

FOCUS



SUMMER 2022 NEWSLETTER

Foundation in MOTION

A glimpse in the rearview mirror of the people and milestones behind 35 years of education and training success ... and the traction we're gaining this year – *thanks to you* – in fueling the next generation.



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The DRIVING FORCE Behind the Foundation and MILESTONES in Delivering the Mission

Building support for the creation of the PHCC Educational Foundation took a year before it was approved at the 1986 PHCC Annual Meeting and Convention in San Francisco, California. Once the resolution had passed, the real work began ...

It was 35 years ago when a group of exceptional PHCC contractor leaders got to work building the new Foundation they had just established. One of those, Dick Irwin, was truly the driving force behind the creation of the Foundation. Others included Chuck Hiley, Sr., John Ward, Orin Ellis, Ray Dauenhauer, Dan Burnette, Ken Krauska, and Irwin Botto.

Dick Irwin was named as the Foundation's CEO. The Board of Governors was set up soon afterward, with Irwin and Hiley named as co-chairs. Hiley was the point person for "resource development" (i.e., fundraising), and Irwin was to head the curriculum or program side.

Putting Gas in the Tank

A fundraising consultant was hired to help the leaders gather the funds they would need to create educational programs. One point was clear – the manufacturers would be much more receptive if they knew that the contractors had "skin in the game" ... that they had made their own personal investment in the Foundation.

Through gifts, pledges, and other commitments from their fellow PHCC members, volunteers gathered more than \$1 million in Foundation funding before seeking investments from industry manufacturers. By October 1988, the Foundation had secured its IRS 501(c)(3) non-profit status and established the goal of raising \$2.5 million in funding for the endowment.

The first meeting of the Board of Governors took place in March 1989. Manufacturers were there to show their support, with American Standard, Cerro Flow Products, Delta Faucet Company, Eljer, Kohler, and NIBCO represented. That same year, Moen sponsored a golf tournament, and InSinkErator began its annual donation of a Cadillac for fundraising.

*Dick Irwin (left) and Chuck Hiley, Sr.,
the Educational Foundation's first co-chairs.*



Forward Motion

With that, the Foundation was up and running. Fundraising continued as educational programs, training manuals, and seminars began to roll out. Initially, educational programs were focused on business management, marketing, and finance topics; technical and apprentice education remained with the association.

In time, the Foundation added workforce development projects and took over administration of the PHCC scholarship program. The first Foundation paid staff were hired in 1996, and the Foundation's project management training course was created. Seminars and workshops were delivered at PHCC chapter events around the country.

Gaining Speed

The Foundation published the *Labor Calculator 2000*, the last printed book version of the tool to help construction contractors estimate labor hours. The Foundation went on to develop various software versions before the program was transferred to PHCC—National's technical department for future updates in 2016.

In 2005, the Foundation took over the PHCC plumbing and HVAC apprenticeship program as well as responsibility for updating the accompanying textbooks. That year, it created a partnership with a textbook publishing house that continues to allow regular updates to the textbook series to be published on a cycle that keeps the content current and relevant.

That also was the first year of the Invest in Your Future annual giving campaign that would seek to raise \$100,000 to replace the annual Cadillac fundraising raffle sponsored by InSinkErator. PHCC members embraced the change and helped to make the campaign a success that year and every year since.

In 2006, one of the Foundation's early educational offerings, the Understanding Overhead program, was adapted to create a series of Excel worksheets designed to help service and repair contractors determine their cost of doing business. Interest in the program allowed the Foundation to launch a series of regional seminars to teach contractors about calculating their overhead costs.



"Kohler was one of the companies there at the beginning of the Foundation with a million-dollar investment in its educational mission," said Elisabeth Sutton, director of marketing at Kohler and a member of the Foundation Board of Directors. "And we are still here, supporting the Foundation's programs and representing the manufacturer community on the Foundation's Board of Directors. That's because the Foundation continues to make good on the educational promises made to the industry all those years ago."



"Just last year, California had 16 apprentices who won almost \$60,000 in scholarships from the Foundation," said Steve Rivers, Rivers Plumbing, Heating & Air. "For some of those apprentices, that money was the only reason they could stay in the apprenticeship program while trying to support their families. The awards definitely help to keep people in our industry."

