

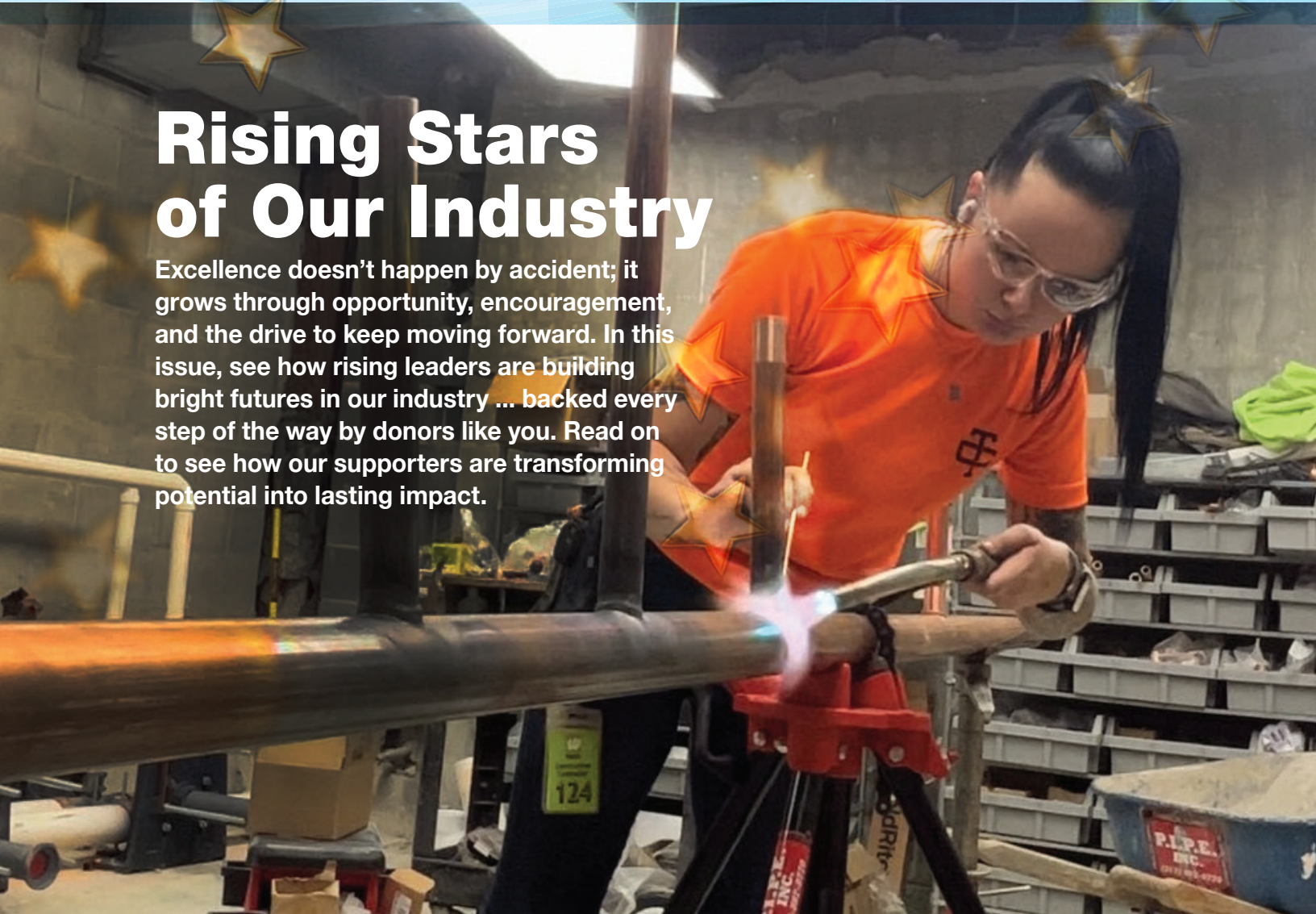
FOCUS



FALL 2025 NEWSLETTER

Rising Stars of Our Industry

Excellence doesn't happen by accident; it grows through opportunity, encouragement, and the drive to keep moving forward. In this issue, see how rising leaders are building bright futures in our industry ... backed every step of the way by donors like you. Read on to see how our supporters are transforming potential into lasting impact.



