



Leading the Future of Northeast Florida's Workforce

Together We Build



For 80 years and counting, NEFBA continues to empower the hands that build today and shape the communities of tomorrow.



Dear Valued Members of the Northeast Florida Community,

Thank you for your continued support of the Northeast Florida Builders Association. Due to your dedication, NEFBA is now the largest builders association in Florida and the fourth largest in the nation. As we've grown, so has our commitment to workforce education, especially through our flagship NEFBA Apprenticeship Program.

To support this growth, NEFBA leadership has approved the creation of a dedicated Workforce Development Center.

This new facility will become the permanent home of the Association and its education programs, and we're asking for your support to help bring this vision to life.

The NEFBA Apprenticeship Program, founded in 1973, has graduated thousands of skilled tradespeople. Since 2015, NEFBA has overseen accreditation and instruction, and enrollment has flourished—with more than 500 apprentices starting the 2025–26 school year. However, our temporary lab spaces are now outdated, and limited availability has restricted daytime instruction.

After a two-year search, we found the right fit: in early 2025, NEFBA closed on a 43,000-square-foot facility at 4932 Sunbeam Road. It will include 10 classrooms, 4 labs, a 300-seat auditorium, and office space for staff.

This is a major milestone—but it's just the beginning. Making this center a success will take the collective support of the Northeast Florida Community. If you're interested in contributing your time, resources, or expertise, we'd love to hear from you.

Together, we can build something lasting for our industry's future.

Sincerely,

A handwritten signature in black ink that reads "Jessie Spradley".

Jessie Spradley
NEFBA Executive Officer



Together We Built A Family

A Legacy of Leadership, A Tradition of Craftsmen

The Northeast Florida Builders Association is more than an organization—it's a family rooted in camaraderie, mentorship, and shared purpose. For generations, our network of builders, tradespeople, and industry leaders has been a catalyst for community growth and a champion of excellence in the building industry.



Past Presidents, Curtis Hart and Megan Perkins at Perkins' installation

- **Advocacy** – Protecting and representing the construction industry.
- **Education** – Providing professional development and training.
- **Workforce Development** – Preparing the next generation of skilled tradespeople.

Like family-owned businesses pass down their craft through generations, NEFBA's legacy is carried forward by leaders who return to serve. This tradition comes to life in Megan Perkins, our 80th President, who grew up watching her father, Curtis Hart, lead NEFBA in 1996. It's also reflected in Richard Dostie's pride as he swore in his son, Chris Dostie, as a second-generation NEFBA president. "I hope one day my grandchildren will continue this legacy," he shared.

Since its founding in 1944, NEFBA has remained committed to the enduring values of craftsmanship, leadership, and service through:



Past Presidents, Richard and Chris Dostie, at the annual NEFBA Parade of Homes

For over 50 years, the NEFBA Apprenticeship Program has been a cornerstone of this mission by providing high-quality, industry-sponsored apprenticeship programs to ensure a steady pipeline of trained workers to meet the region's growing construction needs.

More Than Wires

Max Bass Builds a Family Legacy Through the Trades

A proud NEFBA member since the 1980s, Max Bass worked his way up from ditch-digger to VP of a major electrical company. In 2017, guided by faith and family, he started his own business, built on grit and craftsmanship. Today, his NEFBA-graduate son works beside him, carrying the legacy forward.



“ I always tell people we are craftsmen. We’re not here to just ‘throw and go.’ I want people to walk into a space and say, ‘Wow—that was done by a skilled craftsman taking pride in his work.’ That’s the reputation we want. We do that by investing in apprentices and helping them move forward. I truly believe it will carry us into the future and support future generations of electricians and contractors. ”

NEFBA is Essential to The Trades and The Region

When Max started his business, he knew he wanted to build it based on apprentices, journeymen, and skilled workers. That’s more than a strategy—it’s a philosophy.

“ If we don’t expand the campus and the training, we’ll all suffer, especially in skilled labor. If NEFBA disappeared in Jacksonville, I think the electrical community would suffer and eventually the entire community. ”

Through decades of growth, challenges, and change, Max knows he’s not just building a business. He’s building a legacy his family poured their hearts into, and his son is proud to inherit. A legacy that is shaping homes, buildings, and the future of the trades in Northeast Florida.



Max Bass with his son at the 2024 Apprenticeship Graduation.

Key Moments

In NEFBA & NEFBA Apprenticeship History

1944

The Greater Jacksonville Home Builders Association was founded by 13 members at the Seminole Hotel in Downtown Jacksonville.



1972

Arnold Tritt was hired as E.O., who would go on to serve in the position for 34 years and grow the Association.



