,462.00
61020 · State Dues		59,862.49	59,866.66	60,008.34	60,008.34	60,008.34	63,412.50	76,250.03	83,475.00	83,475.00
61040 · Member Fees & Promotion		23,432.54	18,201.01	19,229.32	19,229.32	19,229.32	25,600.00	22,235.65	25,600.00	25,600.00
63000 · Seminar Expense		96,798.44	56,671.29	84,049.11	84,049.11	84,049.11	107,465.17	112,364.40	175,674.00	175,674.00
64000 · Meetings (Ticket Event) Expense		43,326.92	51,037.50	77,163.14	77,163.14	77,163.14	78,450.00	81,708.92	62,950.00	62,950.00
64010 · Golf Tournaments Expense		101,339.75	77,265.24	102,127.93	102,127.93	102,127.93	111,950.00	113,123.89	144,575.04	144,575.04
64030 · Construction Expo Expense		33,965.55	30,215.87	37,616.99	37,616.99	37,616.99	38,350.00	41,080.80	43,800.00	43,800.00
64050 · EIC Construction Awards Expense		187,878.68	174,574.98	181,250.99	181,250.99	181,250.99	203,900.00	252,485.45	266,574.96	266,574.96



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**2022 Projected Year End and 2023 Budget Performance**  
January 2019 through December 2021 Actuals / 2022 YE Projections / 2023 Budget

	Jan - Dec 19			Jan - Dec 20			Jan - Dec 21			2022 Budget			Projected Jan - Dec 22			2023 Budget		
64100 · Sponsored Events Exp	22,935.95			20,982.21			24,413.54			21,790.00			15,386.33			20,000.00		
64105 · Young Professionals Expense	1,696.96			408.64			1,246.24			500.00			3,913.75			5,000.00		
64107 · Special Other Expenses	12,496.12			9,408.75			10,302.91			5,000.00			4,951.91			6,500.00		
64112 · Meetings & Events General Exps.	2,100.11			2,033.43			2,511.78			2,700.00			2,555.85			3,500.00		
65000 · BCF Magazine Expense	21,355.13			21,615.39			22,106.32			28,100.00			25,698.05			26,000.00		
65010 · Membership Directory Expense	6,329.01			7,174.21			7,297.59			8,000.00			9,134.55			9,500.00		
65012 · Monthly Mailing Expense	0.00			3,849.24			5,204.33			5,400.00			5,906.76			6,600.00		
65030 · Internet Website	2,652.36			3,312.56			4,136.66			5,000.00			6,229.99			7,000.00		
6560 · Payroll Expenses	0.00			0.00			0.00						1,748.76			4,800.00		
66030 · Job Site Signs expense	2,581.57			3,004.07			3,772.02			3,300.00			1,624.53			2,000.00		
66050 · Personnel Expenses																		
67000 · Salaries	705,771.36			746,229.65			819,613.51			854,670.00			833,163.10			879,279.20		
67030 · Payroll Taxes	52,494.20			55,562.81			59,749.81			70,000.00			59,715.96			68,859.00		
67040 · Group Insurance	121,715.23			120,834.68			138,892.31			134,700.00			138,983.70			172,079.40		
67060 · Workers' Compensation	2,405.16			1,363.00			1,749.50			1,836.00			2,687.37			2,683.00		
67070 · Retirement Plan	38,208.26			34,113.01			35,008.39			42,000.00			45,246.84			56,700.00		
Total 66050 · Personnel Expenses	920,594.21			958,103.15			1,055,013.52			1,103,206.00			1,079,796.97			1,179,600.60		
66060 · Insurances	20,961.52			22,811.24			23,843.12			22,299.96			19,897.43			24,000.00		
67050 · Staff & Team Development	2,826.79			6,154.02			4,765.11			6,000.00			3,667.49			9,000.00		
68000 · Auto Expense	12,052.78			11,429.27			15,152.05			15,000.00			14,282.84			15,000.00		
68110 · State Meetings	2,750.16			2,790.94			3,548.22			4,000.00			4,127.23			7,000.00		
68130 · National Meetings	11,821.68			2,808.66			10,440.72			10,000.00			22,899.44			28,508.00		
68180 · Chapter Planning Conference	244.40			5,846.18			4,661.44			5,000.00			4,192.00			10,000.00		
68190 · Other Conferences	0.00			0.00			0.00			0.00			808.04			1,000.00		
68200 · President's Expense	0.00			0.00			0.00			2,000.00			1,827.70			2,000.00		
68210 · Board of Directors Meetings	1,150.37			3,221.44			8,499.35			15,000.00			3,391.99			10,000.00		
68220 · Committee Meetings	3,966.72			3,236.33			3,239.85			3,500.00			3,266.31			3,500.00		
69000 · Utilities	42,184.85			36,273.10			36,851.28			37,957.00			37,105.78			39,000.00		
69020 · Property Taxes	36,133.32			39,240.76			43,621.72			47,502.00			52,522.95			52,525.00		
69030 · Janitorial & Cleaning	10,799.16			10,799.16			9,188.02			12,000.00			12,032.26			13,980.00		
69040 · Building Supplies/Maintenance	26,041.31			36,452.36			35,535.71			36,999.96			41,786.94			52,110.00		