FOCUS newsletter is published by
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Making It ... and Making a Difference

Top Scholarship Winner Valerie Butler
Is Already Taking on Leadership Roles
and Paying It Forward.





When Valerie Butler discovered she had been named the PHCC Educational Foundation's 2024 top scholarship winner, she was shocked ... and deeply grateful. "Words cannot express how thankful and appreciative I am to receive the Charles F. Hiley Memorial Scholarship," she shares with the Foundation. "I have so much gratitude for your generosity to help not only me, but the plumbing apprentices and this growing industry."

Butler, then a third-year apprentice at the Mechanical Skills Plumbing Apprenticeship School in Indiana, was awarded the PHCC Educational Foundation's top scholarship – \$10,000 – at a time when she needed it most. A single-income homeowner juggling tuition repayments and a substantial, unexpected car repair, Butler was doing everything she could to make her dream career in plumbing a reality.

Now in her fourth and final year of apprenticeship, she's not just making it ... she's already paying it forward in multiple and meaningful ways.

A Champion for PHCC ... and the Industry

Butler's connection to PHCC runs deep. She serves on the executive committee of the PHCC of Indiana Board of Directors as state secretary. She's also chair of a state-level subcommittee that helps plan PHCC's annual Leadership Summit. Her volunteer spirit extends beyond board meetings; she regularly gives her time to help instructors at her apprenticeship school and represents the trades at high school career fairs.

Butler also is a huge proponent of PHCC Academy® "Fast Track to Service and Repair" courses (available for both plumbing and HVAC), designed to train technicians for residential and commercial service and repair work and get them "truck ready" in 12-18 months. These courses are just two of several geared to introduce interested workers to the profession before making a huge commitment and investment. When approached by such potential workers, Butler encourages them to spend a summer with a company, do an internship, go to some job sites ... "gauge if this life is for you." She adds: "There are so many options ... there's no reason to settle in life."



Butler and other PHCC of Indiana volunteer leaders at the chapter's officer installation event in 2024.

Standing Out in a Competitive Field

Butler's passion, persistence, and impact have not gone unnoticed. In addition to being the Foundation's top scholarship recipient last year, she was recently named one of *CONTRACTOR* magazine's "2025 Under 30 All Stars" – a recognition reserved for rising leaders in the plumbing and HVACR industries.

Her journey into the trades wasn't a straight line. After a brief stint in college and time in the military, Butler found herself drawn to plumbing through conversations with her father, a water heater and boiler salesman. What started as a job at a supply house quickly turned into something much bigger when her future boss heard about her interest and offered her an interview. Fast forward five years, and Butler is now a trusted team member at PHCC member company P.I.P.E., Inc. in Indianapolis, Indiana, managing major projects, working in the field and in the office, and influencing the next generation of industry professionals.

Your Support Makes Stories Like This Possible

Butler's success is a direct reflection of what PHCC Educational Foundation donors make possible. For her, that generosity helped alleviate the financial burden of tuition, allowing her to focus on excelling in her program, leading on the job site, and giving back to the industry she loves.

Today, Butler continues to explore the different paths her plumbing career might take, whether that's working in the field or working in the office as a project coordinator, estimator, quality control coordinator, or safety director. Whatever direction she chooses, Butler is committed to staying in the industry and helping others find their own footing.

"I don't know which way my future will go," she says. "All I *do* know is that I do not believe I could have a fulfilling future outside of this industry."



"I don't know which way my future will go. All I do know is that I do not believe I could have a fulfilling future outside of this industry."

— Valerie Butler



Fun fact: Valerie Butler also works part time as a service plumber at the Indianapolis Motor Speedway!



Exciting Update on Another Scholarship Recipient

— Jennifer Will is Now a Licensed Indiana Plumbing Contractor!

When donors give to the PHCC Educational Foundation, they're not just funding scholarships – they're fueling real success stories. Just ask Jennifer Will.

Donors may remember Will, who shared the "life-changing impact" of her 2024 PHCC Educational Foundation scholarship at CONNECT last year. She recently updated us with news that she passed her state exam and officially became a licensed plumbing contractor in Indiana. It's a major milestone, one she proudly attributes in part to the support she received through PHCC. "Thank you to the Foundation and its donors for helping me make this possible."