Shifting Gears

By 2009, the Foundation had grown to the point where it was clear that it needed its own Board of Directors instead of relying on PHCC—National board members to serve double duty. This marked a significant change that allowed more focus on the Foundation's business by the leadership, while maintaining close ties to the association through a structure that kept several elected officers serving on both boards. New board seats were created for a professional educator and a manufacturer representative, along with a representative from the PHCC—National Auxiliary and the PHCC Association Executives Council.

The Foundation took on management of the annual SkillsUSA Plumbing Championship and the Plumbing Apprentice Contest at the PHCC national convention. These events have grown under the Foundation's management. The Foundation debuted the first HVAC Apprentice Contest in 2013. To this day, the National Apprentice Contests remain a high-visibility feature of PHCC's annual CONNECT Conference and Product & Technology Showcase.

Leveraging feedback from PHCC's Quality Service Contractors (QSC), in 2011 the Understanding Overhead program underwent a major overhaul and emerged as the Overhead and Profit Calculator. The new version greatly expanded the software's features and made it a useful tool for small- to mid-size service and repair companies.

Marking a Major Milestone

The Foundation's 25th anniversary in 2012 marked a major educational effort centered on new lead laws. The Foundation took on a leadership role in organizing a "Get the Lead Out!" plumbing consortium to educate contractors on the changing laws, with more than 4,200 plumbing professionals attending 57 training events.

The Foundation also embraced online opportunities, offering online apprentice training, creating a YouTube channel, providing webinars, and developing an online course aimed at giving potential workers an introduction to the trades. In-person training continued at foremen and project manager workshops held each year.



"My dad was chair of the Foundation a few years ago. That caused me to want to learn more and then to get involved myself," said Ray Jones, Raven Mechanical. "Now that I'm on the Foundation Board and chairing a committee, I can see that everyone's focus here is on helping others to be successful in this industry. I only have so much time I can spend volunteering, and this is the kind of organization where I feel that time is invested well."



"Those contractors 35 years ago put a lot of their own time and money into creating something very special. It's my turn now, and I'm happy to be a part of the group keeping their vision going strong," said Kevin Tindall, Foundation chairman. "And by the way, we are looking for who is going to be next to keep the mission going for the next 10 years, too!"



Foundation COO Cindy Sheridan signs the Pledge to America's Workers at the White House.

PLEDGE TO **AMERICA'S** **WORKERS**

In 2017, the Foundation launched the PHCC Academy®, delivering apprentice training courses through an updated online learning management system. Building on the good relationships it already had with PHCC chapters, the Foundation established new partnerships under the Academy umbrella to deliver apprentice training at the state level. This allowed chapters familiar with their own state's training and licensing requirements to guide their members through the process and ensure the best outcomes.

The Foundation signed the Pledge to America's Workers in January 2020, committing to expand programs that educate, train, and reskill American workers. It set a goal of training 75,000 apprentices in the following five years through the Foundation's curriculum, textbooks, and PHCC chapter training partners.

When the COVID-19 pandemic hit in 2020, the Foundation staff were well positioned to continue delivering educational content. Closure of brick-and-mortar apprenticeship schools greatly accelerated adoption of the Foundation's online apprentice training offerings.

Through the summer of 2020, Foundation speaker Kirk Alter led a free weekly Surviving and Thriving in Times of Crises online discussion group. The Foundation's management courses were offered online for two years via live broadcasts from A. O. Smith University's training studio. Even the SkillsUSA plumbing competition was held online in 2021, a challenge that required creative solutions from volunteers and staff.

New program creation continued, with the Fast Track to Service Plumbing course released in late 2020. A new Plumbing Pre-Apprentice training course was released in 2021, and an HVAC Fast Track course is in early development now.

With generous support – both financial contributions and valuable volunteer time – the PHCC Educational Foundation has successfully delivered on the educational mission envisioned by its original founders 35 years ago. With donors like you, and the strength of the organization today, we are excited to build on the momentum we've created and continue paving a path of quality training programs and resources that meet and exceed the career needs of generations to come.