Arnold Tritt with members & staff

1973

The 1973 Apprenticeship Program was Founded by Godfather Carmel Morris of All State Electric.



Carmel Morris

1975

Apprenticeship begins high school outreach by recognizing the Orange Park High "Golden Hammer" winners for program selection.

1978

Apprentice Program was named the largest homebuilders association-run program in the nation, with 39 graduates.

1979

Janie Ade, NEFBA's first Female Apprenticeship Graduate, receives HAR Master License.



Janie Ade winning Associate of The Year

1982

NEFBA opens its first standalone office with a ribbon cutting by then Vice President George Bush.



NEFBA HQ in the 80s

1986

NEFBA Charitable Fund Founded.

1990

NEFBA becomes the first Builders Association with over 3,000 members.

2000

NEFBA partnered with Habitat for Humanity to build 101 homes in 17 days. Former President Jimmy Carter joined NEFBA during the build.



Former President Jimmy Carter at Habitat for Humanity build.

2001

Builders Care, NEFBA's Active Charitable Arm, founded.

2015

NEFBA Apprenticeship becomes a completely industry-led, standalone apprenticeship program

Key Moments

In NEFBA & NEFBA Apprenticeship History



Keynote speaker Florida Sen. Aaron Bean, Keiser University Jacksonville President Lisamarie Winslow, NEFBA Training VP Keith Ward and Jacksonville University President Tim Cost

2016

Keiser University Partnership recognized by Jacksonville Business Journal in 2016 for Innovation in Education



Past Presidents and staff joined NEFBA for the grand opening of the Southpoint building.

2018

NEFBA opens new offices at Southpoint. Over 600 members attend grand opening.

2022

NEFBA wins the NAHB Members Cup for leading the nation in recruiting and retention, climbs to 4th in the Nation with 1,225 members



NEFBA Executive Officer, Jessie Spradley with the NAHB Membership Cup Award

2023

NEFBA Apprenticeship graduates the largest class of 77 apprentices during 50th year anniversary



The 2023 NEFBA Apprenticeship Graduation

2025

NEFBA purchases 4932 Sunbeam Rd with the intent to create the NEFBA Workforce Education Center



The Future Workforce Development Center

Together We Built A Foundation

The Apprenticeship Program: 50 Years of Workforce Solutions

Since 1973, NEFBA has trained the next generation of builders – brick by brick, story by story.

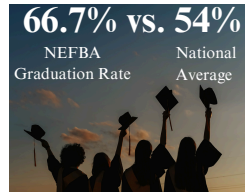
What began as a vision for hands-on learning and mentorship became a pillar of Northeast Florida's construction industry. The NEFBA Apprenticeship Program offers a life-changing opportunity that fuels careers, strengthens companies, and upholds a proud legacy of craftsmanship. Apprentices graduate with nationally recognized credentials, college credits, and zero student debt. More importantly, they leave with mentorship, confidence, and belonging.

To meet rising demand, NEFBA is launching the **Workforce Development Center**—a bold step to expand training, spark innovation, and connect the next generation to careers that build our communities.

With over 2,500 graduates since 1977, NEFBA-trained professionals shape the industry at every level—from field techs to business owners, instructors, and community leaders. The program has seen a 248% growth in enrollment over the past decade and now generates more than \$20 million in annual economic impact from apprentices' wages—powering both careers and the Jacksonville economy.



The Future Workforce Development Center



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More Than Wires - Rafael Grundy's Story

Community isn't something you inherit, it's something you build—Together!



When Rafael Grundy returned from 12 years in the Navy, he was searching for more than just a job—he was looking for direction. He found it in the NEFBA Apprenticeship Program. Rafael graduated as a journeyman in four years, launched his own HVAC business, and became Assistant Mechanical Inspection Chief for the City of Jacksonville. But the title closest to his heart? Teacher.

For nearly 20 years, Rafael served on NEFBA's HVAC executive board, mentored students, and taught apprentices, not just to master a trade, but to lead with integrity. He's helped shape over 200 students, many of whom he says are "like sons." Seeing his students succeed is his pride and joy.

To Rafael, every graduate belongs to a lineage of excellent craftsmanship that strengthens the foundation of the trades and the community.

“ Think about it—people are building homes and businesses. If you don't have the quality of people to do the work, you end up with an inferior product and a whole community filled with that. NEFBA ensures quality. We set the standard here. And we're trying to impart that same standard to the younger generation. ”

He believes that what sets NEFBA apart is its unmatched depth of experience that goes beyond any textbook, with tradespeople teaching tradespeople.