We're happy to be part of your exciting journey, Jennifer!

Creating More Rising Stars For Our Industry

This year the Foundation awarded \$152,000 in scholarships to 66 winners. These students are committed to getting their trades career started right; every Foundation scholarship winner is required to be enrolled in an apprenticeship, a trade school, or in college studies directly related to the plumbing-heating-cooling industry.

Here are a few of the rising stars who have been equipped with the educational funding they need to be successful, thanks to our generous donors and scholarship program sponsors.



"I'm eager to grow as an apprentice, leveraging my experience to become a skilled plumber."

Travis Walters from Wilmington, North Carolina, is studying Plumbing Installation/Service & Repair at Cape Fear Community College. He was awarded a \$3,000 scholarship sponsored by HomeServe.

The career path Walters has taken is one that we have seen many times before – working in another industry with limited career prospects before making the shift to a trades career with a brighter future.

"From ages 15 to 28, I worked in a kitchen, as a dishwasher and then a cook. I then spent a year with a storm drain repair company, then three years unloading packages with UPS. I am now pursuing plumbing training, and I'm eager to grow as an apprentice, leveraging my experience to become a skilled plumber. My goal is to become a master plumber and establish my own small plumbing and heating business focused on residential maintenance and repair."

Why did he apply for a scholarship? "We are raising three boys – ages 13, 7, and 8 months – and childcare costs for our youngest son are insanely expensive! This aid will enable me to complete my program, achieve my goal of becoming a licensed plumber, and provide long-term financial stability for my family."



Special recognition goes out our newest scholarship program sponsor – HomeServe. This summer the company committed to providing five \$3,000 scholarships as part of its broader Skilled Trades Initiative, aimed at strengthening and expanding the skilled labor force.



\$152K

Awarded to
66
Winners



“I take pride in the work that I do, and at the end of my career I hope there are a bunch of buildings in my community that I can look at and say I helped build.”

Jameson McClain from Rapid City, South Dakota, is working for PHCC Member Midwestern Mechanical (MWM) while studying Plumbing Installation/Service & Repair with the PHCC apprenticeship program. He was awarded a \$1,500 scholarship, plus \$1,500 in tools from RIDGID Tool Company.

McClain started his plumbing career two years ago with plumbing classes at a technical college while working part time at MWM. Now he is doing commercial plumbing work by day and attending evening apprenticeship classes. While in college, he took part in the SkillsUSA plumbing competition, which he considered a great experience.

“As soon as I graduated technical college, I went full time at MWM and started in the company’s provided classes. Coming into this trade not knowing much about it, these classes have been very beneficial to me. I also had a chance to take part in the South Dakota PHCC plumbing competition, which I was very excited about. I don’t want there to be a job in plumbing that I don’t know how to do!”



“I’m strongly passionate about the HVAC trade, and I wish to pursue it for the long run.”

Diego Saravia from Bealeton, Virginia, is studying HVACR Installation/Service & Repair at Laurel Ridge Skilled Trades Academy. He was awarded a \$1,500 scholarship funded by the Ferguson Cares Foundation through the HOLA Business Resource Group.

In his application materials, Saravia shared that his start with industry training began with observing the work of others. From there he has been getting hands-on experience with assembling duct, checking coolant levels, and learning A/C maintenance procedures. Now he wants to take things to the next level by enrolling in trade school classes to fill in his learning gaps and gain more skills.

“I am applying for educational financial aid because I wish to pursue my education further into trade school. Money is tight, and I don’t think that should be a reason for anyone not to pursue what they’re passionate about. What I’m passionate about is going into the HVAC trade and helping others with the knowledge and experience I will gain from trade school.”

Long term, Saravia plans to utilize his knowledge in the HVAC trade to start his own company in the field and then “would love to teach the youth HVAC skills and provide them with apprenticeship opportunities.”

Building Leaders, One Course at a Time



How the PHCC Academy® is Advancing Career Development in the P-H-C Industry

With your generous support, the PHCC Educational Foundation is not just helping people enter the plumbing and HVACR profession – it's helping them *grow*. Through the PHCC Academy®, students at every stage of their career journey have access to cutting-edge online training that equips them with the skills, confidence, and certifications to advance.

