

2025
ANNUAL
REPORT



Results Through Relationships

PLUMBING-HEATING-COOLING CONTRACTORS NATIONAL ASSOCIATION
EDUCATIONAL FOUNDATION



EDUCATIONAL FOUNDATION

Message from the Chair

Dear Foundation Friends, Donors, and PHCC Members,



Nothing happens alone. In 2025, the PHCC Educational Foundation's progress came from people and organizations working together ... all focused on one goal: strengthening our workforce and advancing education in the plumbing and HVACR industry. This year, the power of those relationships turned ideas into action and opportunities into real results.

Collaboration was a defining theme of our work this year. PHCC chapters played an expanded role in shaping PHCC Academy® training, which opened new avenues for communication, feedback, and local impact. That same collaborative approach strengthened relationships with other industry educational organizations on jointly offered programs and with the PHCC National communications team to better reach contractor members.

These connections also unlocked tangible opportunities. Industry partnerships helped to secure grant funding for a workforce initiative in Georgia, and the Foundation is assisting PHCC of Indiana's efforts to deliver PHCC Academy® training to correctional inmates preparing for careers in the trades. Our work with the Ferguson Cares Foundation sparked broader conversations across Ferguson's organization, creating possibilities for future collaboration. We are partnering with IAPMO and the United Association on training the USA's representative for the WorldSkills competition this year. And the dedication of PHCC of South Dakota members not only helped reimagine the Foundation's National HVAC Apprentice Contest but also set the stage for the pilot competition they will host in February.

Our donor relationships flourished as well. Members of our Annual Giving Fundraising Committee reached beyond traditional circles, inviting new supporters to invest in the Foundation's mission. Their efforts – combined with the generosity of contractors, chapters, and partners – helped us achieve our fundraising goal at CONNECT 2025.

Finally, we pause to honor the enduring relationships that shape our future. We lost Board of Governors member Orville Taecker last October, but his deep commitment to education and to this Foundation will culminate in a transformational gift of \$100,000 in 2026 – an extraordinary legacy of belief in the next generation of industry professionals.

As you read this year's Annual Report, I hope you see what we at the Foundation see: results made possible through strong relationships among chapters, donors, industry partners, educators, and students. These connections are building a stronger workforce, a stronger Foundation, and a stronger future for the plumbing and HVACR industry.

Thank you for being part of this important work.

PATRICK WALLNER // PHCC EDUCATIONAL FOUNDATION CHAIR

Workforce Development

Strong workforces grow through relationships that connect students, educators, contractors, chapters, and industry partners around a shared purpose. With your generous support, this year the Foundation strengthened the workforce pipeline by turning collaboration into opportunity ... opening doors for students, elevating skills through competition, and creating clear pathways into rewarding careers in plumbing and HVACR.

SCHOLARSHIP PROGRAM UPDATE

The PHCC Educational Foundation set a new milestone this year with the most scholarships ever awarded in a single year: \$152,000 to 66 students pursuing studies directly related to the plumbing and HVACR industry.



\$152K TO 66 STUDENTS

Helping to boost the number of awards this year were newly created scholarships sponsored by Home Depot Pro and by HomeServe as part of their broader Skilled Trades Initiative, aimed at strengthening and expanding the skilled labor force.

THANK YOU to *all* our contractor donors and sponsors who make these awards possible. Your donations make a powerful impact on real people's lives!



"With this scholarship, I'm one step closer to building a career where I can make a real impact, take on leadership roles, and contribute to the future of construction with innovation and integrity. Thank you to everyone who has supported me on this journey – I can't wait to show you what's next!"

DANICA BURDEN // SPRING, TEXAS

"Thank you to the committee for selecting me and to the many donors who are helping myself and others to get a start and for your commitment to helping the industry grow. Your generosity is truly life changing!"

SCOTT BROWN // HAVERSTOWN, PENNSYLVANIA



Scan this QR code to hear from some of our grateful recipients



SKILLSUSA CHAMPIONSHIPS

Thanks to the generous support of donors, Corporate Sponsors, and volunteers, the PHCC Educational Foundation again partnered with SkillsUSA to host the plumbing competition at the 2025 SkillsUSA Championships in Atlanta. The Foundation funded the event; helped secure piping, tools, and equipment; and provided mentors and judges. It also hosted a Train-the-Trainer seminar to support instructors. This year, 51 top plumbing students competed nationally – showcasing skills, meeting industry leaders, and strengthening the workforce pipeline our supporters make possible.

