

**2023**



**FINISHING  
EDUCATION  
FOUNDATION**

**ANNUAL  
REPORT**



# OUR MISSION

To support education and training programs that improve skills at all levels within the industrial finishing and coatings industry, for the benefit of our industry today and to build a stronger foundation for the future.

# OUR PURPOSE



CCAI Finishing Education Foundation (CCAI FEF) is the charitable foundation of the Chemical Coaters Association International.

Our purpose is:

- To develop and deliver high impact educational and training opportunities to improve skills at all levels of the industrial finishing and coatings industry.
- To provide effective and affordable educational and training opportunities that support the advancement of the industrial finishing and coatings industry.
- To develop educational partnerships with, and make grants, gifts, or other payments to, other organizations to support the industrial finishing and coatings industry.

# A MESSAGE FROM THE EXECUTIVE DIRECTOR

## FIRSTS TO FUEL THE FUTURE

2023 brought several firsts for CCAI FEF – our first collaboration with another foundation, our first grant award, our first Friends of the Foundation, and our first agreement for year over year support.



Teaming up with like-minded organizations offers a myriad of benefits, benefits realized in 2023 through our first collaboration. Nuts, Bolts and Thingamajigs (NBT), foundation of the Fabricating and Manufacturers Association (FMA), launched its first summer manufacturing camp in 2005. Since its debut, program growth has skyrocketed delivering 225 camps in 2023. The program provides middle and high school students with hands-on learning, and exposure to manufacturing and the many careers it offers. With multiple camp directors expressing interest in finishing, NBT visited the CCAI booth at FABTECH 2022 with an invitation to add finishing to their successful camp program.

What an incredible opportunity. Not only does NBT's mission align well with ours, but with the credibility of an established program, guidance from experienced NBT staff, and access to valuable resources we were set up for success. But there was still plenty of work to do.

Each NBT camp receives a grant to assist with operational expenses. For the finishing camps, these grants are funded through CCAI FEF. That meant not only did we need to recruit camp hosts, but we also needed donations to fund the grants. With a looming grant application deadline of December 1, we had to act fast. But the work didn't end there. NBT relied on us to develop a finishing-focused curriculum camp directors could easily follow as well as to secure plant tours and guest speakers, required program components.

Ultimately, four finishing camps were held in 2023. The program's focus on the next generation of finishing professionals, has drawn significant interest and support from the finishing community. Their desire to increase the number and reach of the finishing camps led to another first in 2023.

The PPG Foundation invited CCAI FEF to apply for a grant to expand the finishing camp program - our first step into the world of grant funding. After diligent preparation of the application documents, we were notified in August that our application was approved, and the grant awarded! As a result of the generous support of the PPG Foundation, plans are underway to more than double the program over the next two years.

As noted in my 2022 letter, a multifaceted approach to fundraising is crucial to continued success. It not only helps meet immediate financial needs but establishes a robust foundation for long-term sustainability, enabling CCAI FEF to better fulfill its mission. Thanks to a couple more firsts in 2023, great strides were made in diversifying our fundraising initiatives. In addition to receiving our first grant, we launched the Friends of the Foundation program which acknowledges donors of various levels for their contributions. CCAI FEF welcomed three Silver level Friends this year – Nordson Corporation, GAT Finishing Systems, and FABTECH. In addition, we entered into our first agreement for recurring annual support with BASF|Chemetall to ensure the viability of the Elizabeth Teska Women in Finishing FORUM Scholarship program.

My sincere thanks to all who supported CCAI FEF in 2023 and to our dedicated Board of Directors for their leadership. Fueled by the “firsts” achieved in 2023, CCAI FEF is well positioned for a successful 2024.

**SHEILA LAMOTHE,**  
CCA I FEF EXECUTIVE DIRECTOR

# SUMMER CAMPS INTRODUCE KIDS TO FINISHING

Industrial finishing camps debuted in 2023 as part of the Nuts, Bolts & Thingamajigs (NBT) Foundation's successful Summer Manufacturing Camp Program. Four camps were held with a total of 55 students attending. The weeklong camps aim to introduce middle and high school students to industrial finishing and the wide range of careers it offers. Each camp received a grant provided through CCAI FEF to assist in funding the first three years of their respective program.