Contractors are in the DRIVER'S SEAT

The wheels of the plumbing and HVAC industry spin fast – new technologies, new standards, changes in processes, and updates to codes require constant attention to stay in the race. The PHCC Educational Foundation is helping to keep contractors on the right track through our management and technical training programs, plus skill assessment testing and workforce development programs.

In times of rapid change, how do we keep our program offerings current? The Foundation relies on the help of instructors, professional consultants, and, most importantly, our contractor volunteers.

Putting Contractors in the Driver's Seat

The Foundation has a motivated group of contractor business owners to tap for expert advice and guidance on our program development. After all, many of these contractors are frequent donors and are actively enrolling their employees into the very same programs that they are helping to develop.

By putting contractors in the driver's seat for the creation of our offerings, we know that the programs being developed will best match the needs of our audience!

Fueling the Tank on HVAC Training

Most PHCC members know that the Foundation helps to fund the development of educational programs through the Invest in Your Future annual giving campaign, but it may not always be clear just how those funds are being put to work.

Consider this ... the Educational Foundation's Board of Directors (mainly comprised of PHCC contractors) recently approved a **\$500,000** investment to upgrade the Foundation's HVAC training offerings. "We discussed what resources it will take to produce HVAC training that matches the quality of our plumbing materials," says Foundation Chairman Kevin Tindall, owner of Tindall and Ranson

Plumbing, Heating & AC in Windsor, New Jersey. “To do it right requires making a real investment in the subject materials and the system we’ll use to deliver it.”

The funding is already being put to work, as the Foundation partners with PHCC contractors serving as subject matter experts (SMEs), plus adult education specialists and instructional designers creating the blueprints for the new HVAC training materials. “Individual contractors and even most PHCC chapters don’t have the resources available to create programs like these,” continues Tindall. “That’s why it’s so important to have contractor support for the Foundation. When we can focus the contributions from our supporters across the country together, we can build some incredible programs. That’s why the Foundation exists – to do what we can’t do on our own.”

As co-owner of GSM Services in Gastonia, North Carolina, Joel Long says, “Lots of people know, I’m always looking for what we can do to help train new people getting into the HVAC side of our industry.” Long, who also serves as PHCC—National Association president, adds this perspective: “While in the leadership chairs, I have been able to see how the Foundation is steered by contractors and by those who have donated their money over the years.” He says with a smile, “Everything you hope for when you put that credit card number in to contribute, I can tell you, it’s going to where it should go.”

Expect announcements on a new HVAC technician training program from the Foundation toward the end of this year.

Who Should Be on Your Plumbing Pit Crew?

It is not just HVAC programs getting attention. The Foundation’s Plumbing Assessment Tests are tools designed to evaluate what apprentices have learned at the end of each year of apprenticeship training in a traditional four-year program. The test results can also be used to make informed training decisions on how to improve a current employee’s skillset by identifying areas where they have knowledge gaps.

In addition, the fourth-year test can be used as an entry-level journeyman test that employers can administer to assess the knowledge of prospective employees. In other words, a contractor can know if a new hire prospect is accurately describing their industry experience.

Earlier this year, the Foundation gathered a group of PHCC contractor SMEs to review, revise, and update the testing standards used to create the Assessment Tests. Jeff Voss – president of Jeff’s Plumbing & Repair, Inc. in Boone, North Carolina, as well as the current president of PHCC of North Carolina – served as a key contributor to that process.

Voss is no stranger to volunteering for the Foundation. For years, he has helped with the Foundation’s National Plumbing Apprentice Contest and, more recently, was tasked to review one of the Foundation’s plumbing textbooks. As part of the team updating the assessment tests, he reviewed existing materials, revised categories and sub-categories, combined sections, and removed outdated questions to make the test “a little fresher, a little newer,” he says.



Jeff Voss joined PHCC about 20 years ago “because I got tired of reinventing the wheel, trying to learn things that everybody else knew,” he says. “With PHCC, I found that I could work smarter, not harder.” Now he’s paying it forward. “I may have learned the hard way on some things ... but now I’m teaching it so that hopefully it won’t be as hard for someone else.”



“I have been able to see how the Foundation is steered by contractors and by those who have donated their money... everything you hope for when you... contribute, I can tell you, it’s going to where it should go.”

– Joel Long,
PHCC—National Association President



Foundation subject matter experts meet with NOCTI to update the Plumbing Assessment Tests.



