



**FINISHING  
EDUCATION  
FOUNDATION**

**2024 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

## CELEBRATING A MILESTONE

It's hard to believe that May 2024 marked five years since CCAI FEF received its 501(c)3 tax-exempt charitable organization status. In marriage, the traditional symbol marking a fifth anniversary is wood, representing strength, resilience, and growth. This substrate commonly used in finishing applications is also a fitting symbol of CCAI FEF's first five years. While in many ways it feels like we are still finding our footing, we have also made great strides. Three CCAI FEF programs reflect the key characteristics of wood's symbolization and lead the way in our efforts to support education and training in industrial finishing.



Scholarship programs provide opportunity for the professional development of women in our industry as well as financial support for students pursuing academic programs that could lead to a career in finishing. In 2024, BASF | Chemetall continued its annual contribution to the Elizabeth Teska Women in Finishing FORUM Scholarship Program resulting in the most diverse and largest group of recipients to date. Without this financial support, these women who represent major OEMs, custom coaters, paint manufacturers, and equipment suppliers likely would not have been able to experience the benefits of the WiF FORUM.

Targeting the next generation of finishing professionals, the Matt Heuertz Scholarship Program had a record number of applicants. To broaden our reach, this was the first year the program was included in the [scholarships.com](https://www.scholarships.com) database, contributing not only to the increase in applicants, but the schools they represent.

In 2024, CCAI Corporate Member Sames approached CCAI FEF looking to provide recurring support for the Matt Heuertz Scholarship Program. In June, they committed to an annual contribution to fund the new Bob Warren Award, which falls under the scholarship program umbrella. The award recognizes the endless contributions Bob has made to CCAI National, the CCAI West Michigan Chapter, CCAI FEF, and the finishing industry at large. The first Bob Warren award recipient will be selected in 2025.

The summer industrial finishing camp program for middle and high school students, held in collaboration with SparkForce the FMA Foundation (formerly the Nuts, Bolts, and Thingamajigs Foundation), grew by 50% over its inaugural year. With funding from a two-year PPG Foundation grant received in 2023, the number of camps increased from four to six. Held in six states from Florida to California, our camps hosted 72 kids, a 33% increase over 2023.

Throughout 2024, additional funding avenues were pursued to drive growth of the camp program and the foundation overall. At the end of 2024, the Manatee Community Foundation awarded our first grant from outside of the finishing industry, which will support the June 2025 finishing camp at the State College of Florida. Combined with contributions and commitments from the Nordson Foundation, the CCAI Northern Illinois Chapter, Koch Finishing Systems, and the PPG Foundation, eight camps are scheduled for 2025.

A successful marriage takes work and commitment and there are challenges along the way that must be navigated as a team. The same can be applied to our young foundation. With the support of our team - the CCAI FEF Board of Directors, members of the finishing industry, and likeminded organizations - we have overcome obstacles and established strong relevant programs. Let's take a moment and celebrate this five-year milestone. And in case you were wondering, a 10-year anniversary is symbolized by another substrate, aluminum, representing the durability and flexibility needed to sustain a long-lasting relationship. I look forward to celebrating that milestone with our great team.

A handwritten signature in black ink that reads "Sheila Lamothe". The script is fluid and cursive, with a large, stylized 'S' and 'L'.

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

# MATT HEURTZ SCHOLARSHIP PROGRAM

The Matt Heurtz Scholarship Program provides funding for students pursuing studies that could lead to a career in industrial finishing and coatings. 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 2024, a record 40 applications were received and 11 scholarships totaling \$17,000 were awarded. In addition to monetary awards, scholarship recipients receive a one-year CCAI student membership.