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January 2019 through December 2021 Actuals / 2022 YE Projections / 2023 Budget

	Jan - Dec 19	Jan - Dec 20	Jan - Dec 21	2022 Budget	Projected Jan - Dec 22	2023 Budget
69100 • Administrative - Postage	909.81	699.86	689.35	1,000.00	246.85	500.00
69120 • Telephone & Data Expense	10,915.76	10,394.38	11,621.06	11,700.00	13,647.30	13,500.00
69190 • Computer Software	4,459.69	7,036.88	11,553.49	11,536.00	13,430.20	14,000.00
69200 • Leased Office Equipment	2,242.63	5,781.58	5,583.36	5,700.00	5,964.60	5,940.00
69210 • Office Supplies	7,672.72	4,683.00	3,345.30	4,900.00	3,836.87	5,000.00
69220 • Equipment R&M, Supplies	8,796.38	7,766.68	8,396.50	9,999.96	18,738.17	18,000.00
69300 • Advertising expense	0.00	0.00	0.00	1,000.00	0.00	1,000.00
69315 • Bank Charges	503.80	334.30	264.63	300.00	345.93	400.00
69325 • Interest Expense	464.22	1,203.06	1,021.81	761.00	751.96	473.05
69340 • Professional Services	33,577.90	9,981.12	38,001.31	11,000.00	11,870.10	15,700.00
69350 • Taxes & Licenses	166.25	592.25	168.25	300.00	627.68	300.00
69370 • Dues, Subscript., Sponsorships	1,123.50	1,363.00	974.67	1,200.00	1,459.72	1,200.00
69380 • Bad Debt Expense	0.00	0.00	1,387.67	0.00	0.00	0.00
69390 • General Expenses	0.00	0.00	11,124.00	0.00	7,376.03	0.00
69400 • Depreciation	87,635.02	94,940.00	91,159.00	92,000.04	83,772.00	85,000.00
<b>Total Expense</b>	<b>2,113,253.81</b>	<b>2,083,864.14</b>	<b>2,346,429.76</b>	<b>2,462,374.84</b>	<b>2,522,203.12</b>	<b>2,809,247.65</b>
<b>Net Ordinary Income</b>	<b>7,032.17</b>	<b>-33,715.84</b>	<b>-83,963.13</b>	<b>-42,689.16</b>	<b>12,823.88</b>	<b>-19,425.53</b>
<b>Other Income/Expense</b>						
<b>Other Income</b>						
47000 • Interest Income	19,726.68	10,823.13	8,642.95	8,500.00	12,302.65	10,000.00
47010 • General Income	117.67	109.47	116.86	0.00	2,534.48	0.00
47012 • Rental Income						
470122 • First Floor Lease Space	70,362.26	71,579.12	72,267.82	69,082.74	65,750.71	54,195.00
470123 • Classroom rental	4,350.00	1,414.53	2,600.00	2,499.96	1,375.00	2,500.00
470124 • Rental Supplies	873.00	264.00	320.25	0.00	215.00	0.00
47012 • Rental Income - Other	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total 47012 • Rental Income</b>	<b>75,585.26</b>	<b>73,257.65</b>	<b>75,188.07</b>	<b>71,582.70</b>	<b>67,340.71</b>	<b>56,695.00</b>
47020 • Gain (Loss) on Investment/Asset	11,966.75	4,884.84	17,628.04	8,000.00	-71,279.32	0.00
<b>Total Other Income</b>	<b>107,396.36</b>	<b>89,075.09</b>	<b>101,575.92</b>	<b>88,082.70</b>	<b>10,898.52</b>	<b>66,695.00</b>
<b>Other Expense</b>						
69392 • Rental Expense (Classroom)	211.84	25.32	41.22	250.00	28.52	250.00