“Soldering,” for example, “is not a dead art, but it’s well on its way as [plumbers] move more toward press fittings,” he says. “But you still need to know how to do it.” That’s an example of an area that needs to be “updated but not eliminated,” he explains.

For Voss, adapting materials to code updates is another priority. “Codes change about every three years, so if you’re updating your teaching methods, you need to stay as current as you can with codes.”

Updating to Keep Pace with Changing Conditions

“To ensure that PHCC can feel confident they are certifying the best technicians, it is imperative that not only the items on the tests be updated, but that we revisit the job and task analysis to determine if any of the standards being assessed need to be updated or removed,” says Anne Gielczyk, vice president of National

Occupational Competency Testing Institute (NOCTI) Business Solutions. In addition, she says, “during this process new standards are added to the assessment blueprint to capture new technology.”

“Because the tests are developed with a group of subject matter experts from industry, employers can feel confident that the content being assessed pertains directly to the skills they need in a technician,” says Gielczyk. The added bonus is receiving a score report that contains not only an overall score but scores in each of the content areas on the test. “This gives the employer the opportunity to develop a training program for the technician if they do not currently possess all the required skills.”

Several of the contractors helping with the assessment update are also apprentice program instructors, including Voss. “Being involved in PHCC, I’ve

learned that it is a group effort and that the individuals in PHCC always wanted things to get better,” he says. “Well, I wanted my *company* to get better, so I went to the community college to take a course, and I ended up teaching a class.” As the instructor for a continuing education course in construction safety and plumbing, Voss says “I never knew how much I *didn’t* know until I was asked ‘why do we do it this way?’” Having instructor perspectives involved in the test development process adds to the confidence contractors can have in the final product.

The Foundation’s Plumbing Assessment Tests are available for purchase through NOCTI Business Solutions, which partners with the Foundation to update and maintain the test banks. Visit phccfoundation.org/plumbingtests for details.

Get in the Race!

Interested in steering the future of the Foundation’s offerings? Attend the next Foundation Board of Directors meeting at PHCCCONNECT2022 this October in Charlotte, North Carolina, to learn more and meet the leadership and staff team.

Scholarships

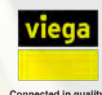
Giving Industry Careers a JUMPSTART

The Foundation is committed to driving more qualified workers into our industry and helping them to succeed once they are here. Training is a key part of that success. While some companies pay outright for training their employees, many new hires see a deduct on every paycheck to cover the cost of their apprenticeship tuition. For those counting on every dollar to support their family while they learn, some help with those training costs can make all the difference in sticking to their job.



Scholarships are a simple way to give a jumpstart to new apprentices and technicians, and the Foundation is fortunate to have strong industry support for our program. Around the time this newsletter is reaching your hands, the Foundation will be mailing up to \$160,000 in checks to the apprentice programs, trade schools, and colleges of our 2022 scholarship winners.

We will be sharing stories from our scholarship winners in future newsletters. For now, we ask that you join us in thanking the Foundation's contractor donors, Bill Jones, Gerry Kennedy, and the sponsors below who have made this year's awards possible.





On Ramp to the Trades

A PIPELINE to Success in California

With help from the PHCC Educational Foundation and the City of Sacramento, PHCC of California Offers Intro to Plumbing and HVAC Skills to Area Youth and Young Adults.

Options. That's what PHCC of California and the City of Sacramento want to give youth and young adults in their community, particularly to disadvantaged and underserved populations. To attract individuals to the plumbing and HVAC industry, PHCC of California applied for and received a workforce development grant from the City of Sacramento. The PHCC Educational Foundation added a \$5,000 sponsorship, plus access to Foundation workforce training.

With this funding in hand, the chapter was able to develop a "Pipeline to Success" program to actively educate community members on their training and professional options, including career options that do not require a college degree.

"Diversity, Equity, and Inclusion. We hear these terms all the time, and never has it been more important as we look to attract diversity to our industry that reflects the population of our state," says Tracy Threlfall, PHCC of California chief executive officer. "This program is important as it serves as an introduction of the industry to targeted youth," she adds. "We are opening the playing field to all who are interested, and it is our goal that some of the participants are motivated to continue their learning in our plumbing school and move into the workforce."