Camps provided an overview of finishing including pretreatment; powder coating, liquid coating, and electrocoating; curing; masking; and more. Videos and hands-on activities provided additional explanation of curriculum concepts for increased comprehension. Steel Jeeps fabricated and donated by TRUMPF Inc. were powder coated during each camp and served as a fun takeaway for all campers. Plant tours, a program requirement, provided an opportunity for campers to see real world finishing operations. The tours also offered hands-on experiences including part hanging, part cleaning, and powder coating.



A color themed project opened campers' eyes to another aspect of the finishing industry - color trends and theory. On the first afternoon of each camp, a member of PPG's color team presented the process of selecting the "color of the year." She then introduced a project the campers worked on throughout the week to create and name their own color along with supporting inspiration boards. On the final day of camp, they presented their color to fellow campers.

Guest speakers with diverse finishing experience rounded out the program by sharing their career journeys and engaging campers in discussions about the industry and the opportunities it offers.

Feedback from camp directors and campers was very positive. Mississippi State University Camp Director Lara Threet noted, "Industry based camps are an excellent way to reach a group of students the industry may not have been able to reach before. They are also a great opportunity to introduce students to a wide variety of career paths that campers may have not considered or even known about! This first camp was amazing, and we can't wait for future camps!"

The program has drawn great interest from the finishing community. By opening their doors to campers, volunteering to speak, and providing funding, they contributed to the success of year one and well positioned the program for the future.

## PPG FOUNDATION GRANT WILL EXPAND FINISHING CAMP PROGRAM

CCAI FEF applied for and received its first grant in 2023. The PPG Foundation awarded CCAI FEF a significant grant designated specifically for the expansion of the industrial finishing camp program. The funding is anticipated to enable CCAI FEF to double the number of camps and increase their geographic reach over a two-year period. In recognition of their generous support, the PPG Foundation was granted Founding Member status at the Advocate level.



# 2023 FINISHING CAMP FUN FACTS

## CAMP LOCATIONS

**State College of Florida (x2)**  
*Bradenton, FL*

**Mississippi State University**  
*Starkville, MS*

**Triton College**  
*River Grove, IL*



## TOUR LOCATIONS

**S&B Metal Products**  
*Bradenton, FL*

**ACME Finishing**  
*Elk Grove, IL*

**Taylor Machine Works**  
*Louisville, MS*



## GUEST SPEAKERS

**Anne & Andy Goyer, CCAI**  
*Lakewood Ranch, FL*

**Marty Korecky, MJ Korecky Consulting**  
*The Villages, FL*

**Leigh Baird, Mighty Hook**  
*Waukegan, IL*

**Sarah Dunser Dye, True Grit Inc.**  
*Columbus, MS*



## CAMP ACTIVITIES

### COLOR OF THE YEAR PROJECT

- Create an inspiration board that supports color choice.
- Mix the color noting recipe used to make it.
- Name the color.
- Present to fellow campers.



### LEARNING ABOUT PH

- Dip pH strips into various liquids.
- Read pH levels.
- Determine how much more acidic cola is than water, OJ than milk, etc.
- Looking at a processed pH strip, guess which liquid it represents.



### POWDER COATING

- Jeeps or panels are pretreated and hung on racks.
- Guided by powder coating staff, campers powder coat a panel or Jeep.
- All campers take home a powder coated Jeep.



# MATT HEUERTZ SCHOLARSHIP PROGRAM

The Matt Heuertz Scholarship Program provides funding for students pursuing studies that could lead to a career in industrial finishing and coatings. Working with the Chemical Coaters Association International (CCAI), CCAI FEF administers the scholarship program and distributes scholarship funds. The program is open to high school seniors as well as technical college and university students that meet requirements set by the Board of Directors. The application period opens in early January and closes in early spring. The CCAI FEF Board of Directors reviews qualifying applications and selects scholarship recipients. In 2023, seven scholarships totaling \$13,000 were awarded. In addition to monetary awards, scholarship recipients receive a one-year CCAI student membership.

## 2023 MATT HEUERTZ SCHOLARSHIP RECIPIENTS



**Jim Gallagher**  
Award Recipient  
**Jordan Clabaugh**  
*Aerospace Engineering*  
Iowa State University



**Scott Andreae**  
*Engineering Technology*  
University of  
Wisconsin – Stout



**Madeline Kehoe**  
*Materials Science &  
Engineering*  
Michigan Technological  
University



**Daniel Knecht**  
*Environmental  
Engineering*  
University of  
Cincinnati



**Megan Kokesh**  
*Industrial Design*  
University of  
Wisconsin – Stout



**Mary Schilling**  
*Chemical Engineering*  
University of  
Wisconsin – Madison



**Brooke Strege**  
*Engineering*  
University of  
Wisconsin – Madison

An aerospace engineering student at Iowa State University, Jordan was selected to participate in a mentoring program with the dean of engineering to gain insight into the industry while meeting with top executives at various companies.