JOEY GIBBS

// PICTURED ABOVE, FAR LEFT, NOW WORKING FOR BOOTH PLUMBING COMPANY IN COLUMBUS, GEORGIA

“It was my goal ever since my freshman year to be up on that stage [with the top three winners],” says Joey Gibbs. His dream finally came true 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.”



WORLDSKILLS COMPETITION

The Foundation, in partnership with IAPMO and the United Association, is proud to support Charles Goede of Waterford, Connecticut, as the official U.S. competitor for plumbing and heating for the 2026 WorldSkills Competition, which will be held in September in Shanghai, China. “Investing in talented young professionals like Charles is not just a point of pride for us, it’s a crucial commitment to ensuring our industry’s continued growth and success,” says the Foundation’s Dan Quinonez.

As the SkillsUSA Connecticut high school state champion in 2024, Goede went on to place second in the nation in the plumbing competition at that year’s SkillsUSA Championships. To gain international competition experience in plumbing and heating, he participated in the AustrianSkills 2025 competition this past November.



NATIONAL PLUMBING APPRENTICE CONTEST

Seventeen top apprentices from across the country put their skills to the test at the Foundation's National Plumbing Apprentice Contest, held in October on the CONNECT 2025 tradeshow floor in Grand Rapids, Michigan. The competition was made possible by the generous support of several industry sponsors through financial backing and in-kind donations of materials and tools, along with the dedication of contractor volunteers who built the testing stations, judged the work, and offered meaningful, hands-on feedback to every competitor.



REIMAGINED NATIONAL HVAC APPRENTICE CONTEST

With a focus on creating a competition addressing the skills apprentices need today plus the technology they can expect to work with in the future, the Foundation took 2025 to redesign its National HVAC Apprentice Contest. A dedicated team of contractor members from PHCC of South Dakota – led by Dan Hartman of Wolff's Plumbing and Heating and Brett Kaltvedt of Midwestern Mechanical – spearheaded the redevelopment of the contest. PHCC of South Dakota will host the first pilot of the redesigned contest at its state convention in February 2026.



FROM SCHOLARSHIP RECIPIENT TO INDUSTRY LEADER

When Valerie Butler of Indiana was named the PHCC Educational Foundation's top scholarship recipient in 2024, she was a third-year apprentice at the Mechanical Skills Plumbing Apprentice School. Just one year later, that investment is already paying dividends for the industry.

Today, Butler is a trusted team member at PHCC member company P.I.P.E., Inc. in Indianapolis, balancing major project responsibilities with hands-on field and office work. She also serves as vice president on the PHCC of Indiana Board of Directors, chairs the chapter's safety recognition program, and serves on her local chapter Board.

Committed to paying it forward, Butler volunteers her time supporting instructors at her apprenticeship school and representing the trades at high school career fairs. Her leadership was recognized nationally when she was named one of *CONTRACTOR* magazine's "2025 Under 30 All Stars," and again at CONNECT 2025 as PHCC's Plumbing Apprentice of the Year.

The Foundation is proud that our donors could contribute to helping Butler's journey to a successful trades career.

Education and Training

Meaningful education is shaped through collaboration and sustained by generosity. Thanks to the support of people like you, the PHCC Educational Foundation expanded training in 2025 – launching new programs, strengthening live instruction, and growing the PHCC Academy® into a career-long learning resource.



A YEAR OF GROWTH AND IMPACT FOR THE PHCC ACADEMY®

This year marked a major expansion for the PHCC Academy®, reinforcing its role as a career-long learning hub for plumbing and HVACR professionals. With donor support, the Academy launched new courses and programs that create clear, flexible pathways ... helping individuals grow skills, confidence, and long-term opportunity while strengthening PHCC member businesses.



In July, the inaugural **Business Leadership Essentials** program kicked off with 39 emerging leaders from across the country.



This 10-week, peer-powered program quickly built momentum, strengthening leadership teams with strategic planning, people management, and financial mastery.

Among the *other* exciting new opportunities from the Academy this year:

- **Certification Prep Courses for Technicians**
 - *EPA Section 608* course prepares students for all four sections of the EPA exam; essential for anyone working with refrigerants.
 - *Low GWP (A2L) Refrigerant Safety* course trains techs to work safely with mildly flammable substances.
- **Seal the Deal Sales Training** – Training designed to effectively address client concerns, articulate value, and ensure customers understand the necessity of work.
- **ServiceSkills Communication Training** – Soft skills training to help apprentices, office staff, and HR/leadership master every interaction with confidence and professionalism.