A Two-Week Intro

The chapter partnered with Kevin Dobson of the Capital College & Career Academy and representatives of the South Sacramento Christian Center to provide underserved youth with pre-apprenticeship training and an introduction to the plumbing-heating-cooling trades. The program delivered two-week sets of training sessions this past May, June, and July for different age groups. To move students through plumbing and HVAC training, the chapter relied on current and former instructors from its apprentice school as well as its apprentice students, providing various demonstrations and hands-on workstations.



“The PHCC of California is grateful for the PHCC Educational Foundation donors for their generous support. Your belief in the future of our industry and making a difference in the lives of young people contemplating their futures with PHCC is invaluable. Thanks to you, lives will be changed. You’ve participated in illuminating a career path for a new group of young people whose prospects may have been perceived as limited.”

— Tracy Threlfall
PHCC of California

Sessions also included:

- **Financial Literacy** - the basics of building a personal budget and skills to ensure financial sustainability.
- **Soft Skills** - including communication skills and instruction on resume writing.
- **CPR** - training on site, allowing each participant to earn CPR certification.
- **Green Technologies** - curriculum (created by the local municipal utility district) centered around emerging green technologies as they relate to power generation.

The budget also supported the purchase of safety glasses, hard hats, and gloves for each participant to keep.

Foundation Courses ... and Cash!

With generous contributions from Foundation donors, the PHCC Educational Foundation not only was able to provide a sponsorship but offered its Workforce Readiness

Course at no charge to program participants, as well as its Plumbing Pre-Apprentice course at a reduced fee. Those participants who completed the program earned certificates in these courses as well as cash bonuses (up to \$750 for 18- to 24-year-olds, \$600 for high school participants, and \$100 for middle schoolers).

PHCC of California also was able to bring in OSHA training, allowing each participant to leave with an OSHA certificate as well.

“The PHCC of California is grateful for the PHCC Educational Foundation donors for their generous support,” says Threlfall. “Your belief in the future of our industry and making a difference in the lives of young people contemplating their futures with PHCC is invaluable. Thanks to you, lives will be changed. You’ve participated in illuminating a career path for a new group of young people whose prospects may have been perceived as limited. Many thanks to all the terrific donors; PHCC of California appreciates you!”

Spotlight on SkillsUSA

The INSIDE TRACK on Our Volunteers and Sponsors

Atlanta, Georgia
June 20-24, 2022

SkillsUSA Championships are a huge event, with more than 6,500 technical education students and 2,000+ judges and contest organizers participating in competitions designed to showcase the skills of the high school and post-secondary competitors. The competitions occupy space equivalent to more than 31 football fields!



PHCC member and SkillsUSA judge Larry Shoemaker from Deluxe Plumbing and Heating in Bethlehem, Pennsylvania, talks with contestants.



A contestant at the SkillsUSA Plumbing Championship.

PHCC judges prepare to evaluate the contestants' builds.



The PHCC Educational Foundation administers the Plumbing competition, which requires that students rough-in a bathroom. This was the first year for the event in a new city – Atlanta – having outgrown its previous home in Louisville, Kentucky. Fortunately, the Foundation has many friends in Georgia who were willing to lend a hand to make the event a success.

Before the event, careful planning is required to ensure that the required pipe, fittings, and fixtures arrive safe and sound. Onsite, our team of PHCC contractor volunteers set up 50 test benches and stage those materials, consumables, and prizes for the competitors. Those volunteers monitor the competition, provide coaching along the way, and then score each

student's work. The top competitors are recognized at a grand closing ceremony to close out a week that the students will remember for their entire careers.

Our thanks to the people who made this year's competition possible: Contest Chairman Bob Hahn; Project Manager Dale Powell; and the volunteer team of Bob Carpenter, Danny Crigler, Victor Hatcher, Roman Grier, Harold Moret, Larry Shoemaker, Jeff Voss, James Walls, Ellen Whitaker, and the crew at Miller Mechanical Contractors and Engineers, LLC.

Our generous sponsors for the 2022 championships were AB&I Foundry, Bradford White, Copper Development Association, Rheem, Tyler Pipe, and Zoeller.