After his freshman year, Jordan secured an engineering internship in manufacturing where he was exposed to a variety of finishes and their application to manufacturing. Jordan states, “With this experience, I could understand and relate what I was learning in the classroom to real-world innovations in finishing.” The Dean’s List student shares that his material engineering classes provided the most exposure to the latest finishing innovations and technologies. He expects this knowledge will be helpful in his next internship which he has already secured. When asked about his long-term goals Jordan explains, “I plan to improve reusable rockets and finishes to help prevent wear and failure, lead the world to unknown places, and to further humankind.”



MEET 2023  
JIM GALLAGHER  
AWARD RECIPIENT  
JORDAN CLABAUGH

# ELIZABETH TESKA WOMEN IN FINISHING FORUM SCHOLARSHIP

The Women in Finishing (WiF) FORUM is an annual two-day conference that offers professional development sessions, presentations on industry trends and technologies, team building, and networking tailored specifically for women who have chosen or are pursuing a career in industrial finishing. Since its inception in 2019, participation in the WiF FORUM has grown by 120% and has become the premier event for women in the finishing industry.

CCAI FEF established the Elizabeth Teska Women in Finishing FORUM Scholarship to give more women the opportunity to attend the conference, benefit from its high-quality educational program, and build their professional networks. In 2023, BASF | Chemetall demonstrated their commitment to the women in the industry with annual support of the scholarship named in memory of their former employee and one of WiF's first members. Their generous ongoing support enables the CCAI FEF Board of Directors to increase the number of scholarship awards which cover registration fees and accommodations costs.

## 2023 ELIZABETH TESKA WIF FORUM SCHOLARSHIP RECIPIENTS

JANE KNOBLOCK

BUSINESS DEVELOPMENT  
MANAGER

RAPHAEL INDUSTRIES, INC.,  
WEST ALLIS, WI



“Attending the Women in Finishing FORUM was an incredible experience made possible solely through the Elizabeth Teska Scholarship. I am grateful for the opportunity to attend the FORUM and come away with incredible ideas, knowledge and skills from other women in the industry to better our company and even areas of my personal life. The tour, team-building exercises, networking opportunities, presentations and speakers were informative and interactive, making it one of the most exciting conferences I've ever attended. Above all, every member of the Women in Finishing group I met offered a genuine camaraderie and willingness to welcome new members. I am looking forward to attending the 2024 WiF FORUM in Orlando and meeting the newest members of WiF along with new recipients of the Elizabeth Teska Scholarship.”

JACKLYNE BLANCHETTE

SALES MANAGER/  
POWDER COATER

UNIQUE COATINGS &  
FABRICATION,  
HARMONY, FL



“I am grateful for being granted the Elizabeth Teska Scholarship; it was an honor to receive. Attending the FORUM last year was a delightful experience as I had the opportunity to connect with women in the same industry. The team building activities were enjoyable, and the tour of the powder coat facility provided valuable insights. The conference was a great learning experience, and I look forward to attending it again in 2024.”

EMILY BUCKINGHAM

CHEMICAL ENGINEERING  
GRADUATE

PENNSYLVANIA STATE  
UNIVERSITY,  
GREAT FALLS, VA



“I am honored to have been a recipient of the Elizabeth Teska Scholarship and grateful for the opportunity to attend the WiF FORUM. It was great to learn more about the finishing industry from the perspectives of women involved in the industry, and I met so many wonderful people.”

THE ELIZABETH TESKA WIF FORUM SCHOLARSHIP IS  
GENEROUSLY SUPPORTED BY

 **BASF**  
We create chemistry

**Chemetall**  
expect more<sup>+</sup>

# CCAI FINISHING ACADEMY ONLINE COURSES

Joining its highly successful Powder Coating and Liquid Coating online courses, the CCAI Finishing Academy added two additional courses - Pretreatment and System Design - to expand its offerings to the industry. Led by instructors with extensive industrial finishing experience, the courses include weekly assignments and forum discussions, regular quizzes, and a final exam project. In 2023, six online courses were held, and 64 students benefitted from the in-depth material designed to provide professional development in a flexible and efficient format. CCAI FEF continues to support these courses by assisting in covering instructor fees.

