MESSAGE FROM THE CHAIR

OUR DOOR OF OPPORTUNITY
December 2023

Dear Foundation Friends, Donors, and PHCC Members,

They say that the only constant is change. 2023 has certainly been a year of change at the PHCC Educational Foundation. This year the Foundation welcomed a new executive director, launched a new five-year Strategic Plan, overhauled our scholarship application process, rebranded the PHCC Academy®, released new HVAC training materials, and will expand our staff to help keep up with growing program demands.

Longtime Foundation staff head Cindy Sheridan made the move to become CEO of the PHCC—National Association in January. We appreciate Cindy’s strong leadership at the Foundation and look forward to a closer partnership with the Association with her at the wheel. Our new Foundation Executive Director Daniel Quinonez started in early June, coming with a wealth of experience through his previous roles with a major association management company.

Sadly, we had to say goodbye to some dear friends, with former Foundation staff members Gerry Kennedy and Merry Beth Hall passing away early in 2023. Gerry was the staff head of the Foundation from 1997 to 2010, and Merry Beth was head of apprentice and journeyman training for the Foundation from 2005 to 2018. Both had moved on from PHCC, but their impact still shows in the success of the Foundation today.

The Foundation’s new five-year Strategic Plan that our Board approved in May refocuses our work on the next set of priorities for our organization; read more in this report about where the Foundation is heading. I want to thank the board members and staff for investing the time to create this important management tool.

This year, the Foundation’s PHCC Academy completed a branding refresh. The new logo, colors, and design of promotional materials were developed to better represent our levels of learning and appeal to a younger audience.

With your generous support, we also made big progress this year on HVACR Training, launching the Pre-Apprentice HVACR Course and the Fast Track to Service & Repair HVACR Course. In about two years, we were able to put together a team that took that training from an idea to an up-and-running program. These courses will go a long way in helping us fill our industry’s crucial workforce shortage … thank you!

Our donors have continued to show their belief in supporting our mission. PHCCCONNECT 2023 attendees in Cleveland donated generously, helping us to end the year with more than $280,000 raised through the Invest in Your Future Annual Giving Campaign. We also welcomed our newest major donor, Joe Sullivan, to the Foundation Board of Governors.

With all these big changes this year, it truly feels like we’re crossing the threshold to a new chapter of the Foundation’s growth. As I head into my final year as your Foundation chair, I am so proud of the progress that we’ve made. I’ve always said that PHCC and the Foundation provide both veteran contractors and young people with opportunities that they would never otherwise have access to … and our accomplishments this year are a testament to that.

Together, we’re not only opening doors of opportunity, but we’re equipping people to walk through them. That’s the kind of commitment that will forever impact the industry we love.

Kevin Tindall
PHCC Educational Foundation Chair
STEPPING INTO A NEW ERA

This year, the Foundation welcomed a new executive director and launched a new five-year Strategic Plan – taking steps toward ensuring that we continue to set the standard for educating and training the industry’s current and future workforce.

Welcome, Dan Quinonez!

The PHCC Educational Foundation’s new executive director, Dan Quinonez, hit the ground running in early June 2023. Quinonez’s career has taken him across the country, representing esteemed organizations within the building industry for more than 20 years, most recently at the Kellen Company, a prominent association management company. With a rich background in association management and public affairs, Quinonez is bringing a wealth of knowledge and experience to lead the Foundation in our efforts to support the p-h-c industry.

Strategic Plan, 2023-2028

To ensure that the Educational Foundation continues to fulfill our mission of providing innovative educational programming to enhance the growth and success of the plumbing and HVACR workforce, our Board of Directors approved the Foundation’s new five-year Strategic Plan in May.

THE FOUR GOALS OF THE PLAN ARE:

<table>
<thead>
<tr>
<th>Foundation Infrastructure</th>
<th>Education and Training</th>
<th>Education and Training</th>
<th>Workforce Development</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Goal 1:</strong> The Foundation has the technology and operational infrastructure to support its strategic direction.</td>
<td><strong>Goal 2:</strong> The Foundation increases market share in the HVACR industry and gains industry recognition as a quality HVAC education and training provider.</td>
<td><strong>Goal 3:</strong> The Foundation increases and refines market share in the p-h-c industry and gains industry recognition as a quality education and training provider.</td>
<td><strong>Goal 4:</strong> The Foundation is recognized as a trusted source for defining an entry point and career path in the p-h-c industry and then delivering training to support a diverse workforce.</td>
</tr>
</tbody>
</table>

The Board also outlined specific objectives in meeting each of these goals. The Strategic Plan is a living document that can be adjusted by the Board of Directors as needed.
THE KEY THAT UNLOCKS THE FUTURE

As the trusted provider of education and training in p-h-c industry, we hold the key to the future, and we’re using it to build connections, provide resources, and unlock opportunities for the profession’s current and prospective workforce.