This career development model – built intentionally from the ground up – provides a clear and customizable learning path for both new hires and seasoned professionals.



A Foundation for Success

For individuals brand new to the trades, **Workforce Readiness** is the ideal starting point. This free, self-paced course offers an introduction to plumbing and HVACR, soft skills, tools, safety, and more ... all in less than two months.

From there, students can step into **Pre-Apprentice Training**, tailored to either plumbing or HVACR. This foundational course prepares entry-level techs for success by building skills in safety, science, and systems. It's a practical, affordable way to help potential apprentices decide if a path in this profession is right for them.

Those ready to fast-track their training can participate in the **Fast Track to Service and Repair** program, a more intensive, 12- to 18-month course that equips plumbing and HVACR technicians with everything from customer service to advanced system knowledge. Technicians are most successful with their supervisor's involvement in the hands-on practical skills training.

Supporting Career Growth at Every Level

As students progress, the Foundation's **Apprenticeship** programs offer a flexible online option for Related Technical Instruction (RTI), delivering a full four-year curriculum aligned with registered apprenticeship programs.

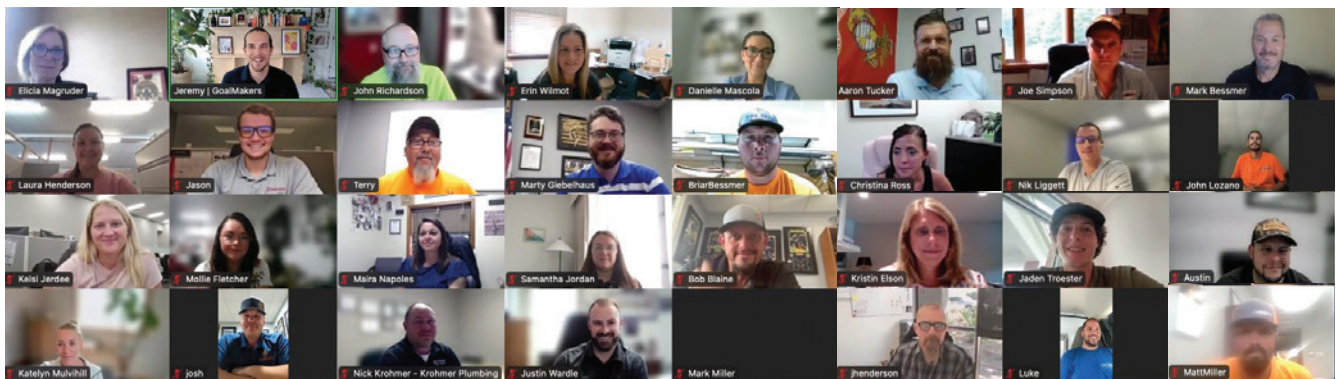
For technicians and other learners, the PHCC Academy® now offers certification prep for those ready to level up their expertise:

- **EPA Section 608 Prep Course.** Essential for anyone working with refrigerants, this course prepares students for all four sections of the EPA exam.
- **Low GWP Refrigerant (A2L) Safety Prep Course.** As environmentally friendlier refrigerants become standard, this training ensures technicians understand how to work with these mildly flammable substances safely.

Empowering Leaders and Business Owners

The new PHCC Academy® **Finance Management** course helps contractors, business owners, and office staff take control of budgeting, pricing, and profitability with nine self-paced modules. Taking less than six months to complete, this course covers terminology, profit and loss statements, balance sheets, cost and rate determinations, use of financial ratios, tax rights and responsibilities, fraud prevention, and business budgets.

And now, thanks to your support, the next generation of leaders is rising. In July, the inaugural **Business Leadership Essentials** program kicked off with 39 emerging leaders from across the country. This 10-week, peer-powered program is already building momentum – strengthening leadership teams with strategic planning, people management, and financial mastery.



Led by Jeremy Wall of GoalMakers – the same dynamic speaker who energized attendees at the CONNECT 2023 Rising Leaders Summit – the course draws from proven executive-level training content but is anything but theoretical. It's rooted in real-world application. Built around an interactive platform, the program emphasizes collaboration and shared experience. “Iron sharpens iron,” as Wall often

says, and these rising leaders – organized into small cohorts – meet biweekly to exchange insights and “golden nuggets.” Through real-world case studies, hands-on exercises, and lively discussions, participants quickly turn what they learn into skills they can put to use right away.