Associated Builders and Contractors, Inc.  
**2022 Projected Year End and 2023 Budget Performance**  
January 2019 through December 2021 Actuals / 2022 YE Projections / 2023 Budget

	Jan - Dec 19	Jan - Dec 20	Jan - Dec 21	2022 Budget	Projected Jan - Dec 22	2023 Budget
69395 • Loss on sale of asset	6,334.00	-1,821.12	3,792.06	0.00	0.00	0.00
70000 • Charitable Contributions	250.00	637.08	457.50	0.00	0.00	0.00
Total Other Expense	6,795.84	-1,158.72	4,290.78	250.00	28.52	250.00
Net Other Income	100,600.52	90,233.81	97,285.14	87,832.70	10,870.00	66,445.00
Net Income	<b>107,632.69</b>	<b>56,517.97</b>	<b>13,322.01</b>	<b>45,143.54</b>	<b>23,693.88</b>	<b>47,019.47</b>
Restricted Income						
46035 • Workforce Fund	34,740.00	51,000.00	32,950.00	0.00	69,865.60	
46040 • Student Chapter	0.00	90.57	8,571.89	0.00	17,084.31	
Restricted Expense						
66035 • Workforce Enhance. Fund	34,740.00	51,000.00	32,950.00	0.00	17,444.67	
66040 • Student Chapter Expense	0.00	90.57	8,571.89	0.00	17,084.31	
	<b>107,632.69</b>	<b>56,517.97</b>	<b>13,322.01</b>	<b>45,143.54</b>	<b>76,114.81</b>	<b>47,019.47</b>





## 2023 Legislative Priorities

### The Voice of Commercial Construction – *Your Voice in Tallahassee*

Members of ABC from across the state came together this summer to deliberate critical issues of concern to the industry. Below, you will find the subject areas where we will file legislation and focus our attention for the 2023 Legislative Session.

#### **Public Owners**

We will work to ensure that public entities aren't limiting who can bid on projects by imposing project regulations that favor the few over the many. We will make sure public owners pay in a timely fashion to ensure that companies aren't put out of business simply trying to run their business. We will also make sure that the regulations they are imposing are consistent and predictable so that companies know well in advance of submitting a bid, what the expectations for the projects are.

#### **Building Departments**

Permit fee schedules should be clearly posted and easy to determine. They should not be subjective or based on things that have nothing to do with the level of service required during the duration of a project. Revenues and revenue surpluses should be reasonable and where they aren't, fees should be reduced, or services should be dramatically improved.

#### **Chapter 558 – Construction Defects**

ABC will work in tandem with fellow industry partners to secure critical reforms to cut back on abuse of this process.

#### **Workforce Education and Apprenticeship Training**

It has been great working with the DeSantis Administration to highlight the importance of strong workforce education offerings in Florida. But there is always room for improvement. Funding needs to be increased and needs to be offered in separate silos for Workforce Education programs and Apprenticeship Training. Grant funding should also be made available to sustain or expand existing programs, and not simply just to start new ones. We'll work to ensure that college credits are automatic and not left to the discretion of individual schools. We'll request a repeat of the ABC "Tool Time Tax Holiday" and we will work with Guidance Counselors to ensure that information on industry job offerings becomes a constant in our K-12 Schools.

#### **Tort Reform Measures**

Florida is often referred to as one of the most litigious states in the nation. We have seen this with property insurance, where Florida accounts for roughly 8% of total property insurance policies nationwide but 78% of insurance lawsuits nationally. We support the Legislature taking a full and comprehensive look at identifying ways to decrease the litigious atmosphere of Florida so that residents and taxpayers aren't ultimately left footing the bill for these lawsuits.