Scholarships Update

Thanks to you, the PHCC Educational Foundation awarded scholarships totaling $139,000 to 57 students this year. We’re also incredibly grateful to our new scholarship sponsors: Sterling, a Kohler brand; and SupplyHouse.com.

All applicants for Foundation scholarships must be pursuing post-secondary education/training directly related to the p-h-c industry.

New Platform

The Foundation launched a new cloud-based scholarship management platform for the 2023 program. The platform allowed Foundation staff to collect applicant data in the same system used by the committee to securely view and score the application materials.

― Hannah Keller
St. Petersburg, Florida

― Cameron White
Trabuco Canyon, California

"Thank you for all of your generous support! Getting into this trade was a dream I never thought I’d actually accomplish; the confidence, passion, and purpose this job has brought to me has truly changed my life. The support from people like you is what has pushed me to where I am today and will continue for the rest of my career."

― Cameron White
Trabuco Canyon, California

"Thank you for your confidence in me. I am married and a father of two beautiful young children. This scholarship is for them, my family, and our future. I am very grateful you elected to grant me the scholarship."

― Cameron White
Trabuco Canyon, California
California Pipeline to Success Program

The Foundation was proud to sponsor PHCC of California’s Pipeline to Success program again this summer, preparing its area youth and young adults for a career in our industry. Congratulations to the California team for organizing and delivering this workforce readiness program and to the 131 students who participated this year! And special thanks to the Ferguson Cares Foundation and the PHCC contractors who contributed to our Invest in Your Future Campaign to provide funding for our sponsorship.

Construction Management Courses

Essentials of Project Management

“Question everything” was the overall message during the Foundation’s popular Essentials of Project Management boot camp this past spring, led by Purdue University Professor Emeritus Kirk Alter and hosted by Viega at its training facility in Broomfield, Colorado. The four-day class – continuing its reputation for being intensive and highly interactive – impacted 23 attendees.

Super Foremen Workshop

The 26 attendees at the Foundation’s Super Foreman Workshop in May got an unexpected lesson on artificial intelligence from instructor Kirk Alter. “Like any tool, if you know how to use it properly, it will save you time and give you an advantage over others who are not using it,” he said. Viega generously sponsored this course at its Seminar Center in Broomfield, Colorado.

“[The instructor] Kirk Alter doesn’t cut corners and doesn’t sugar coat it – he keeps it honest and tells people what they actually need to hear. Because unless you do that, they are not going to know what they need to be successful.”

— Bo Whitson, 2023 Super Foremen Workshop Attendee from Coppera Plumbing and Commercial Services in Taylor, Texas
SkillsUSA Championships

It takes a village to make the SkillsUSA Championships run each year, and the PHCC Educational Foundation is proud to be a part of that village! We’re grateful to the members of the Foundation’s Plumbing Technical Committee who set up, ran, and judged the SkillsUSA Plumbing Championship and assisted with the HVAC competition this past summer in Atlanta, Georgia ... as well as the sponsors and other industry partners that help give these students an opportunity like this to reach their full potential. Thank you!

National Plumbing and HVAC Apprentice Contests

It was exciting to watch the Foundation’s national apprentice contestants – 21 plumbing and 11 HVAC – showcase their skills on the tradeshow floor this year at PHCCCONNECT 2023 in Cleveland, Ohio. Behind the scenes making it all happen was a dedicated team of contractor volunteers as well as several industry sponsors generously providing monetary support and in-kind material and tool donations. Thanks to them – and you – we can give these apprentices the opportunity of a lifetime!
A New Look for the PHCC Academy®!