Several PHCC member companies quickly recognized the value of this inaugural program and enrolled

multiple team members – seeing it as a smart way to prepare their rising stars for long-term success. Their investment goes beyond individual growth; it reinforces the strength and depth of their entire leadership pipeline.

The PHCC Academy® online training platform was built through investing the donations made by PHCC contractors and our sponsors. Visit phccacademy.org to learn more and see the impact of your donations in action.

**COMING
SOON!**

Even More Tools for Career Advancement

Your continued support is helping launch the next wave of professional development. Coming later this year:

- **ServiceSkills:** Soft skills training for everyone, from field to front office.
- **Seal the Deal:** Sales and objection-handling training to help service techs close more jobs with confidence and professionalism.
- **PHCC Academy® OnDemand:** A subscription-based app for on-the-go training, powered by industry and manufacturer sponsors.

Celebrating 25 Years of Impact

How Donors are Helping Chapters Deliver Strong Educational Events

While the Foundation's online training delivered through the PHCC Academy® continues to expand, face-to-face educational events remain a critically important element to building community on the PHCC local, state, and national levels. PHCC chapters can face many challenges in running these live training events, especially smaller chapters with limited financial and staff resources.

The Foundation's Seminar Series program was created 25 years ago to provide state and local PHCC chapters with support for conducting in-person educational events. This support takes many forms, including connecting chapters with vetted professional speakers, creating templates for marketing materials, and providing advice on event logistics.

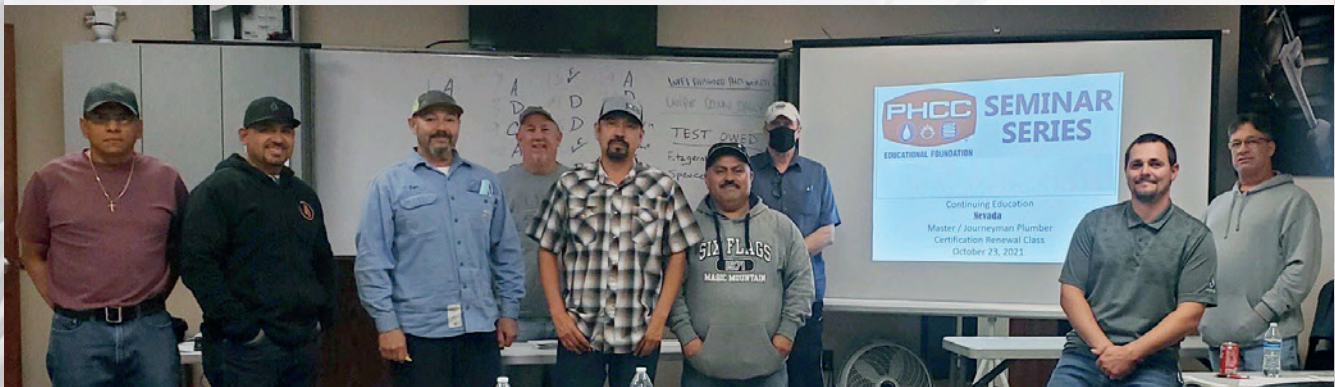


Most importantly, PHCC chapters can request Seminar Series sponsorships for their educational events from the Foundation. With these sponsorship funds in hand, the PHCC chapters can secure higher quality, paid speakers for their events and deliver better educational sessions to their members.

Currently, these chapter sponsorships through the Seminar Series program are funded entirely by the Foundation's donors – another example of how our contractor supporters are making a significant positive impact across the country.

The impact is impressive; compiling the statistics for just the last 15 years of the program, the Seminar Series has supported approximately 350 educational sessions that were attended by more than 15,000 PHCC business owners and their employees.

If you spot the Seminar Series logo at a PHCC educational event you are attending, snap a photo and send it our way. And consider making a contribution to the Foundation to help us continue delivering this critical support for industry educational events that benefit us all.