# maximize your membership workshop

This **FREE** workshop is designed to help new, existing, and future Central Florida ABC members learn how to utilize their membership for maximum effectiveness and return on their investment.

- Business Development
- Education and Training
- Legislative Affairs
- Committee Overview
- Awards and Recognition Programs
- Member Discounts

**Space is Limited!!**

**Register for this **FREE** workshop today!**

Scan the QR code or select your workshop at:  
[abccentralflorida.com/maximize-your-membership/](http://abccentralflorida.com/maximize-your-membership/)

For questions regarding this workshop please contact:  
Catherine Wert, Membership Director at 407-398-1278  
or [membership@abccentralflorida.org](mailto:membership@abccentralflorida.org)

**2023 Dates**

**February 14**

**May 9**

**August 15**

**November 14**

Online Registration closes  
at 12:00 p.m. the day before  
the workshop.

**8:00 - 9:30 AM**

**CFC ABC Office**

651 Danville Drive, Suite 200  
Orlando, FL 32825

8:00 AM - Light Breakfast & Networking  
8:30 - 9:30 AM - Workshop



**Connect... Educate... Advocate...**

651 Danville Drive, Suite 200 Orlando, FL 32825  
407-628-2070 [abccentralflorida.com](http://abccentralflorida.com)





# UPCOMING EVENTS

*Mark your calendars and plan to join ABC members this year!*

ABCCENTRALFLORIDA.COM

## JANUARY

- 26 2023 Kick Off Party at Gatlin Hall Brewing
- 31 Builders' Breakfast – 2023 Forecast

## FEBRUARY

- 14 Maximize Your Membership Workshop
- 16 ABC On Tap at High Tide Rooftop Bar, Downtown Orlando
- 24 ABC Collegiate & YP Golf Tournament at Eagle Creek Golf

## MARCH

- 8 - 9 LegCon in Tallahassee, FL
- 9 GC Connect at Ocoee Lakeshore Center
- 10 Soaring into Excellence - EIC Workshop 🏆
- 15 – 17 ABC National Convention at Gaylord Palms
- 29 Soaring into Excellence - EIC Workshop 🏆

## APRIL

- 10 Spring Golf Tournament #1 at Arnold Palmer's Bay Hill Club
- 13 Design & Build Mixer at Ember, Downtown Orlando
- 19 Bourbon and Vines PAC Fundraiser
- 20 Soaring into Excellence - EIC Workshop 🏆
- 24 Spring Golf Tournament #2 at Arnold Palmer's Bay Hill Club
- TBD State of Construction

## MAY

- 6 Poker Run at Various Locations
- 9 Technology & Innovation Conference
- 9 Maximize Your Membership Workshop
- 11 ABC On Tap at The Porch
- 25 Legislative Hobnob at Leu Gardens

## JUNE

- 8 PopStroke at Waterford Lakes
- 16, 21, EIC Award Judging Dates 🏆
- 23, & 29
- TBD Howl at the Moon Leadership Happy Hour

## JULY

- 20 - 22 ABC of FL State Convention

## AUGUST

- 10 ABC On Tap at Gatlin Hall Brewing
- 15 Maximize Your Membership Workshop
- 18 Casino Night Workforce Dev. Fundraiser at Orlando Science Center

## SEPTEMBER

- 8 Fall Golf Tournament #1 at Orange County National
- 13 Future Member Event – *Help Membership Grow!*
- 21 Construction Expo at Central Florida Fairgrounds
- 29 Fall Golf Tournament #2 at Orange County National

## OCTOBER

- 14 EIC Awards Banquet 🏆 at Hilton Orlando, Destination Parkway
- 26 ABC On Tap at Gatlin Hall Brewing

## NOVEMBER

- 9 Chili Cook Off at Apopka Amphitheatre
- 14 Maximize Your Membership Workshop

## DECEMBER

- 1 Sporting Clays Shoot
- 7 Holiday Party at Amphibious Group

**For updates and schedule changes visit**  
[www.abccentralflorida.com/calendar](http://www.abccentralflorida.com/calendar).





# Kick Off Party

Kick Off ABC Central Florida Chapter's 50th Anniversary with ABC members!