## PRETREATMENT

This course covers surface cleaning and conversion coating methods used in effective industrial finishing operations. The information included is a summation of known technology and process issues that affect the cleaning and pretreatment process. It is useful to the beginner as well as the experienced industrial finisher and can be used for training and reference. The course includes a copy of CCAI's "Pretreatment for Industrial Finishing Applications (Fifth Edition)" training manual.



## SYSTEM DESIGN

This course covers the most common types of industrial finishing processes including powder coating, liquid coating, autodeposition, and electrodeposition. The student learns the basics of designing a new system, determining the best coating process based on the substrate, volume, size, and performance requirements. Upon completion, the student will also have the knowledge to support an existing finishing operation and make recommendations for process improvements. The course includes a copy of CCAI's "System Design for Industrial Finishing Applications (Sixth Edition)" training manual.

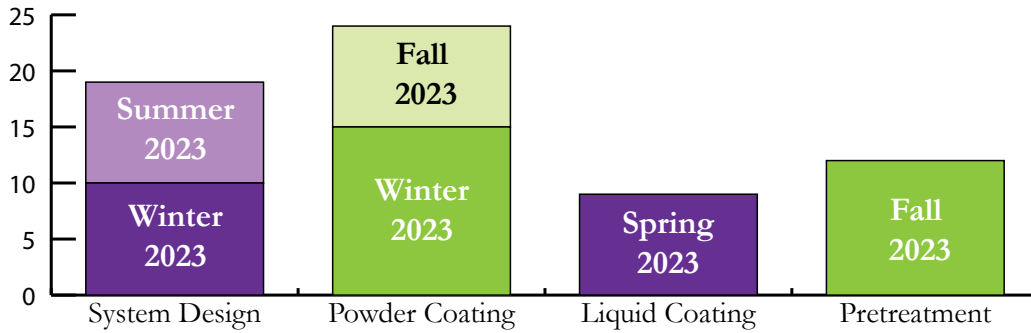


With more than 35 years of manufacturing experience Rich Saddler has served in engineering and management roles in small companies and large billion-dollar corporations. He holds an associate degree in finishing technology, bachelor's degrees in industrial technology and computer science, and a master's degree in manufacturing management. During his career Rich has installed new finishing lines for both metal and wood products; and improved capacity and efficiency while lowering costs on existing lines.

He founded Industrial Finishing Solutions LLC in 2009 as an independent consultant to assist companies with their finishing operations. Over the years he has served on local and national boards to help improve the industry.

CCAI FINISHING ACADEMY  
ONLINE COURSE INSTRUCTOR  
RICH SADDLER





## 2023 ONLINE COURSE ENROLLMENT BY CLASS



This course addresses all aspects of the powder coating process, including formulation, manufacturing of powder coatings, powder materials, material handling, surface preparation, application equipment and systems, curing technology, quality, maintenance, troubleshooting and overall costs for operating a powder coating line. Each student receives a copy of CCAI’s “Powder Coating for Industrial Finishing Applications (Sixth Edition)” training manual.

CCAI Custom Coater Member All-Color Powder Coating shared, “The CCAI Powder Coating Finishing Academy is the best training tool in the industry and has helped All-Color continue to be a leader in the industry.”

POWDER  
COATING



This course addresses all aspects of the liquid coating process including material handling, hanging methods, surface preparation and curing. Students learn about the benefits and various types of liquid coatings, including formulating and testing. The course also covers the operational costing of a liquid coating system, health and safety, and maintenance and troubleshooting of liquid coating equipment. Each student receives a copy of CCAI’s “Liquid Coatings & Equipment for Industrial Finishing Applications” training manual.

LIQUID  
COATING

Marty Korecky retired from AkzoNobel Coatings, Inc. concluding a 38-year career in the powder coating industry during which he served in a variety of roles, including powder formulation, technical service, technical service management, field sales, marketing, and commercial quality. He holds several domestic and foreign patents resulting from his research in powder coatings. Marty has also been involved with safety, serving on many nationally recognized organizations such as the National Fire Protection Association, The American Red Cross, The American Heart Association, and The Pennsylvania State Fire Academy.



Marty started his own company, MJ Korecky Consulting, for the finishing industry and is known throughout the industry as the “Go to Guy” for industrial safety.