Why I Chose to Become a Legacy Circle Member ... and How I Did It

By Michael R. Copp, MA, MIRM

Retired PHCC—National Chief Executive Officer



When I first considered making a planned gift to the PHCC Educational Foundation, I thought back to my experience in the mid 1980s of competing in a Vocational Industrial Clubs of America (VICA) skills competition (now SkillsUSA, which PHCC actively supports).

Now decades later, this decision was a unique opportunity to make a lasting impact on the future of our industry and the lives of plumbing and HVACR professionals. Becoming a Legacy Circle member of the PHCC Educational Foundation resonated with my need to ensure that my support did not just end with my PHCC career but would continue empowering the next generation of skilled trades people long after I am gone.

The Foundation's Legacy Circle is made up of individuals who, like me, have chosen to include the Foundation in their estate plans. These donors are planning now to contribute from their future wealth versus gifts from their current income.

Why I Considered a Gift from My Estate

For me, the decision to make a gift from our estate was grounded in both personal and practical motivations. Over the years, I've witnessed firsthand how the PHCC Educational Foundation provides invaluable resources to PHCC chapters, apprentices, students, and seasoned professionals alike. The Foundation's commitment to education, training, and industry excellence plays a pivotal role not just in building great careers, but in elevating construction methods and standards for the p-h-c industry.

Traditional donations, while important and impactful, are often

one-time gestures. By making an estate gift, I could create a legacy that reflects my lifelong commitment to the Foundation's mission. It is a way of extending my support beyond my lifetime, ensuring continuity for the life-changing programs and scholarships my wife and I believe in.

The Advantages of Charitable Giving Through My Trust

Choosing to use a "Charitable Giving Account" offered by my financial adviser allowed us to meet our intent that the PHCC Educational Foundation benefit proportionately from potential compounding growth in our estate rather than restricting our financial gift to a fixed amount.

On a practical level, planned giving through a charitable trust may reduce the taxable value of our estate. While I'm not a tax adviser, I found it rewarding to craft a plan that both fulfills my philanthropic goals and aligns with smart financial stewardship for my family.

The Process: Arranging My Gift

For those considering a similar path, the first step for us was having a candid discussion with my family, ensuring our shared values and intentions were reflected in our estate plans. Next, we consulted with our estate attorney and financial adviser. We reviewed the structure of our trust and determined the most effective way to incorporate a Charitable Giving Account earmarked for the PHCC Educational Foundation as well as other charitable organizations.

We decided to allocate a percentage – not a fixed dollar amount – of our estate to the Foundation. This approach made our planning more adaptable and future-proof.

Our advisers helped us establish the charitable giving account as well as reviewed the necessary amendments to our trust documents, clearly specifying the PHCC Educational Foundation and the intent of the gift.

In terms of costs, there were some attorney fees for drafting and notarizing the required documents, but these were reasonable. (In our case, the cost was included when we set up our trust, and we established the charitable giving account online.) The entire process was completed over a few months, with most of the time spent gathering beneficiary information and ensuring accuracy.

Why the Foundation's Mission Deserves a Planned Gift

Supporting the Foundation's educational mission is, to me, an investment in the future of our industry. Our industry's vitality depends on a pipeline of skilled, ethical, and passionate professionals. The Foundation's scholarships, training programs, and outreach initiatives are instrumental in building that pipeline.

By making a planned gift, I hope to help sustain these programs well into the future and giving others the same opportunities that shaped my own journey after leaving the military.

A Message to the PHCC Community

To my colleagues and friends: if you've never considered making a planned gift, I encourage you to explore the possibilities of a charitable giving account. It's not just about philanthropy; it's about leaving a legacy that reflects your values and helps secure the future of your industry. No gift is too small, and every gesture contributes to a larger vision of education, innovation, and excellence.

The process is simpler than you might imagine, and the impact is immeasurable. By planning ahead and aligning your resources with your values, you can help ensure that the PHCC Educational Foundation continues its excellent work for generations to come.

During his six years as PHCC—National chief executive officer, Michael R. Copp made considerable progress in fulfilling important strategic goals and positioning PHCC members as the contractors of choice in their markets. He retired from PHCC in December 2021.