GATLIN HALL BREWING  
4721 S. ORANGE AVE.,  
ORLANDO, FL 32806

January 26, 2023  
5:30 - 7:00 PM

Join ABC at the after hours kick off event to connect with fellow members, sponsors, and new chapter leadership. This is an opportunity to meet with key influencers and leaders within the association - learn what is happening in the Central Florida construction industry, hear the trends and challenges, all while increasing your visibility, making new relationships, and strengthening existing ones.

*Light appetizers, non-alcoholic beverages and limited supply of complimentary beer and or wine*

*FREE to attend for ABC Central Florida Chapter Members*

## 2023 SELECT VIP SPONSORS

- Aagaard-Juergensen, LLC
- DPR Construction
- Fine Tune Enterprises, Inc.
- J. A. Croson, LLC
- Mechanical Insulation & Technologies, LLC
- Modern Plumbing Industries, Inc.
- R. C. Stevens Construction Company
- Terry's Electric, Inc.
- Tharp Plumbing Systems, Inc.
- Waste Pro USA



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651 DANVILLE DR., SUITE 200, ORLANDO, FL 32825  
407.628.2070 | [ABCCENTRALFLORIDA.COM](http://ABCCENTRALFLORIDA.COM)





# GC CONNECT

ANNUAL GENERAL CONTRACTOR EXHIBITION



March 9,  
2023



Ocoee Lakeshore Center  
125 N Lakeshore Drive,  
Ocoee, FL 34761



4:00 - 6:30 PM

## SPONSORED BY:



Scan QR code  
for more details



*Your once-a-year opportunity to  
connect exclusively with the  
General Contractor community!*

General Contractors showcase  
past projects, upcoming projects,  
information on their companies  
and how to get on their bid lists -  
meet them all in one place!

Interested in exhibiting or sponsoring? Contact  
Taylor Tidwell at 407.398.1282 or email  
[events@abccentralflorida.org](mailto:events@abccentralflorida.org)



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# FUNDRAISER

*Collegiate &  
Young Professionals*

# GOLF TOURNAMENT



Proceeds from this annual tournament will help fund the Collegiate students' National Construction Management Competition, scholarships, and programs designed to engage and grow ABC's Young Professionals.



February 24,  
2023



Eagle Creek Golf Club  
10350 Emerson Lake  
Blvd, Orlando, FL 32832



8:30 AM  
Shotgun Start



**Connect... Educate... Advocate**

651 Danville Dr., Suite 200, Orlando, FL 32825  
407-628-2070 [abccentralflorida.com](http://abccentralflorida.com)





# Upcoming TRAINING & DEVELOPMENT Programs

Mark your calendars and plan to join ABC members this year!

ABCCENTRALFLORIDA.COM

## JANUARY

- 24 Basic Blueprint Reading - 18 Hour Course Begins
- 25 CPR/First Aid Certification
- 26 Annual Financial Planning Workshop

## FEBRUARY

- 1 CareerSource Hiring Event
- 9 Construction Law: Contract Drafting, Procurement & Project Delivery
- 9 Heart Health for you and your family (AHA)
- 13 Foundations of Leadership
- 21 Lien Law Level One
- 23 Basic Workers' Comp & Claims Management

## MARCH

- 1 Lien Law Level Two
- 6 WIC Week: Breaking the Glass Ceiling Panel
- 15-17 ABC National Convention (Gaylord Palms)
- 24 Time & Task Management
- 29 CPR/First Aid Certification
- 29 Frontline Supervisor (Trestles) Begins

## APRIL

- 5 OSHA 10 Hour Training Course Begins
- 10 OSHA 30 Hour Training Course Begins
- 18 Basic Blueprint Reading - 18 Hour Course Begins
- 20 Financial Management Foundations
- 27 Intro to Pre-Construction & Lump Sum Estimating

## MAY

- 1 NEXGEN 2023 Registration Opens
- 9 Technology & Innovation Conference
- 11 Basic Workers' Comp & Claims Management
- 22 Mental Health Awareness (Project Opioid & NAMI)
- 24 CPR/First Aid Certification

## JUNE

- 6 NEXGEN Graduation
- 8 Construction Law: Delay, Disruption & Acceleration Claims
- 28 Lien Law Level One