CCAI FINISHING ACADEMY  
ONLINE COURSE INSTRUCTOR  
MARTY KORECKY

# CCAI FEF FOUNDING MEMBERS

*Bob Warren & Carole Curry-Warren*

PATRON  
\$25,000 - \$49,999

ADVOCATE  
\$10,000 - \$24,999



SUPPORTER  
\$5,000 - \$9,999

# 2023 FRIENDS OF THE FOUNDATION

Three donors achieved Silver status as part of the Friends of the Foundation program. FABTECH 2023, held at Chicago's McCormick Place, served as a source for two of these valued donors.

CCAI Corporate Member and veteran FABTECH exhibitor, Nordson Corporation chose CCAI FEF as the 2023 beneficiary of a unique charitable giving program connected to their participation at FABTECH. Stephen Ropp, director of sales, Americas with Nordson explained, "The Nordson Corporation Foundation operates on the belief that business, as a corporate citizen, has a social responsibility to share its success with the communities where it operates and draws employees. While exhibiting at FABTECH, visitors to the Nordson booth were made aware that a scan of their badge would result in a donation to the CCAI FEF. Nordson is honored to be able to donate to this worthy organization and its initiatives to both attract and retain employees to our industry." The initiative generated an unrestricted contribution which will be used to support CCAI FEF education and training programs.

FABTECH 2023 also featured the debut of the FABTECH merchandise truck. The show branded apparel and collectibles were highly popular, selling out by the end of the event. Merchandise sales generated a royalty to the FABTECH partner associations which in turn was divided evenly between each association's foundation.

A CCAI FEF Founding Member and longtime supporter of the Women in Finishing FORUM, GAT Finishing Systems contributed to the Elizabeth Teska Women in Finishing FORUM Scholarship. The restricted donation will cover the registration fee and accommodations costs for one scholarship recipient in 2024.

## 2023 FRIENDS OF THE FOUNDATION SILVER LEVEL



# CCAI FEF BOARD OF DIRECTORS



**DR. VICTORIA GELLING**  
SHERWIN-WILLIAMS  
*PRESIDENT*



**PATRICIA HENDRICK**  
*VICE PRESIDENT*



**BOB WARREN**  
*SECRETARY/  
TREASURER*



**SAM WOehler**  
*PAST PRESIDENT*



**AARON HUGHES**  
GAT FINISHING SYSTEMS  
*DIRECTOR*



**COURTNEY JUNGJOHANN-DEEMER**  
PPG  
*DIRECTOR*



**DUANE FUDGE**  
BASF | CHEMETALL  
*DIRECTOR*



**HOLLY GOTFREDSON**  
FINISHING DYNAMICS  
*DIRECTOR*

# A MESSAGE FROM THE PRESIDENT OF THE BOARD

## SOWING THE SEEDS OF SUCCESS



In 2019, I was invited to join the inaugural board of directors for CCAI FEF. It was an intimate but passionate group of three, just meeting the minimum noted in our bylaws. Together we planted the seeds to build the roots necessary to support what we hoped would grow into a flourishing foundation. At the time, serving as an officer was not something I anticipated.

Now, as I reflect on the past two years and my role as president, I could not be prouder of how those initial seeds I helped plant and sow have flourished in many ways. Our board of directors has grown from three to eight. While an even number of board members is a bit atypical, we could not resist the opportunity to add Holly Gotfredson, president of Finishing Dynamics and American Metalcraft, to the board in 2023.

She brings experience and enthusiasm that simply could not be overlooked. We have achieved and maintained charitable solicitation registration in every state where required so that we can cast a broad net for our fundraising efforts. And, with the support of our Founding Members and an increasingly diverse approach to fundraising, we successfully generated the funding required to support our current programs and initiatives.

What I am most excited about is the diverse audience served by CCAI FEF supported programs. Through just four primary programs we are reaching all of our target audiences. Students aged 11 to 17 are being introduced to the industry through our summer finishing camps. University and technical college students enrolled in programs that could lead to a career in finishing can apply for financial support for their academic pursuits through the Matt Heurtz Scholarship Program. We've made headway in reaching underrepresented groups through the Elizabeth Teska Women in Finishing FORUM Scholarship Program, providing access to professional development for women in our industry. And last, but certainly not least, through the CCAI Finishing Academy online courses those who have already chosen a career in finishing have a convenient and affordable pathway to further develop their skills and expand their finishing technology expertise. While there is still much work to be done, CCAI FEF has made great strides towards achieving its mission to provide education and training to improve skills at all levels within the industrial finishing and coatings industry.