DEVELOPING PROJECT MANAGERS AND FOREMEN FOR TODAY'S JOBSITES



In March, the PHCC Educational Foundation hosted its four-day Essentials of Project Management class at the Viega Seminar Center in Broomfield, Colorado. Led by Purdue University Professor Emeritus Kirk Alter, the highly interactive course focused on effectively managing construction projects through stronger pre-construction planning, data-driven decision-making, and effective cost negotiation. Participants explored real-world scenarios affecting schedules, budgets, and productivity, gaining practical tools to protect project outcomes.

In May, Alter returned to lead the Creating Super Foremen workshop, a two-day program designed specifically for field leaders. The course emphasized the foreman's role as the first level of company management, blending core planning and communication skills with hands-on exploration of emerging technologies, including artificial intelligence.

25 YEARS OF THE SEMINAR SERIES



For 25 years, the PHCC Educational Foundation's Seminar Series has strengthened chapter education by supporting high-quality, in-person learning. Through sponsorships, vetted professional speakers, and logistical guidance, the program has helped deliver 350 educational sessions in just the past 15 years, reaching more than 15,000 PHCC business owners and employees!



Industry Econ Forecast 2025

Dec. 30, 2024
What will be the construction market heading in the coming year, and what are the chief economic factors that might affect mechanical contractors?

As we head into 2025, it is with a greater sense of confidence than at the start of 2024. Inflation seems under control, and interest rates are in decline. The economy appears to have enough momentum that most economists are predicting a recession any time soon.

Elections are over, providing some clarity on what economic policy and the regulatory environment will look like for the next few years.

But it is not all smooth sailing for the mechanical contracting industry. Finding enough skilled workers to fill the log books of most contracting companies—a problem made worse by the retirement of the Baby Boom generation. Geopolitical tensions remain high, affecting energy prices and some parts of the supply chain. The incoming administration has all but promised a trade war with China, and that is likely to continue.

And, looming behind everything, is the problem of massive debt—both public and private—that makes much of the spending fueling our economy unsustainable.

Let's look at the current state of the US economy, and what we can expect in the coming year.

Where Things Stand

CONTRACTOR



CONSTRUCTION DATA

Industry Econ Forecast 2025

Plumber

Training Up the Next Generation of Plumbing Contractors

SUMMARY
Guest Dan Galimberti, Executive Director PHCC Educational Foundation (phccfoundation.org)

NOTES
The PHCC has been training plumbers for decades. The shift from a college education to the trades is an all-time high. Since the trades, like plumbing, are looking at a shortage of qualified workers, PHCC is adapting and implementing new ways to train the next generation. Listen in.

For more information on the PHCC's education and training please visit phccfoundation.org. Please be sure to like and subscribe to this channel to hear more great content.

CONTRACTOR



TRAINING

Trump Orders Review of Federal Workforce Programs

MECHANICAL HUB

PHCC Educational Foundation Expands Online Courses to Help Industry Professionals Obtain Technician Certification Requirements and Advance their Business Acumen

Mechanical Hub Team March 31, 2024

The PHCC Academy's new offerings enhance the existing curriculum to better address training needs for plumbing and HVACR professionals, and grow business management skills



CONTRACTOR

SUPPLYHOUSE TIMES

PHCP PROS

PMC

HVAC/P

ASPE Pipeline

SOUTHERN PHC

Industry today

Plumber

HVAC Informed.com

Contracting Business

the NEWS

facilitiesnet

MECHANICAL HUB

PROBUILDER

FACILITY EXECUTIVE

MODERN CONTRACTOR

WE ARE TEACHERS

Industry Exposure

Our relationships with industry media turned shared stories into impact. These partnerships helped extend the Foundation's reach and reinforced our role as a trusted industry leader.



MAKING HEADLINES ... AND AN IMPACT

Throughout 2025, the PHCC Educational Foundation's work was widely recognized across industry publications and news outlets. From coverage of expanded PHCC Academy® programming and workforce solutions to thought leadership on the future of the plumbing and HVACR trades, these stories amplified the Foundation's mission and reach.