Another Inspiring Example of Estate Giving

Longtime Foundation supporter Sheldon Shapiro passed away in 2019, but the charitable foundation established by his estate has continued his annual gifts to the Foundation – another inspiring example of how planned giving can create a powerful, lasting legacy. With these gifts, Shapiro's lifetime and estate contributions have surpassed \$30,000, placing him among the Foundation's most impactful donors.

In recognition of this enduring support, Shapiro will be honored in memoriam as a member of the Foundation's Board of Governors (major donors) during the Donor Reception at CONNECT 2025 in Grand Rapids, Michigan.



Rising Stars of Our Industry



PHCC Educational Foundation and SkillsUSA Empower the Next Generation

The future of the plumbing industry was on full display this summer as the PHCC Educational Foundation – thanks to the generous support of our donors and Corporate Sponsors – once again partnered with SkillsUSA to host the plumbing competition at the 2025 SkillsUSA Championships in Atlanta, Georgia.

As part of its overall mission, the Foundation supported plumbing competitors throughout the SkillsUSA Championships process, funding the event, helping to secure piping materials, tools and equipment, as well as providing guidance, mentorship, and volunteers to evaluate the contestants.

The plumbing competition is held during the SkillsUSA National Leadership and Skills Conference, an event that, this year, drew more than 6,700 trade and technical students competing in more than 100 categories. Even at such a large event, the plumbing competition stands out, both in terms of the large number of participants and sheer size of the contest area.

This year's competition attracted 51 of the nation's top plumbing students from local high schools, vocational, technical, and post-secondary schools. Having won either a local or state competition, they were invited to

compete on a national stage according to approved industry standards, as well as present their skills and knowledge of plumbing in front of industry leaders. Apart from gold, silver, and bronze medallions, competitors also received scholarships, tools, and – in some cases – job offers.

Here are two of the many success stories:



Jonathan Gann: A Career Shift and a Passion for Plumbing Lead to Gold

Jonathan Gann, a student at Texas State Technical College, was named the 1st Place Post-Secondary winner at Skills, a title he humbly never expected. After trying college and working as a safety coordinator, Gann realized his passion was elsewhere. He returned to school to pursue plumbing and found a supportive employer that worked with his schedule.

Gann was first turned on to plumbing after selecting “construction technology” as his chosen academy in high school, which provided him an opportunity to explore the trades. While math was not his strongest subject in school, “‘plumbing math’ made sense to me,” he says. “It was something I could understand ... and I enjoyed it.”

Fast forward, and Gann pursued competing in SkillsUSA. Because he was in his last semester of technical school, the state competition was



Photos courtesy of SkillsUSA and Ron Gumucio

meant to be a one-time opportunity, but after winning, he advanced to nationals and captured the gold medal. “It was an unreal feeling, especially having my mom and little sister there,” he says. With everyone back home seeing news of his victory on social media, Gann says people now refer to him as “National Champion,” a nickname he claims is “really cool.”

Beyond the title, Gann says the camaraderie and support among competitors was something he’ll never forget. While he admits the nature of a contest, of course, is to win, he says “nobody tried to break you down or was competitive ... we were all just complimenting each other. The friendliness of the competition really stuck out to me.”

Gann – whose first-place finish gained him a scholarship and tools – wholeheartedly encourages others to compete. “We’re all here to learn, and if you don’t win, it doesn’t matter. You did your best.”

Joey Gibbs’ Next Chapter: Building on a Strong Foundation

At just 18, Joey Gibbs already has more than a decade of plumbing experience under his belt, having grown up working alongside his father in their family’s residential repair business. A recent graduate of Harris County High School in Georgia, Gibbs took 2nd Place Secondary at this year’s SkillsUSA Championships.

“I’ve always wanted to be a plumber,” he shares. “I set my first toilet when I was five years old.” That early interest turned into a competitive drive, and over the course of high school, Gibbs competed at SkillsUSA nationals three times. “It was my goal ever since my freshman year to be up on that stage [with the top three],” he says. His dream finally came true

this year – his senior year – with a second-place finish. “It made me feel awesome,” he says. “I’ve never jumped up so high in my seat than when my name got called!”