## JULY

- 13 Construction Law: Lien Preparation & Litigation
- 28 Lien Law Level Two

## AUGUST

- 16 Lien Law Level One
- 16 OSHA 10 Hour Training Course Begins
- 21 OSHA 30 Hour Training Course Begins
- 24 Financial Intelligence for Decision-Makers

## SEPTEMBER

- 6 CPR/First Aid Certification
- 12 Suicide Awareness Seminar
- 20 Lien Law Level Two
- 26 Basic Blueprint Reading - 18 Hour Course Begins
- 27 Frontline Supervisor (Trestles) Begins

## OCTOBER

- 26 Construction Law: Insurance Coverage Disputes

## NOVEMBER

- 29 CPR/First Aid Certification
- 30 Financial Management for Decision-Makers

## DECEMBER

- 5 Frontline Supervisor (Trestles) Begins
- 6 OSHA 10 Hour Training Course Begins
- 11 OSHA 30 Hour Training Course Begins

**SAVE THE DATE!**

## TECHNOLOGY & INNOVATION CONFERENCE

**MAY 9, 2023**

**Maximize Your Membership Workshops**

February 14 | May 9 | August 15 | November 14



# FOUNDATIONS *of Leadership*

**FOUNDATIONS OF LEADERSHIP** is the optimal system for helping managers get more done with less, improve the engagement and motivation of their people, handle increased task loads more effectively with less stress, and get better results. ADEPT Leadership takes good managers and gives them the tools, processes, and practice they need to become great leaders who are ready to assume responsibility and maintain momentum.

## INTENSIVE, IMMERSIVE TRAINING

Delivered through the Virtual Conference Center, participants and ADEPT Leadership facilitators meet for bi-weekly 2-1/2 to 3 hour sessions that provide condensed, well-paced, live interaction. Integrated audio and web cam video allows for dynamic group discussion and workshop time. Groups are limited to 14 participants to insure effective participation and opportunities for dialogue and feedback. Customized discussion plans and individual support helps participants focus on the concepts and processes that are most beneficial to them.

SHIFT *mindsets*  
IMPROVE *focus*  
CHANGE *attitudes*



## BUILD ON THE **POTENTIAL** OF YOUR HIGHEST PERFORMERS

### 8 SESSION COURSE

#### Session 1 Becoming ADEPT

- Reviewing the attributes of effective leaders
- Understanding timeless success principles
- Managing personal transformation
- Charting your individual course

#### Session 2 Getting Focused

- Reviewing how your time is used
- Understanding the power of focus
- Defining your focus areas
- Employing a management system

#### Session 3 Achieving Objectives

- Handling interruptions
- Managing communications and information
- Organizing your workspace
- Syncing your priority management system

#### Session 4 Communicating for Results

- Reviewing the trap of assumptions
- Understanding the impact of your communication style
- Insuring you are understood
- Understanding and applying a listening model

#### Session 5

##### Strengthening Your Leadership Role

- Understanding team leadership
- Viewing your team from the balcony
- Evaluating your current roles
- Setting goals for leadership roles

#### Session 6

##### Improving Team Productivity

- Transforming compliance to commitment
- Understanding your team building attitude
- Developing the steps to empowerment
- Applying Situational Leadership

#### Session 7

##### Leveraging the Power of Feedback

- Understanding the significance of feedback
- Eliminating your feedback gaps
- Realizing the characteristics of effective feedback
- Practicing effective feedback

#### Session 8

##### Strategically Solving Problems

- Using a problem-solving matrix
- Getting to the root cause
- Tackling the problem strategically and practically
- Solving problems on the fly

**43% of Graduates Grew Into Positions of More Responsibility**  
and they reported significant improvements to **International Speedway Corporation's** bottom line and work environment.

- NASCAR





# FOUNDATIONS of Leadership

## WHAT MAKES THIS PROCESS UNIQUE?

### Performance Intervals

Learning about managerial ideas without application is a waste of time and energy. This system allows you to engage in sessions over time with application intervals in between. Not only do you retain the ideas better, but you customize the application of those ideas directly on the job to improve performance.