## 2024 MATT HEURTZ SCHOLARSHIP RECIPIENTS

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

Scott will complete his degree in engineering technology with a focus in mechanical design in the spring of 2025. Throughout his college career, Scott has had a variety of summer jobs and internships at companies connected to the finishing industry, including several at Therma-Tron-X (TTX), providing hands-on experience from fabrication and welding to creating assemblies and drawings in SolidWorks. He attended an ecoat bootcamp where he learned about various chemistries and challenges of the process. In summer 2024, Scott interned at BCI Burke which has TTX e-coat and paint systems and provided him the opportunity to see how the systems he helped build are used. Scott sees himself eventually returning to TTX to work on finishing systems. He shares, “TTX has regularly amazed me with what they can come up with and manufacture.”



JIM GALLAGHER  
SCHOLARSHIP



**Roger Barnard**

*Materials Science &  
Engineering*

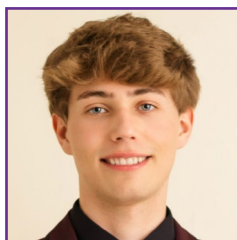
Michigan Technological  
University



**Nicholas Boss**

*Economics/Management*

University of Alabama



**Jordan Clabaugh**

*Aerospace Engineering*

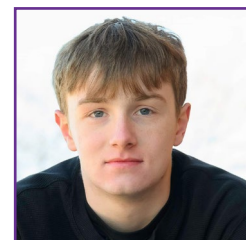
Iowa State University



**Jackson Davis**

*Mechanical Engineering*

LeTourneau University



**Nathaniel Ehlinger**

*Mechanical Engineering*

University of Iowa



**Samuel Hanson**

*Agriculture-Business*

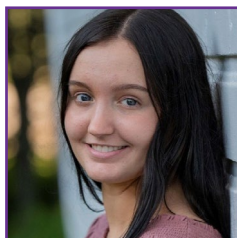
South Dakota State  
University



**Madeline Kehoe**

*Materials Science &  
Engineering*

Michigan Technological  
University



**Chloe Lustila**

*Accounting & Finance*

University of  
Wisconsin – Green Bay



**Ander Nordin**

*Materials Engineering*

University of Central  
Florida



**Ailey Smith**

*Mechanical Engineering*

University of Florida

# ELIZABETH TESKA WOMEN IN FINISHING FORUM SCHOLARSHIP

CCAI FEF established the Elizabeth Teska Women in Finishing (WiF) FORUM Scholarship Program to give more women the opportunity to attend the annual WiF FORUM, benefit from its high-quality educational program, and build their professional networks. 2024 marked the fifth anniversary of the two-day conference which drew 26 repeat attending companies, 11 new companies, and 55% first time attendees.

Applicants to the 2024 Elizabeth Teska WiF FORUM Scholarship Program were diverse in job function, years of experience, and company size and type. Traditionally, smaller companies with limited professional development budgets have been the program focus but because of training budget cuts across all types of companies, there were more applicants from major corporations. Continued annual support from BASF | Chemetall resulted in the ability to award more scholarships than ever before and the most diverse group of scholarship recipients to date - a direct reflection of the event attendee profile.

## 2024 ELIZABETH TESKA WIF FORUM SCHOLARSHIP RECIPIENTS



**Arely Bahena**  
*Research & Development  
Leader*  
**Mankiewicz Mexico**  
Querétaro, Mexico



**Patricia Carter**  
*Quality Technician*  
**DWM Holdings**  
Warren, MI



**Kayla Chew**  
*Manufacturing Engineer*  
**Lockheed Martin**  
Orlando, FL



**Ore Odubola**  
*Associate Engineer*  
**Nordson Corporation**  
Cleveland, OH



**Katie Leon Ortega**  
*Manufacturing Engineer*  
**Krueger International**  
Green Bay, WI



**Monica Romero**  
*Marketing Coordinator*  
**Helmut Fischer**  
Querétaro, Mexico



**Glenda Tallieu**  
*Program Manager*  
**Albar Industries**  
Lapeer, MI



“Attending the WiF FORUM helped me connect with women leaders in finishing, be inspired by their achievements, and get advice on how to flourish in my work. I’ve continued to correspond with women I met at the FORUM and have put into practice what I learned there. I feel like I’ve grown in confidence and have a more professional image. It was an absolutely amazing experience that I would encourage all women to attend!”