Shifting Planning and Problem Solving Into HIGH GEAR



Viega was the sponsor and host for the Foundation's return to in-person management training in June, with the Super Foremen Workshop held at the Viega Seminar Center in Nashua, New Hampshire. Construction expert and Purdue University Professor Emeritus Kirk Alter led the attendees through two days of intense instruction designed to teach them the rules of how to act as the first line of management for their company.

"Understand that when you got the foreman job, your company stopped being interested in what you can do with your hands," Alter told the attendees. "Now they want you to be the one working with your head – planning, thinking, and problem solving."

The attendees learned why their office requires so much paperwork and how to use communications to ensure that the field crews always have the tools, materials, and information they need to keep working.

"This class was great," said Ethan Disbro of Ken Neyer Plumbing in Cleves, Ohio. "There are these situations and problems that come up every day on the job site. Knowing what to say and how to act from this class is going to help me so much."

The Super Foremen Workshop will return in 2023, along with an Essentials of Project Management class. You can get on the notification list for these sessions by visiting phccfoundation.org/essentials.

Celebrations ... and Fueling the Next Generation

WE WANT TO SEE YOU AT CONNECT!



PHCCONNECT2022

Where Collaboration is the
Cornerstone for Success.

The Westin Charlotte and
Charlotte Convention Center
Oct. 5-7, 2022
Charlotte, NC



Foundation Board Meeting:

PHCC members are welcome to sit in and learn about the Foundation's current and upcoming programs.



National Plumbing and HVAC

Apprentice Contests: *On the tradeshow floor, come see the nation's best apprentices compete for top honors.*



Foundation Donor Reception:

Serve on a Foundation committee or make a \$500+ gift to get your invite to this celebration of our friends.

Who is the Best Apprentice in the Nation? See For Yourself at PHCCCONNECT2022!

Once a year, top plumbing and HVAC apprentices from across the country gather at PHCC's CONNECT conference to compete in the Educational Foundation's National Apprentice Contests.

In these hands-on competitions, plumbing contestants must rough-in a bathroom according to specs, with a variety of joining methods, materials, and tools required. HVAC contestants face six different challenges, including a written knowledge test and troubleshooting on an a/c unit. To compete at the national level, apprentices typically already have won a PHCC state-level competition.

Thanks to our sponsors, contestants receive substantial assistance in covering travel costs to get to the event, plus a generous set of tools and prizes to take home. The winners are announced during the Awards Luncheon at CONNECT and receive additional valuable prizes.

REGISTER AT PHCCWEB.ORG/CONNECT

Foundation CONTRIBUTORS

Our sincere thanks to these individuals and organizations that have made contributions directly to the Invest in Your Future Annual Giving Campaign, Scholarship Fund, or Endowment Fund this year.

Corporate Donors

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 Bradford White Corporation
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 Rheem HVAC & Water Heating Div.
 Scorpion Home Services

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 Steve and Isabella Schaefer
 Terry Self
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CHAIRMAN'S CIRCLE - \$500+

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 Vincent Pierangali
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★ HONOR AND MEMORIAL GIFTS ★

In Honor of the Indianapolis Colts

Wayne Thomas



In Memory of Jerry L. Bratton

Mary Bartley, Greg Brenneman, Brenda Dant, Jenn Lisak Golding, Judi Hedberg, Richard Jenkins, PHCC of Indianapolis, PHCC of Indiana, Mechanical Skills, Lee Ann Richardson, Stephanie Sponsel

In Memory of Dick Irwin

Keith and Linda Bienvenu, Lynne Finley, Peter Fedor, Mary & John Garvelink, Gerry Kennedy, Patrick Wallner, John Zink

In Memory of Fran Williams

Paula Friedrich, Joe Whitney, Anne Williams, John Zink

In Memory of Jim Eberhardt

Nancy Eberhardt

In Memory of Michael Thompson

MSD, Inc.

In Memory of Kenneth E. Neyer, Sr.