After hearing about his accomplishments at Skills through the years, Booth Plumbing Company’s Chad Booth has had his eye on Gibbs. “Whenever you graduate, I want you in my office the next Monday,” Booth told him. “The Monday after I graduated, I was in his office,” says Gibbs, who started work with the commercial contractor soon after – a change from his experience in residential work with his family’s business.

Gibbs credits SkillsUSA for opening doors. “They have all the vendors – contractors, suppliers, manufacturers – there handing out business cards,” he says, reinforcing the opportunity to learn from the different representatives and keep in touch with them. Contests like this, he adds, show students what’s possible in the industry and help them figure out where they belong.

Thank You to Our Donors and Sponsors

The PHCC Educational Foundation’s support of SkillsUSA would not be possible without the generosity of its donors and Corporate Sponsors. Special thanks to American Supply Association, Bradford White, Cast Iron Soil Pipe Institute, Copper Development Association, Delta Faucet, Home Depot Pro, International Association of Plumbing and Mechanical Officials (IAPMO), Kohler Co., McWane Plumbing Group (AB&I Foundry and Tyler Pipe and Coupling), Miller Mechanical Contractors & Engineers, Moen, NIBCO, Oatey, PHCC Academy®, Rheem Manufacturing, Sioux Chief, UA Local 72, and Zoeller.

Thanks to your continued investment, we’re helping rising stars like Jonathan and Joey find their place, purpose, and pride in this incredible industry.

Foundation Contributors

January to September 2025

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.

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I'm glad we can donate to support our up-and-coming trades people, people that we are in desperate need of. I'm sure the Foundation has positively impacted many young people along the way through the scholarship program. Thank you for all that you do!

Shawn Schwoyer

PHCC Member Schuler Service Inc. in Allentown, PA

★ MEMORIAL GIFTS ★

Peter Fedor, in Memory of Dick Irwin and Steve Irwin
Jim Ford, in Memory of Donna Wallner
Martha Harrison, in Memory of Donna Wallner
Charles L. Hicks, in Memory of Dea Hicks
William Jones, in Memory of Patty Jones
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PHCC CONNECT 2025



PHCC  CONNECT
GRAND RAPIDS :: OCT. 27-30, 2025

**GROWTH THROUGH
COLLABORATION**

Your Opportunity to Build Life-Changing CONNECTIONS!

Register at PHCCWEB.ORG/CONNECT for PHCC CONNECT 2025.

JOIN US AT THE FOUNDATION

DONOR RECEPTION AT PHCC CONNECT 2025

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



Invest in Our Rising Stars ... and in the Future of Our Industry

Our industry's future depends on recruiting and training its rising stars ... and we can't do it without you. With your gift, the PHCC Educational Foundation provides scholarships, apprentice training, and management programs that equip today's contractors and prepare tomorrow's workforce for success.

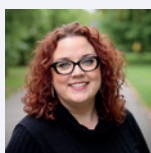
Please support our educational mission by making your 2025 gift now. Visit phccfoundation.org/invest, or just point your phone's camera at one of the QR codes below to visit a donation page. You will receive an email with your gift receipt and our thanks for keeping our scholarships, apprentice training, and management workshops ramped up and helping our industry.

Which All-Star Will You Choose?

The people you see here are our ALL STARS; they are the members of the Foundation's Invest in Your Future Committee.

These are PHCC members, past national association presidents, current association leaders, PHCC Auxiliary members, and PHCC state chapter executives. While they represent different parts of the PHCC community, they all are serving together to help the Foundation continue to grow and fulfill our educational mission. Each is gathering gifts on their own Foundation contribution page and would love for you to make your annual donation on their page.

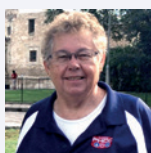
**Please choose your fundraising star
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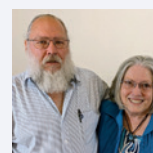
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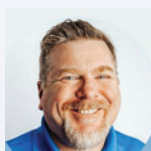
Ken Smith's Donation Page:
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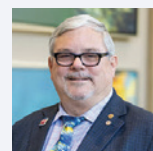
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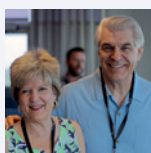
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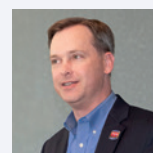
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