The PHCC Academy rolled out a new logo and tagline in 2023. Its bold, contemporary look was professionally developed to be more attractive to next-generation candidates, and its blue and green colors reflect the growing importance of the next generation’s environmental mindset. PHCC state chapters are now able to customize the brand for their own apprentice programs and schools. We’re excited to see this fresh logo and look help our member contractors attract new, young talent to the profession!

A Testament to eLearning

Speaking of the PHCC Academy, our enrollment numbers this year are a big testament to the advantages of eLearning. As you can see below, new enrollments in the Foundation’s online training courses have skyrocketed, reinforcing that this flexible program is accommodating our industry’s changing education needs.

<table>
<thead>
<tr>
<th>Course</th>
<th>FY18</th>
<th>FY19</th>
<th>FY20</th>
<th>FY21</th>
<th>FY22</th>
<th>FY23</th>
</tr>
</thead>
<tbody>
<tr>
<td>Plumbing 101</td>
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<tr>
<td>Plumbing 201</td>
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<td>Plumbing 301</td>
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<td>Plumbing 401</td>
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<td>HVAC 101</td>
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<td>HVAC 201</td>
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<td>HVAC 301</td>
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<tr>
<td>HVAC 401</td>
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<tr>
<td>Workforce Readiness</td>
<td></td>
<td></td>
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<tr>
<td>Plumbing Pre Apprentice</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fast Track to Service Plumbing</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>500</td>
</tr>
<tr>
<td>New Enrollments</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>2,000+</td>
</tr>
</tbody>
</table>

The key to the Foundation’s success is knowing how to pick the lock on what attracts new workers to the trades. With your support, we pushed the door wide open on technical training and management education.
Textbooks

PHCC state and local chapters across the country run apprentice programs that use the Foundation’s Department of Labor-approved textbooks and curriculum. PHCC of Indiana’s Mechanical Skills trade school in Indianapolis alone has more than 930 students using Foundation textbooks in its classrooms!

From July 2022 to June 2023, an amazing 9,611 PHCC plumbing and HVAC textbooks were sold, with many going to community colleges and apprentice training programs beyond those available through PHCC. It’s because of donors like you that we can leverage up-to-date training materials to attract and train new apprentices in this profession!

Two New HVACR Training Opportunities

Thanks to our generous donors, the PHCC Educational Foundation launched two new entry-level courses this past fall, helping our industry fill the crucial workforce shortage. The HVACR Pre-Apprentice Course is an affordable seven-module introductory course designed to train new hires or entry-level techs to diversify their skillset as helpers and prepare them for success in a suitable training program. The Fast Track to Service & Repair HVACR Course – 34 online modules designed by contractors, for contractors – is intended to train technicians to be job- and truck-ready with a well-rounded understanding of HVACR systems.
CROSSING THE THRESHOLD

This year we helped countless people walk through doors of opportunity ... all in an effort to build careers, build businesses, and build our industry’s future. How did we do it? With the support of people and partners like you.

Why So Many More Gifts Than Donors?

More donors are finding the benefits of setting their giving to happen automatically every month. Monthly giving spreads contributions over the course of the entire year. This eliminates the need to remember to make a gift, with our donation platform taking care of tapping the donor’s credit card or bank every 30 days. Many donors also find monthly giving to be better for their cash flow versus making a single large gift. Donors can simply select “Monthly” when making their gift on the Foundation’s donation page to join our monthly donors club.

Annual Giving

The 2023 fundraising goal was set at $225,000. Several PHCC contractors showed their support with powerful gifts, allowing the Foundation to conclude the 2023 campaign year with a total of $280,854 raised – 402 gifts from 217 donors. The campaign was a resounding success for the growth we saw in the number of gifts, the number of donors, and the total funds donated by PHCC contractors.

More Giving Opens the Door to More Opportunities!

2023 FUNDRAISING TOTALS:

Goal: $225,000
Reached: $280,854
Welcome, Joe Sullivan, Our Newest Member to the Board of Governors!

Joe Sullivan of J.J. Sullivan Plumbing and Heating in Woburn, Massachusetts, has been giving back to the PHCC Educational Foundation since 2001. That’s when he started serving on our Scholarship Committee, a role he assumed for the next 22 years. We thank Joe and his wife Jacqueline Piret for their continued commitment to the Foundation and welcome them to the Board of Governors. When asked about why he is joining the Board, Joe simply stated: “I value the organization, and I want to support it, to be a part of something bigger that is helping the industry that has supported my family for all these years.”