### Comprehensive Material

You'll receive all the materials you need to fully engage in this process including:

- The ADEPT Leadership Workbook
- Multiple leadership assessments
- Personality profile to apply to various topics
- A note taking portfolio
- Audio recordings of the material
- Access to a personal online file server to track your work
- Bi-weekly coach meetings
- Email access to your facilitator to answer any questions that you have

### Action Assignments

Practical action assignments are completed and posted on our exclusive ADEPT web portal so they can be reviewed and evaluated by the facilitator and individual feedback can be provided.

### Mentor Involvement

The participants' supervisor is asked to meet with the participant regularly to monitor progress and reduce obstacles to them staying engaged. We provide an opening orientation and bi-weekly guides to help mentors stay on track with what participants are doing.

## BENEFITS TO YOU

- ▶ Improved Time Management
- ▶ Authentic Leadership
- ▶ Streamlined Organization & Prioritization
- ▶ Enhanced Problem-Solving
- ▶ Change & Growth Management Readiness
- ▶ Increased Autonomy
- ▶ Mutual Accountability
- ▶ Engaged Motivation
- ▶ Meaningful Relationship Building
- ▶ Thoughtful Conflict Management
- ▶ Better Work-Life Integration
- ▶ Tangible Goal Setting

### ABOUT THIS COURSE

ADEPT Leadership has served a wide variety of industries from family-owned businesses to Fortune 500 companies for more than 20 years. Their training methods have successfully resolved numerous issues related to productivity, time management and much more, helping organizations to reach their true potential. [adeptleadership.com](http://adeptleadership.com) ADEPT Leadership® 3505 Lake Lynda Dr, Suite 200 Orlando, FL 32817



## COURSE INFORMATION

Date **Session 1** Feb. 13, 2023  
Time 1:00 PM - 4:00 PM  
Cost \$1899 Member (**Save \$100**)  
\$1999 Non-Member  
Register by January 30, 2023

## COURSE SCHEDULE

Ses 1: Feb 13	Ses 5: Apr 10
Ses 2: Feb 27	Ses 6: Apr 24
Ses 3: Mar 13	Ses 7: May 8
Ses 4: Mar 27	Ses 8: May 22

24  
PDU's

Participants who complete the Foundations of Leadership 8 sessions will receive a total of 24 PDU's (Technology - 2.5; Leadership - 14; Business strategy 7.5)

## 4 WAYS TO REGISTER

- 1: MAIL completed form to address below
- 2: EMAIL completed form to [classes@abccentralfloida.org](mailto:classes@abccentralfloida.org)
- 3: SCAN QR Code
- 4: CLICK [Register Now](#)



# \_\_\_\_\_ people at \$1899/member \$ \_\_\_\_\_  
# \_\_\_\_\_ people at \$1999/non-member \$ \_\_\_\_\_  
**TOTAL \$ \_\_\_\_\_**

DATE \_\_\_\_\_ COMPANY \_\_\_\_\_ CONTACT \_\_\_\_\_ PHONE \_\_\_\_\_

EMAIL \_\_\_\_\_ CELL PHONE \_\_\_\_\_

ATTENDEES \_\_\_\_\_

**PAYMENT OPTIONS** ☐ Check enclosed ☐ Bill Us (CFC ABC members only) P.O.# \_\_\_\_\_ ☐ VISA ☐ MC ☐ AMEX ☐ Discover  
(Prepayment required for non-CFC ABC members)

NAME ON CARD \_\_\_\_\_ EMAIL \_\_\_\_\_

CARD # \_\_\_\_\_ EXP. DATE \_\_\_\_\_ CVC CODE \_\_\_\_\_

CREDIT CARD BILLING ADDRESS \_\_\_\_\_ ZIP CODE \_\_\_\_\_

AUTHORIZED SIGNATURE \_\_\_\_\_

**CANCELLATION POLICY:** Cancellations received by 5:00 p.m. EST on 2/6/23 will be accepted and a cancellation number will be given for confirmation. After this date and time, no refunds will be issued. 651 Danville Dr., Suite 200 Orlando, FL 32825 407-628-2070  
[abccentralfloida.com](http://abccentralfloida.com)





# CONSTRUCTION LAW

## CONSTRUCTION CONTRACT DRAFTING, PROCUREMENT & PROJECT DELIVERY

*Presented by: Leanne Palmer, Partner (Kirwin Norris)*

In the construction industry, effective contracting is critical to ensuring that projects start and end on time and on budget. It is also essential to provide companies with the legal protections and remedies they need in the event that something does not go according to plan. Our lawyers have deep experience in all aspects of construction contract drafting and the overall procurement process, and we continue to work with our clients throughout the project delivery process so that we can provide advice and representation as and when legal issues arise.