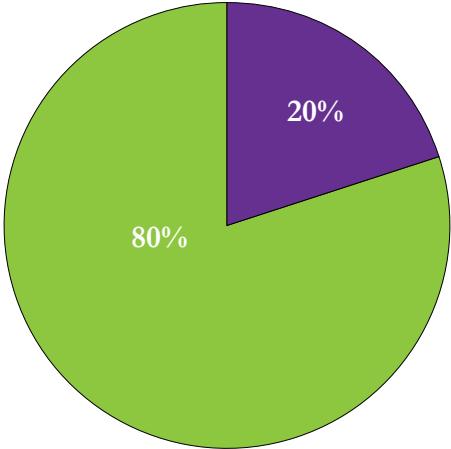
I got involved with CCAI FEF because I care about this industry – the technology, the people, its future. Education and training to recruit the next generation, as well as to support and advance those already involved in finishing, are crucial to this great industry. If you share my passion, I encourage you to join me, and our dedicated board of directors and staff, in our continued efforts to achieve our mission. What was once a sapling nourished and cared for by a just a few, has become a tree. Maybe not quite yet a sequoia, but well on its way.

A handwritten signature in black ink, appearing to read 'Vicki Gelling'.

VICKI GELLING,  
CCAI FEF PRESIDENT

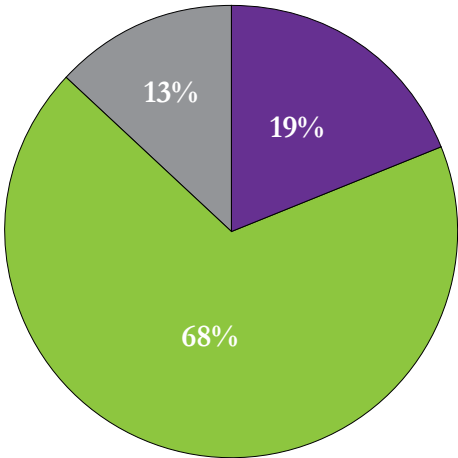
# CCAI FEF FINANCIAL INFORMATION

## 2023 CCAI FEF FUNDING SOURCES



■ Unrestricted Donations      ■ Restricted Donations

## 2023 CCAI FEF EXPENDITURES



■ Operations      ■ Program Services      ■ Fundraising

*Administrative and staffing services provided at no cost by Goyer Management International, Inc.*

# HOW YOU CAN HELP

## BECOME A FRIEND OF THE FOUNDATION

The Friends of the Foundation program recognizes contributions of \$500 and above. Donors can select a specific program they would like to support, or the general fund.

Contributions levels are:

**Platinum:** \$5000+      **Gold:** \$2500-\$4999      **Silver:** \$1000-\$2499      **Bronze:** \$500-\$999

Friends of the Foundation are recognized on the CCAI FEF and CCAI websites and in the CCAI FEF annual report associated with their year of donation.

For more information contact Sheila LaMothe at 859-356-1030/[sheila@finishingfoundation.org](mailto:sheila@finishingfoundation.org) or visit [finishingfoundation.org/donate](http://finishingfoundation.org/donate).

## DONATE

CCAI FEF relies on donations from corporations and individuals to support, develop, and implement education and training programs designed to advance the industrial finishing and coatings industry. Donations can be earmarked for a specific program or applied to the Foundation's general fund to support programs and services at the discretion of the Board of Directors.

To make an online, tax-deductible donation, visit [www.finishingfoundation.org/donate](http://www.finishingfoundation.org/donate). For donation by check, make check payable to CCAI Finishing Education Foundation. Donations for a specific scholarship or program should be noted in the memo. Checks with no program notation will be applied to the general fund.

### Checks should be mailed to:

CCAI Finishing Education Foundation  
P.O. Box 110578  
Lakewood Ranch, FL 34211-0578

## LEAVE A LEGACY

Remembering CCAI FEF in your will can reduce estate taxes while supporting and ensuring the longevity of our mission. Designate CCAI FEF as a beneficiary of your IRA or other retirement plan assets. By leaving a portion of your assets to the Foundation, you can protect family members from heavy taxes and get the most value from your retirement savings.

## VOLUNTEER

Share your expertise and passion with others in the industry. Contact CCAI FEF at 859-356-1030 to discuss where your skills can be applied to best support our initiatives.



# FINISHING EDUCATION FOUNDATION



[FINISHINGFOUNDATION.ORG](http://FINISHINGFOUNDATION.ORG)