- KATIE LEON ORTEGA

The Elizabeth Teska scholarship afforded me the opportunity to network with likeminded women in my industry. The presentation sessions were truly insightful, and I still use some of the lessons highlighted in my daily work life.”

- ORE ODUBOLA

“I’m so grateful to the Liz Teska Scholarship Program for allowing me to attend the 2024 WiF FORUM, which provided me with a multitude of networking opportunities and really opened my eyes to the impact that women have in the finishing industry. The FORUM was fun, educational, and inspirational as we came together to discuss our hopes and the challenges we face, both technically and socially. It was incredible to see the diverse backgrounds and fields that all contribute to a final finished product, and I would highly encourage anyone with an interest in being a part of this growing Women in Finishing community to apply!”

- KAYLA CHEW

“I received one of the scholarships to attend the WiF FORUM and it was wonderful. I got to meet a lot of very smart ladies from all over the world that do a lot of different jobs in the finishing world. This program gives you a lot of information and ideas on a lot of different topics. It gives you the chance to meet other women in lead roles with a lot of knowledge and inspiring information. I would recommend the WiF FORUM to all women.”

- GLENDA TALLIEU

“The Women in Finishing FORUM is a space for growth, learning and collaboration among women. Attending the 2024 WiF FORUM with the Liz Teska scholarship was a great experience that expanded my vision of the industry and motivated me to generate projects to promote more women.”

- MÓNICA ROMERO

THE ELIZABETH TESKA WIF FORUM SCHOLARSHIP IS GENEROUSLY SUPPORTED BY

**BASF**  
We create chemistry

**Chemetall**  
expect more+

# SUMMER FINISHING CAMPS RECEIVE SUPPORT ON EVERY LEVEL

The finishing community has embraced the industrial finishing camp program as reflected by the outpouring of support in 2024. Financially, the grant received from the PPG Foundation in 2023, combined with contributions from CCAI and its Northern Illinois and West Michigan Chapters, were used to fund camp operations grants.

While financial support is crucial to the expansion of the camp program, development and improvement of the camp experience rely heavily on volunteers. CCAI members and local manufacturers stepped up and shared their expertise to engage campers. IFS Coatings delivered the color component of the program, with three employees traveling to camps in Florida, Illinois, Michigan, and Mississippi to teach campers about color trends. Through interactive activities campers learned how emotions, life events, fashion, technology, and more influence color of the year selection, providing guidelines to develop their own color of the year project.

Campers at DeWys Manufacturing in Marne, MI, learned about the importance of cleaning and pretreating a part through a hands-on activity that simulated an industrial washer, led by representatives from BASF|Chemetall. A quiz game called, “What’s the pH?” taught campers about the role of pH in the pretreatment process. And, thanks to an additional contribution from the CCAI West Michigan Chapter, all the kids at this camp were able to attend for free.

After reading an article about the camp program in CCAI’s *The Finishing Touch* newsletter, Custom Coater Member All-Color Powder Coating of Oregon, WI, offered to bring their virtual reality (VR) power coat system to the new camp at Madison Area Technical College (Ft. Atkinson, WI) and the camp at Triton College in the Chicago area. Hands-on experiences are a key component of the camp program, and with its gaming-like approach, the VR system was an instant hit with campers. A particular benefit of the system is the assessment tools that provide feedback on coating thickness and consistency. This feature helps campers understand that applying a quality powder coated finish is a skill that requires adherence to precise specifications.