“ For Rafael, Together We Build isn't just a slogan- it's a mission: The Association partnering with the community to build a better Jacksonville together—that's what this is. Quality people. Quality product. Quality community. Everything is quality. ”

His hope for the future is that today's apprentices remember the teachings and carry on the historical practices of our trade, and foster them to teach the next generation and the next. “NEFBA is more than a program. It's a family—a legacy. And the absence of it? I wouldn't want to see that.”

A Voice For The Trades

Beau Dempsey on Why the Time Is Now



Northeast Florida faces a critical shortage of skilled labor. Demand is soaring, but training facilities can't keep up. Without immediate investment, the shortage will worsen, threatening construction timelines, local businesses, and the region's economic growth.

Beau Dempsey, a top NEFBA plumbing graduate and founder of Premier Plumbing, built his success through hard work, mentorship, and the NEFBA Apprenticeship Program. Now, he's sounding the alarm.

“It’s scary, honestly, where we’re at as a nation with the shortage of tradespeople. This industry needs people, and people need to know that. Answer the call, and it’ll take care of you. But the time is now. We can’t wait. The trades need people today. If we don’t act now, prices will skyrocket, people will get taken advantage of, and fewer will be willing—or able—to do the work.”

That’s why Beau believes so strongly in NEFBA’s mission.

“This gives people a real shot at a career, at stability, at building a future. The trades matter. And NEFBA? They’re the ones to do it. Nobody else in Jacksonville does what they do.”

The future of our workforce and community depends on training the next generation of skilled professionals. The time is now.



Beau Dempsey with his family

Together We Build The Future

Expanding Our Impact

NEFBA has long provided the programs and advocacy necessary to strengthen our industry, but we are at a turning point in our legacy, and we are responding.

Together We Build is more than just an ambitious fundraising initiative—it is a defining moment in the history of our association that will expand our impact through enhanced operations, program development, and a state-of-the-art new facility. Together, we are not just building a facility—we are building the future workforce of Northeast Florida and setting the standard for our region.

This is our moment to invest in the workforce of tomorrow and build a better future for Northeast Florida through:

1. **Operations** – Ensuring long-term sustainability and expansion to serve more apprentices.
2. **Programming** – Elevating training opportunities with cutting-edge techniques.
3. **The Building** – Constructing a state-of-the-art Workforce Education Center.

This new facility will enable NEFBA to double its capacity, reaching more apprentices and increasing workforce readiness for the construction industry in Northeast Florida. By funding operations, expanding programming, and constructing a Workforce Education Center, we will:

- Increase apprenticeship capacity to train 600 skilled workers annually.
- Expand the curriculum to include emerging technologies and industry best practices with state-of-the-art equipment.
- Provide spaces to better prepare apprentices and our pre-apprenticeship partners for the workforce.

Don't just watch the future rise—help build it.

NEFBA's Apprenticeship Program has changed thousands of lives and strengthened our industry for half a century. Without expanding it, we risk losing a vital pipeline of skilled professionals and the values that built this community.

Let's secure the next 50 years—together.

This Is What Opportunity Looks Like



Dylan Crouse with his wife and two daughters

For Dylan Crouse, carpentry wasn't just a new career. It was a second chance. NEFBA's apprenticeship program came at just the right time.

“ The program was exactly what I needed. I could learn by doing, and apply it immediately on the job. ”

Dylan committed to the program, juggling full-time work at Auld & White, NEFBA classes, and waiting on weekends. The hustle paid off. After graduating in 2024, he joined Auld & White's superintendent-in-training program. His biggest motivation? His daughters.

“ As a father of two girls, I want to be a role model. One day, I'll drive them around Jacksonville and say, 'Daddy built that.' They'll be proud of my hard work—and I'll be proud to have helped build this community. ”

For His Daughters. For His Future.

Now a mentor himself, Dylan helps change the narrative around the trades. “When I was in high school, trades had a stigma. But now my peers in the trades are doing the best. You can learn by doing, avoid student debt, and build something real. Most importantly, you become part of something bigger.” hat “something bigger” is what Dylan found in NEFBA.