Endowment and Scholarship Funds

Generous gifts to our Endowment and Scholarship funds make our valuable programs possible. This year, we received:

- $29,614 in Endowment Fund gifts.
- $146,068 in Scholarship donations and sponsorships.

Opening Another Door to Giving

Did you know that you can now 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 is no minimum gift size; you do not need to disclose the details of the amount you intend to give; and you may elect to remain anonymous. For more information on a variety of giving options, contact the Foundation staff at (800) 533-7694 or by email at foundation@naphcc.org.

Major Gifts from Our Corporate Donors

Matching gifts made available from our corporate donors played a major role in our annual giving success. InSinkErator was honored at the Foundation’s Donor Reception at PHCCCONNECT 2023 for its 35 years of support for the Foundation’s educational mission – including a headline gift for the Invest in Your Future Campaign every year since it began!

SupplyHouse.com celebrates the Tuesday after Thanksgiving with its Trade Tuesday event – making a donation to PHCC and the Foundation for every engagement it receives on a series of special social media posts. The trade community showed up to support the cause, with their social media sharing efforts earning a $57,000 contribution from SupplyHouse.com.

We are so grateful to these and our other corporate donors … every dollar creates more pathways!

Like This Post Today, Support the Tradespeople of Tomorrow

We’re donating $2 to PHCC for every like, comment, or share on this post!
New Scholarship for Veterans

When Gil Meyerowitz, the founder of Meyerowitz Supply in New York, passed away in early 2023, he left a sizable allocation of his estate to support veteran initiatives. PHCC—National Association President Joe Cornetta put Foundation staff in contact with the Meyerowitz family to discuss using the estate funding to establish a new scholarship administered by the Foundation. We’re grateful to the Meyerowitz family for its $30,000 contribution to establish the new Gil Meyerowitz Memorial Scholarship ... and we’re pleased to announce that the scholarship will be available to veterans, reservists, and members of the National Guard beginning in 2024.

New Funding for Hispanic and Latino Scholarships

The mission for Ferguson’s Hispanic and Latin American Business Resource Group (HOLA) is to attract, retain, develop, and amplify the efforts of Hispanic or Latin American associates at Ferguson. HOLA members are eager to support organizations that focus on the educational development of individuals within the Latino community, particularly those involved in trade work. After meeting with representatives from HOLA this past year, the Educational Foundation is thrilled to announce that new scholarships to support Hispanic and Latino award winners will be available beginning in 2024, thanks to a gift from the Ferguson HOLA group and the Ferguson Cares Foundation.

HVACR 201/301/401 Apprentice Programs

With work on an update to HVACR 101 now complete, revisions and updates to the remaining levels of the PHCC Academy® HVACR apprenticeship program will accelerate in 2024. In addition to making improvements in the learning materials, these revisions will align all four years of HVACR apprentice courses to the new textbook that will be used throughout the program. This will allow students to make a single textbook purchase that covers all four levels of the apprenticeship. We couldn’t make this kind of progress without your support ... thank you!
# BALANCE SHEET FOR 2023