EXTENDING OUR REACH THROUGH INDUSTRY PODCASTS



Throughout 2025, the PHCC Educational Foundation partnered with leading voices across the industry on a series of podcasts, sharing stories and insights that matter. Each conversation helped shine a spotlight on our mission, elevate opportunities in the skilled trades, and connect with those who care deeply about the future of our workforce. We thank our podcast partners for helping extend our reach and motivate the next generation of plumbing and HVACR professionals. *Scan the QR codes to tune in!*



And So it Flows Podcast – Natalie Forster talks with the Foundation's Dan Quinonez and Goalmakers CEO Jeremy Wall to discuss common business management mishaps, succession planning, and more.

The Trade Traction Podcast – From breaking down barriers to creating pathways for the next generation, this conversation dives into the real impact Foundation scholarships are making in communities nationwide.

The Plumber Cast Podcast – The shift from college to the trades is at an all-time high, but there is still a shortage of qualified workers. PHCC is adapting and implementing new ways to train the next generation.

HVAC Chats Podcast – The Foundation is modernizing HVACR training to meet the evolving demands of our industry, from innovative educational approaches to preparing the next generation of skilled professionals.

The Lost Art of the Skilled Trades Podcast – Andrew Brown and Dan Quinonez discuss that the trades are not just a fallback; they can be a thriving career path. Not every success story starts in a classroom ... some begin with a wrench!

The Second in Command Podcast – From expanding training programs to supporting contractors in growing their businesses, Dan Quinonez shares how PHCC is paving the way for a new generation of skilled professionals. He also talks about the importance of balancing kindness with accountability in leadership and how AI is helping, not hindering, the plumbing and HVAC industry's future.

Unboxing Careers Podcast – Tony Bertolino offers an inside look at his journey into plumbing, the importance of quality training, and why the PHCC Educational Foundation is the superior path for anyone considering a career in the trades.



Fundraising and Development

Every result in this report begins with generosity. In 2025, the support of contractors, chapters, partners, and donors transformed shared commitment into scholarships, education, and workforce initiatives that strengthen our profession.

INVEST IN YOUR FUTURE ANNUAL GIVING CAMPAIGN

Contractors, chapters, and partners came together in 2025 to invest in the future of the p-h-c industry. The Foundation achieved our \$250,000 fundraising goal during the Awards Breakfast at PHCC CONNECT 2025, underscoring the collective commitment to education and workforce development.

SCHOLARSHIP FUND

Foundation sponsors once again stepped up in a powerful way, contributing **\$117,833** in dedicated scholarship funding. Sponsor support covered two-thirds of the Foundation's annual scholarship budget, with the remaining third made possible through contractor giving. Together, these investments opened doors for the next generation of professionals – turning generosity into opportunity and helping students build lasting careers in the p-h-c industry.

BY THE NUMBERS

\$257,049
2025 FUNDRAISING TOTAL



\$30K
MOST GENEROUS INDIVIDUAL GIFT

3
3
Number of donations received

\$508
AVERAGE CONTRACTOR GIFT SIZE

24
NUMBER OF PHCC CHAPTERS THAT MADE A GIFT

Milestones and Memorials

Milestones and memorials remind us that lasting impact is built by people, as we honor remarkable service and remember cherished leaders whose legacies continue to strengthen the PHCC Educational Foundation.



HONORING KIRK ALTER WITH OUR CHAIRMAN'S AWARD

Kirk Alter (pictured, left, with Patrick Wallner) is a beloved leader, instructor, and tireless champion for industry education. Over the past 20 years, he has taught nearly 1,000 PHCC professionals in our foremen training and project management classes and reached thousands more through seminars at PHCC state conventions and training events. In recognition of his extraordinary dedication and lasting impact on the industry, this year the Foundation proudly honored Kirk Alter with its highest distinction, the Chairman's Award.

RECOGNIZING MAJOR DONORS



// A LASTING LEGACY: SHELDON SHAPIRO

Sheldon Shapiro's lasting commitment to industry education and workforce development earned him recognition on the PHCC Educational Foundation Board of Governors in 2025. A generous donor and champion of apprenticeship and training programs, Shapiro helped grow his family's mechanical contracting firm while giving back to the industry he loved. Though he passed away in 2019, his support continues through his estate, strengthening education and opportunity for future generations.



// REMEMBERING ORVILLE TAECKER

In October, the PHCC Educational Foundation lost a dear friend and devoted Board of Governors member with the passing of Orville Taecker of South Dakota. A passionate advocate for PHCC and the development of the next generation of p-h-c professionals, Orville joined the Board of Governors in 2006. He also championed education at the state level, helping establish a foundation and scholarships for PHCC of South Dakota. We are deeply grateful for his lasting impact.