Dylan Crouse with his daughter at graduation



Dylan Crouse's daughter at graduation

“ It's like a family. They care. I wouldn't be where I am today without the apprenticeship program. No matter where we go, we're all in it to better ourselves—and build Northeast Florida together. ”

Your Investment Builds More Than a Facility - It Builds Futures

Campaign Funding Plan

Expenses	FY 2025	FY2026
CAPITAL CONSTRUCTION		
Building Purchase and Renovation	\$3,250,250	\$2,460,000
OPERATIONS		
Current Programs and Operations	\$1,495,810	\$1,665,029
EXPANSION		
Program Growth and Expansion	\$30,000	\$190,000
TOTAL	\$4,776,060	\$4,315,029
PROJECTED REVENUE		
State Funding, Grants, Tuition, & Other	\$1,739,831	\$1,793,258
CAMPAIGN FUNDING SECURED	\$500,000	
REMAINDER TO BE RAISED	\$2,536,229	\$3,036,229

2 YEAR CAMPAIGN GOAL	\$9,091,089
PROJECTED REVENUE	\$3,533,089
CAMPAIGN FUNDING SECURED	\$500,000
REMAINDER TO BE RAISED	\$5,072,248

The blueprint is ready. The future is waiting. Help us build it.

Partnership Opportunities

With your support, we can expand NEFBA's reach, upgrade facilities, and ensure that every aspiring tradesperson has access to an opportunity that is debt-free and hands-on.

There are two meaningful ways to invest in this transformative initiative—by joining us as a campaign partner or selecting a naming opportunity that reflects your commitment to impact the future of Northeast Florida's workforce.

Level	Amount	2 Year Total (# of Partners)
APPRENTICE ALLY Supporting the Next Generation of Skilled Trades Workers	\$1,000	\$148,000 (148 Partners)
COMMUNITY BUILDER Supporting the Foundation of Workforce Development	\$2,500	\$100,000 (40 Partners)
WORKFORCE CHAMPION Strengthening the Bridge Between Education and Industry	\$5,000	\$250,000 (50 Partners)
INDUSTRY TRAILBLAZER Leading Innovation in Training And Workforce Readiness	\$10,000	\$400,000 (40 Partners)
LEGACY BUILDER Leaving a Lasting Impact on the Future of Skilled Trades in NE Florida	\$25,000	\$500,000 (19 Partners)
TOTAL		\$1,373,000 (270 Partners)

Naming Opportunities

Naming Opportunity (# Available)	Amount	2 Year Total
MAIN BUILDING (1) Name Placement on Main Building/Signage	\$1,000,000	\$1,000,000
AUDITORIUM (1) Name Placement on Auditorium	\$500,000	\$500,000
BUILDING TRADES/CARPENTRY LAB (1) Name Placement on Lab through 2036	\$350,000	\$350,000
NEFBA MAIN LOBBY (1) Name Placement on Main Lobby	\$250,000	\$250,000
TRADES LABS: ELECTRICAL, HVAC AND PLUMBING (3) Name Placement on Lab	\$175,000	\$525,000
TRAINING ROOMS (6) Name Placement on Classroom	\$75,000	\$450,000
APPRENTICE TOWER (1) Name Placement on 2nd Floor	\$75,000	\$75,000
CLASSROOMS (4) Name Placement on Training Room	\$50,000	\$200,000
BREAKROOM/KITCHEN (1) Name Placement on Breakroom/Kitchen	\$50,000	\$50,000
EXECUTIVE CONFERENCE ROOM (1) Name Placement on Conference Room	\$50,000	\$50,000
CONFERENCE ROOM (1) Name Placement on Conference Room	\$25,000	\$25,000
POND (1) Name Placement in Front of Pond	\$10,000	\$10,000
OFFICES (14) Name Placement on Office through 2031 Government Affairs Office, Programs Office, Marketing Office Membership Office, Builders Care Offices (3), Working Office, Training Director Office, Training Cord. Offices (4), Facilities Office	\$10,000	\$140,000

Naming Opportunities continued on next page.

Naming Opportunities

Naming Opportunity (# Available)	Amount	2 Year Total
OFFICE WORKSTATIONS (2) Name Placement on 1st Floor Workstation and 2nd Floor Workstation	\$10,000	\$20,000
ELEVATOR (1) Name Placement in Elevator	\$10,000	\$10,000
RESTROOMS (2) Name Placement Main Lobby Restroom and Training Facility Restroom	\$10,000	\$20,000
FLAGPOLE (1) Name Placement next to Flagpole	\$10,000	\$10,000
2 YEAR TOTAL		\$3,685,000 (42 Naming Opportunities)

All naming opportunities are valid through 2031

With your support, we won't just build a facility—we'll build futures.

Everyone is invited to participate meaningfully to accomplish this goal. Together, we will raise **\$5,072,248** over the next **2 years** to expand opportunity, elevate training, and shape the next generation of skilled craftsmen in Northeast Florida.

This is your moment to help change the trajectory of a workforce—and a community.

For More Information Contact:
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Together We Build Campaign Leadership Team

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Greg Matovina

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Hart Resources

Josh Cockrell

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