A plant tour is a camp requirement and local manufacturers have generously opened their doors allowing campers to witness a variety of manufacturing processes with particular focus on finishing operations. Since most camp hosts do not have finishing equipment on campus, tours are where campers gain hands-on experience cleaning parts, powder coating, and more. Some campers have the opportunity to powder coat parts they made during camp while others coat Jeeps fabricated and donated by TRUMPF Inc. Custom coaters, fabricators, and OEMs participated in the 2024 program and included Acme Finishing, Ad-Tech Coating Solutions, DeWys Manufacturing, Florida Patio, Knape & Vogt, S&B Metal Products, Taylor, and True Grit Powder Coating.

Several repeat tour hosts have expressed the value in giving campers the opportunity to see their operations and try their hand at powder coating. Campers are engaged, ask questions, and are truly curious about processes and products, opening their eyes to the career possibilities finishing and manufacturing in general can offer. Host companies enjoy spending time with campers and see the program as a pipeline for the next generation of employees. As a result, some tour hosts plan to expand the camper experience in 2025 to give the kids more time to explore fabrication and finishing processes.

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## COLOR OF THE YEAR PROJECT

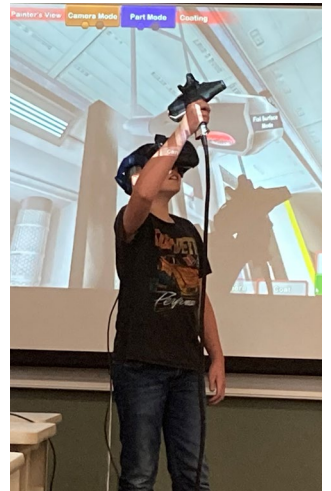
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## VIRTUAL REALITY POWDER COATING

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## PLANT TOURS

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# CCAI FEF BOARD OF DIRECTORS



PATRICIA HENDRICK  
*PRESIDENT*



AARON HUGHES  
GAT FINISHING SYSTEMS  
*VICE PRESIDENT*



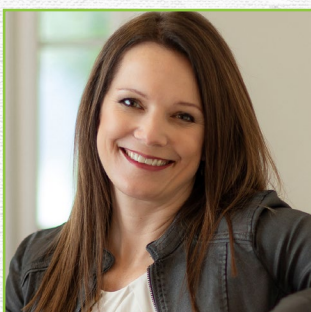
COURTNEY  
JUNGJOHANN-DEEMER  
PPG  
*SECRETARY/TREASURER*



DR. VICTORIA GELLING  
SHERWIN-WILLIAMS  
*PAST PRESIDENT*



DUANE FUDGE  
BASF | CHEMETALL  
*DIRECTOR*



HOLLY GOTFREDSON  
FINISHING DYNAMICS  
*DIRECTOR*



SAM WOehler  
*DIRECTOR*

# A MESSAGE FROM THE PRESIDENT OF THE BOARD

## ENCOURAGING THE NEXT GENERATION



Opportunities for continuing education are critical for development of the finishing industry's next generation. My own career is a great example of what is possible with training and education. I entered the finishing industry as a college intern and didn't leave for 40 years! During that time, I had the necessary support to continue my education and broaden my skills to serve in ever larger roles not only within the companies I worked for, but the industry as a whole. Many of my peers experienced similar opportunities. Now we are the "old folks" and are tasked to support and develop the next generation.

As I reflect over the past year, I think about how our Board of Directors is serving our mission: "To support education and training programs that improve skills at all levels within the industrial finishing and coating industry, for the benefit of our industry today and to build a stronger foundation for the future." A talented and dedicated group with diverse backgrounds, they are generating fresh ideas to get the message about our industry out to the broadest group of people. As president of the foundation, I would like to share highlights of how we are achieving our goals of encouraging and educating those who are either just starting their finishing careers or who are currently involved in our industry.

The Matt Heuertz Scholarship Program has provided scholarships for many students since 1992. This past December, the Board received a letter from a 2024 scholarship recipient, Ailey Smith, a mechanical engineering student at the University of Florida. In the spirit of the holidays, her note was one of gratitude, thanking the CCAI FEF Board of Directors for selecting her to receive a scholarship. Ailey said how meaningful and motivating it was to have an organization like ours invest in her and her future. We hope to reach more students like Ailey and are seeing strong interest in the scholarship program for 2025.