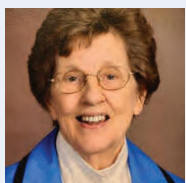
Jim Neyer

In Memory of Jerry Payne

PHCC of Louisiana, Fred and Rhonda Robillard

In Memory of Donald R. Powers and Jack Nuttle

Western New York Assoc. of Plumbing & Mechanical Contractors



In Memory of Kate Ward

Goodbye to our friend Kate Ward. She and her husband, Past PHCC—National President John Ward from Raleigh, North Carolina, were familiar faces at PHCC conventions in the 1980s and 90s. John helped to get

the Foundation off the ground during his term as president, and they became members of our Board of Governors right from the beginning. John passed away in 2003, but we stayed in touch with Kate through the years. She passed peacefully in June at the age of 98. Our condolences to the Ward family.

DONORS Fuel Our Future

Your donations keep the PHCC Educational Foundation behind the wheel, steering quality education and training opportunities that promote and protect our industry today ... and position the next generation for success tomorrow.

"I support the PHCC Educational Foundation because ...



... I see what a difference the PHCC apprentice training books make in our curriculum."

– Brenda Dant
PHCC of Indiana



... I believe in the great work the Foundation does to provide training for all levels of workers in the industry. It's an easy decision to provide continued support for educational programs I've participated in and have helped me throughout my career."

– Matt Erickson
C.J. Erickson Plumbing



... PHCC has provided the leadership, training, mentorship, and feedback that I have needed in my career, and the industry needs to remain viable and strong."

– Joe Whitney
Garden Street Properties, LLC



WE'RE GETTING THE BAND BACK TOGETHER



ARE YOU IN? MAKE YOUR GIFT!

INVEST IN YOUR FUTURE

Your tax-deductible gift supports the future of our profession!
PHCCFoundation.org/invest (800)533-7694
InSinkErator® provides matching contributions, boosting the impact of your gift.



Your gift supports scholarships for students from the PHCC National Auxiliary and professional contractor education from the PHCC Educational Foundation.




2022's FINAL LAP

The PHCC Educational Foundation's 2022 Invest in Your Future Campaign is approaching its final lap, and we need your donation to lead us to victory in making our goal.

Please support our educational mission by making your 2022 gift now. Visit phccfoundation.org/invest. Or, to give using your phone, follow the simple steps below:

STEP 1: Text **GIVEPHCC** to: **44321**



















STEP 2: Tap the link in the reply text message.

STEP 3: Choose your gift amount and payment method.

No app download is necessary. You will receive an email with your donation receipt and our thanks for keeping our scholarships, apprentice training, and management workshops ramped up and helping our industry. Of course, if you would like to call with your gift, we are happy to talk: (800) 533-7694.

Choose Your Champion!

Our fundraising committee is competing to see who can gather the most support for their Foundation donation page. Show your support for your PHCC peers and industry education by making a gift using the link to their page!

	Keith and Linda Bienvenu bit.ly/2022Bienvenu	
	Crystal Carter bit.ly/2022Carter	
	Joe Cornetta bit.ly/2022Cornetta	
	Dave Frame bit.ly/frame2022	
	Bev Potts bit.ly/2022Potts	
	Sandy and Jim Stack bit.ly/2022Stack	
	Kevin Tindall bit.ly/2022Tindall	
	Ellen Whitaker bit.ly/2022Whitaker	
	John Zink bit.ly/2022Zink	

Thank You, SPONSORS!

With your generous support to the Foundation and our educational mission, we're navigating our industry's needs and giving the future plumbing and HVAC workforce a strong lead. **Thank you to all the sponsors who have supported our work in the past year!**

Headline Sponsors or Major Corporate Donors in Bold

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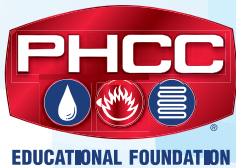
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Suite 100
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FOUNDATION CALENDAR

PHCCCONNECT2022

- Foundation Board of Directors Meeting
- Plumbing and HVAC Apprentice Contests
- Donor Reception & 35th Anniversary Celebration

Oct. 5 - 7, 2022

Charlotte, North Carolina

2023 Scholarship Program Opens

Jan. 1, 2023

phccfoundation.org/scholarships

Did you know ... you can arrange for a gift to the Foundation in your estate planning? This giving path allows you to plan ahead and make a gift that does not affect your current finances. The Foundation recognizes donors making a planned gift as members of our Legacy Circle. There are a variety of options; contact **foundation@naphcc.org** for more details.

FOCUS NEWSLETTER | SUMMER 2022

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