With our narrow focus on construction and real estate law, and with more than 20 years of experience working on major construction projects throughout Florida, our firm is uniquely positioned to represent companies in all aspects and phases of the construction contracting, procurement, and project delivery processes. We work with clients ranging from national players in the construction industry to local and regional builders, and from architects and engineers to brokers and investors. Regardless of your needs, we are prepared to rise to the task, and we will make sure that you are able to move forward with unwavering confidence.

### Areas of Focus

- Drafting and negotiating contracts for large-scale horizontal and vertical construction projects on behalf of developers, owners, contractors, subcontractors, suppliers, sureties, and construction and real estate industry professionals.
- Assisting clients with the preparation and review of bids for professional services, contracting, subcontracting, supplier arrangements, and other procurement needs.
- Advising clients during the procurement process on issues ranging from bid selection to liability risk mitigation.
- Negotiating change orders, amendments, and other contractual modifications prior to and during construction, and proactively addressing potential conflicts throughout the contracting and construction processes.

Providing legal advice and representation throughout the construction process, through and including project delivery

Scan the QR code or register online at [abccentralfloida.com/construction-law/](http://abccentralfloida.com/construction-law/)



### REGISTRATION

Date February 9, 2023  
Time 8:30 AM - 10:00 AM  
Includes materials and handouts, morning coffee and refreshments  
Location 651 Danville Drive, Suite 200  
Orlando, FL 32825  
Cost \$55 CFC ABC Members;  
\$75 Non-Members  
Register [online](http://online) by Feb. 7, 2023  
Sign up today - space is limited!



**Connect... Educate... Advocate**

651 Danville Drive, Suite 200 Orlando, FL 32825  
407-628-2070 [abccentralfloida.com](http://abccentralfloida.com)



# EIC

## EXCELLENCE IN CONSTRUCTION AWARDS

### Call for Entries

#### 2023 SCHEDULE

##### January - February

Submit Survey to  
Compete  
Request Permission to  
Enter Universal, WDI,  
WDW Projects

*Disney & Universal require a  
special entry process - reach out  
to ABC staff ASAP*

##### March 10 & 29, April 20

Soaring into Excellence -  
EIC Workshops

##### April 30

Entry Submission(s) Due

##### May 15

STEP Applications Due

##### June 16, 21, 23, & 29

EIC Project Entry Judging;  
On-site Tours &  
Presentations at ABC

##### October 14

Excellence in Construction  
Awards Banquet at Hilton  
Orlando, Destination  
Parkway

Join us this year in celebrating ABC Central Florida's 50th Anniversary and showcase your best in Excellence in Construction! Submit your project(s) and rank amongst hundreds of merit shop construction companies recognized as the best in the industry.

#### Program Overview

The purpose of the Excellence in Construction Awards competition is to recognize the outstanding projects built by the general contractor and craft trade/specialty contractor members of Central Florida ABC. Such recognition promotes a community of excellence, quality, and craftsmanship amongst merit shop contractors and their employees.

#### Project Requirements/Eligibility

All project entries must be submitted by a Central Florida ABC member general contractor or subcontractor. Joint ventures are eligible if one firm is an ABC member. **The project entered must be completed between May 1, 2022, and April 30, 2023.** Entries must be submitted with a completed entry form and the entry fee by **April 30, 2023**. There is no limit to the number of entries in any category or more than one category. *Scan the QR code below for more information!*

#### Soaring into Excellence Workshops

ABC offers FREE Workshops for you to learn how best to maximize your EIC Entry to win an Eagle Award - **90% of attendees score higher each year!**



Contact:  
Taylor Tidwell  
[eic@abccentralflorida.org](mailto:eic@abccentralflorida.org)