The Elizabeth Teska Women in Finishing FORUM Scholarship Program is a unique example of our efforts to keep the talented people in the finishing industry from leaving for other opportunities. By covering most of the costs to attend the WiF FORUM, this scholarship allows recipients to experience the value of professional development and build their professional networks, inspiring them to continue their career journey within the finishing industry.

Two summers into our industrial finishing camp program, we are reaching the middle and high school population and introducing them to the world of finishing. We are excited about the level of participation we have had and the trend of increasing the number of finishing-focused camps year over year. A few camp directors have shared that they are already receiving inquiries about the 2025 camps and some campers are anxious to return for a second year.

As we work to advance our mission, I ask that you please consider becoming a Friend of the Foundation. With your contributions we can grow our core programs for the benefit of the finishing industry. We appreciate all of the support we receive.

A handwritten signature in black ink that reads "Patricia Hendrick". The script is fluid and cursive, with a large, stylized "P" and "H".

PATRICIA HENDRICK,  
CCAI FEF PRESIDENT

## CCAI FEF FOUNDING MEMBERS

*Bob Warren & Carole Curry-Warren*

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

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



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

# 2024 FRIENDS OF THE FOUNDATION

Two donors achieved Platinum status as part of the Friends of the Foundation program in 2024 - BASF | Chemetall with their continued support of the Elizabeth Teska Women in Finishing FORUM Scholarship Program, and the CCAI Salt Lake City Chapter which supported the Matt Heuertz Scholarship Program.

At FABTECH, Nordson Corporation chose CCAI FEF as the beneficiary of their in-booth fundraising initiative, achieving Gold status, and the Manatee Community Foundation with their grant to support the summer industrial finishing camp program at the State College of Florida, reached Silver status. Covering the registration fees for the finishing camp at DeWys, the CCAI West Michigan Chapter attained Bronze status.

CCAI FEF is grateful to all the 2024 Friends of the Foundation.

## 2024 FRIENDS OF THE FOUNDATION

### PLATINUM



### GOLD



### SILVER

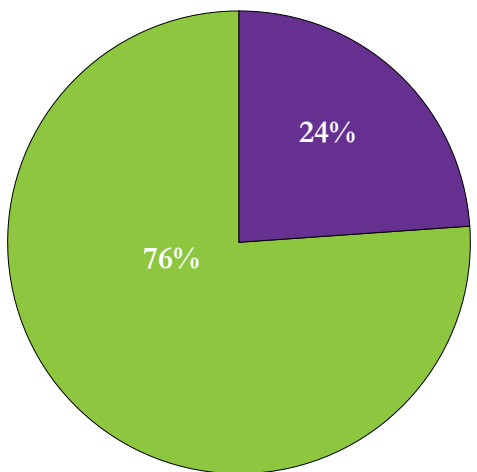


### BRONZE



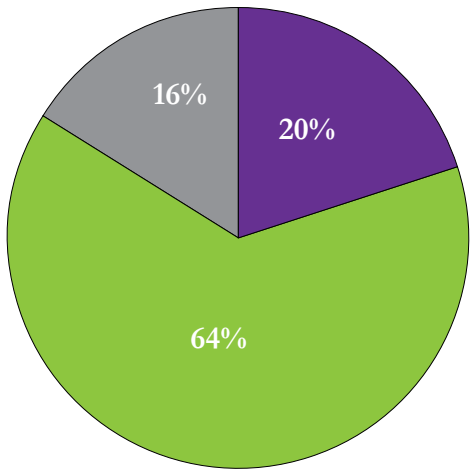
# CCAI FEF FINANCIAL INFORMATION

## 2024 CCAI FEF FUNDING SOURCES



■ Unrestricted Donations      ■ Restricted Donations

## 2024 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.



**FINISHINGFOUNDATION.ORG**