**December 31, 2023 (Unaudited, Preliminary Numbers)**

<table>
<thead>
<tr>
<th></th>
<th>2022</th>
<th>2023</th>
<th>Variance</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ASSETS</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Current Assets</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash &amp; cash equivalents</td>
<td>$651,856</td>
<td>$689,552</td>
<td>$37,696</td>
</tr>
<tr>
<td>Accounts Receivable</td>
<td>$24,000</td>
<td>$11,998</td>
<td>$(12,002)</td>
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<tr>
<td>Pledges Receivable</td>
<td>$64,053</td>
<td>$55,713</td>
<td>$(8,340)</td>
</tr>
<tr>
<td>Investments at Market Value</td>
<td>$14,769,211</td>
<td>$16,840,525</td>
<td>$2,071,314</td>
</tr>
<tr>
<td>Prepaid Items</td>
<td>$91,627</td>
<td>$470,964</td>
<td>$379,337</td>
</tr>
<tr>
<td><strong>TOTAL CURRENT ASSETS</strong></td>
<td>$15,600,747</td>
<td>$18,068,752</td>
<td>$2,468,005</td>
</tr>
<tr>
<td><strong>Long-Term Assets</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Property &amp; Equipment, Net</td>
<td>-</td>
<td>$4,280</td>
<td>$4,280</td>
</tr>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td>$15,600,747</td>
<td>$18,070,033</td>
<td>$2,472,286</td>
</tr>
<tr>
<td><strong>LIABILITIES AND NET ASSETS</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Liabilities</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounts Payable</td>
<td>$15,287</td>
<td>$63,640</td>
<td>$48,353</td>
</tr>
<tr>
<td>Accrued Liabilities</td>
<td>$118,962</td>
<td>$48,722</td>
<td>$(70,240)</td>
</tr>
<tr>
<td>Deferred Revenue</td>
<td></td>
<td>$53,070</td>
<td>$53,070</td>
</tr>
<tr>
<td>Other Short-term Liabilities</td>
<td></td>
<td>$83,034</td>
<td>$83,034</td>
</tr>
<tr>
<td><strong>TOTAL CURRENT LIABILITIES</strong></td>
<td>$134,249</td>
<td>$248,466</td>
<td>$114,217</td>
</tr>
<tr>
<td><strong>Net Assets - Prior Year</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Operating, Program Fund and Scholarship Fund</td>
<td>$8,856,191</td>
<td>$8,990,306</td>
<td>$134,115</td>
</tr>
<tr>
<td>Endowment - Perm. Restricted</td>
<td>$5,455,629</td>
<td>$5,455,629</td>
<td>$- 0</td>
</tr>
<tr>
<td>Endowment - Donor Temp Restricted</td>
<td>$981,500</td>
<td>$1,017,671</td>
<td>$36,171</td>
</tr>
<tr>
<td><strong>TOTAL PRIOR YEAR NET ASSETS</strong></td>
<td>$15,293,320</td>
<td>$15,463,606</td>
<td>$170,286</td>
</tr>
<tr>
<td>Change in Net Assets</td>
<td>$173,178</td>
<td>$2,360,961</td>
<td>$2,187,783</td>
</tr>
<tr>
<td><strong>TOTAL NET ASSETS</strong></td>
<td>$15,466,498</td>
<td>$17,824,567</td>
<td>$2,358,069</td>
</tr>
<tr>
<td><strong>TOTAL LIABILITIES AND NET ASSETS</strong></td>
<td>$15,600,747</td>
<td>$18,073,033</td>
<td>$2,472,286</td>
</tr>
</tbody>
</table>
BOARD OF DIRECTORS

Officers

Foundation Chair
Kevin Tindall
Tindall & Ranson Plbg & Htg
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Foundation Vice-Chair
Patrick Wallner
Wallner Plumbing Company, Inc
Redding, CA

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PHCC Educational Foundation
Falls Church, VA

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Nicole Urizzo
Apprenticeship Advisory Council Representative
PHCC of New Jersey
Red Bank, NJ
The Board of Governors is composed of contractors, manufacturers, and other industry partners who are major contributors to the Educational Foundation. Members of the Board of Governors are actively involved in shaping the future of the plumbing and HVACR industries through education.

**Charter Founders**
American Standard
Delta Faucet and the Masco Family of Companies (Alsons Corp., Aqua Glass Corp., Brass Craft Mfg.)
InSinkErator
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**Chancellor**
Moen Incorporated
Trimble

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Anvil International, Inc.
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Viega LLC
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Joseph Beetz*
Irwin Botto†
Daniel Burnette†
Steve Carder
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Ray Dauenhauer, Sr.† (Memorial)
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Charles “Red” Englert†
Richard E. Farrell*
David† and Jean† Fox*
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Mary Garvelink
Mark Giebelhaus
John Giotitto†
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William and Patty† Jones*
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Joel and Renee Long
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Walter Parke†
Roger Peugeot
PHCC of Massachusetts*
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Orville and Doreen† Taecker
Dennis Tarpenning†
Kevin and Kathy Tindall
William† and Bettie† Trombly*
John† and Jo Wagner
Patrick Wallner
John† and Kate† Ward*
Rick and Bonnie Whitaker
Francis† and Anne Williams*
Franklin Youngblood†*
F. Carl Ziegler†
F. Kent Ziegler
R. Scott Ziegler

* Founder
† Deceased