Plans for 2026



The impact of your support doesn't stop here. The programs planned for 2026 will extend opportunity, modernize training, and help the next generation of plumbing and HVACR professionals thrive.



PHCC Academy® OnDemand – Late 2025 saw the initial launch of our video streaming service that puts training content from manufacturer sponsors and industry partners right at the user's fingertips – accessible anytime and on any device. Staff are busy adding video content to the app before expanding availability in 2026.

PHCC ACADEMY® NEW COURSES

- HVAC Training** – 2026 will continue to see new online courses developed that address the needs of HVAC contractors and their employees.
- Business and Leadership Training** – Building on the sales and service skills courses launched in 2025, the Foundation will introduce new online courses in 2026 designed specifically for business owners and mid-career managers.
- Workplace Compliance Training** – The Foundation will add new training courses to help contractors maintain compliance with government regulations.

Future Leaders Program

The Foundation is working in collaboration with the PHCC of Virginia chapter and PHCC National Vice President Tony Bertolino to bring the popular Future Leaders program to the national stage. This program is designed to equip recent apprenticeship program graduates and other new entrants with the leadership, planning, decision-making, and professional skills needed to be successful in the trades.

Train-the-Trainer Offerings

Individuals asked to teach apprenticeship courses or lead in-house training programs often enter the classroom with widely varying levels of instructional experience. The most effective trainers have refined their techniques over years, learning how to engage adult learners and clearly transfer the knowledge essential to student success.

As part of its workforce development mission, the Foundation plans to create dedicated training for industry instructors, providing a practical toolbox of proven methods, strategies, and resources that apprenticeship teachers and trainers can confidently use to deliver impactful, relevant instruction to today's learners.

Balance Sheet for 2025

December 31, 2025 (Unaudited, Preliminary Numbers)

	December 31, 2024	December 31, 2025	Year-Over-Year
ASSETS			
<u>CURRENT ASSETS</u>			
Cash & Cash Equivalents	\$205,689	\$225,967	\$20,278
Accounts Receivable, Net	\$84,165	–	\$(84,165)
Investments at Market Value	\$18,830,933	\$21,832,348	\$3,001,415
Pledges Receivable	\$58,613	\$27,287	\$(31,326)
Prepaid and Other Current Assets	\$798,173	\$866,391	\$68,218
TOTAL CURRENT ASSETS	\$19,977,573	\$22,951,993	\$2,974,420
<u>LONG-TERM ASSETS</u>			
Property & Equipment, Net	\$3,210	\$2,140	\$(1,070)
TOTAL ASSETS	\$19,980,783	\$22,954,133	\$2,973,350
LIABILITIES AND NET ASSETS			
<u>LIABILITIES</u>			
Accounts Payable	\$67,794	\$78,805	\$11,011
Accrued Liabilities	\$38,950	\$14,499	\$(24,451)
Deferred Revenue	\$49,090	\$55,995	\$6,905
Other Short-Term Liabilities	\$37,485	\$205,251	\$167,766
TOTAL LIABILITIES	\$193,319	\$354,550	\$161,231
<u>NET ASSETS</u>			
Operating, Program Fund and Scholarship Fund	\$11,240,693	\$13,116,506	\$1,875,813
Endowment - Perm. Restricted	\$5,505,331	\$5,505,331	–
Endowment - Donor Temp Restricted	\$1,162,761	\$1,162,761	–
Total Net Assets	\$17,908,785	\$19,784,598	\$1,875,813
Change In Net Assets	\$1,878,679	\$2,814,985	\$936,306
TOTAL NET ASSETS	\$19,787,464	\$22,599,583	\$2,812,119
TOTAL LIABILITIES AND NET ASSETS	\$19,980,783	\$22,954,133	\$2,973,350

2026 Board of Directors

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PHCC EDUCATIONAL FOUNDATION
FALLS CHURCH, VA

Board of Governors

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.

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Delta Faucet and the Masco Family
of Companies (Alsons Corp., Aqua
Glass Corp., Brass Craft Mfg.)
InSinkErator
Kohler Company

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R. Scott Ziegler

* Founder

† Deceased



**Plumbing-Heating-Cooling Contractors
National Association**
Educational Foundation
180 S. Washington Street, Suite 100
Falls Church, VA 22046

TEL: (800) 533-7694
WWW.PHCCFOUNDATION.ORG

