FINISHING EDUCATION FOUNDATION

2025 Annual Report

FINISHING EDUCATION FOUNDATION

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 coating industry.
- To provide effective and affordable educational and training opportunities that support the advancement of the industrial finishing and coating industry.
- To develop educational partnerships with, and make grants, gifts, or other payments to, other organizations to support the industrial finishing and coating industry.

A Message from the Executive Director

Building Momentum for the Future of Finishing

2025 marked an important year of momentum for the Chemical Coaters Association International Finishing Education Foundation (CCAI FEF)—one that demonstrated both the growing reach of our programs and the expanding community committed to supporting them. Across every initiative, we saw greater engagement, stronger partnerships, and meaningful investment in our mission as we strengthen the future of the finishing industry through education and career awareness.

One of the most significant achievements this year was the continued diversification of our funding. In 2025, the number of unique donors to CCAI FEF doubled compared with 2024, reflecting growing confidence in both our mission and our ability to deliver meaningful impact. This support came not only from companies and individuals within the finishing industry, but increasingly from community and family foundations outside our industry that recognize the value of education and career exploration for the next generation.

This growing investment directly supports programs that create lasting opportunities for students and professionals. We were especially grateful to receive additional grant support from the PPG Foundation at the end of 2025 to help fund our 2026 Summer Industrial Finishing Camp program, further strengthening one of our most impactful initiatives. The camp program continues to demonstrate what is possible when industry, educators, and philanthropic partners come together around a common purpose. In 2025, we doubled the number of camps from our inaugural year in 2023, expanding from four camps to eight.

As the camp program expands, we continue to explore innovative ways to enrich the camper experience. Because many camp hosts do not have access to finishing equipment for hands-on instruction, virtual reality has become an exciting tool to help bridge that gap. In 2025, CCAI FEF donated three SprayVerse VR finishing and sandblasting app licenses to the State College of Florida as a pilot program, and the results exceeded expectations. Campers quickly discovered that finishing is far more than "spray and walk away," using visual assessment tools to understand where coating was applied too thin, too thick, or just right. The overwhelmingly positive response has made equipping all finishing camp hosts with virtual reality finishing a key goal for 2026.

Another meaningful milestone in 2025 was the debut of the Bob Warren Award under the Matt Heuertz Scholarship Program. This award recognizes a high-scoring scholarship applicant with hands-on coating experience and strong potential for a career in the industry. It has been especially meaningful to work alongside Bob, a longtime leader within CCAI and CCAI FEF, and one of our most generous founding members, to select a recipient who reflects his vision for this award.

The progress we made in 2025 would not be possible without the generosity of our donors, the leadership of our Board of Directors, and the dedication of our volunteers and partners. As we look ahead, we remain focused on expanding access, increasing awareness, and building the workforce our industry needs. Thank you for investing in this mission and helping create opportunities that will strengthen the finishing industry for generations to come.

Sheila LaMothe

Sheila LaMothe,
CCAI FEF Executive Director

Summer Finishing Camps Continue to Grow

The CCAI FEF Industrial Finishing Camp Program celebrated another year of impressive growth in 2025. A total of eight camps were held across the country, introducing 74 students to the world of industrial finishing. Since the program's debut in 2023, 200 students have attended camp, each gaining hands-on experience and insight into potential finishing careers. Two new schools joined the program in 2025: Ivy Tech Community College in Evansville, IN, and McHenry County College in Crystal Lake, IL. Both quickly became shining examples of the collaboration between education and industry that defines the finishing camp experience.

Ivy Tech's camp received strong support from the finishing community, including a grant to CCAI FEF from Koch Finishing Systems earmarked for Ivy's camp operations. Koch also hosted campers for a tour and led the pretreatment portion of the curriculum. Nix Industrial provided additional industry exposure, welcoming campers to explore their recent plant expansion and try their hand at powder coating. The company also generously provided transportation services.

McHenry County College's inaugural camp was supported by the CCAI Northern Illinois Chapter, including assistance in coordinating a tour of Mitsubishi Logisnext. BASF|Chemetall led the pretreatment section of the program and All-Color Powder Coating's Dan Anderson traveled from Wisconsin to provide an interactive experience with their virtual reality powder coating system.

Camps across the country reported deeper partnerships and expanded programming. Several long-time industry partners returned for a third consecutive year, including ACME Finishing, Taylor Corporation, True Grit Powder Coating, and S&B Metal Products. S&B expanded its participation in 2025 to a full-day event, where campers fabricated their own cell phone holders, then powder coated and took them home, providing a complete fab to finish experience.

At DeWys Manufacturing, the camp experience grew to include tours of the Kent Career Tech Center, Western Michigan University, and the PPG powder plant in Grand Haven, broadening campers' view of the finishing industry's career pathways. After a successful session in 2024, BASF|Chemetall returned to lead campers through the pretreatment lesson.

The Madison Area Technical College (MATC) Fort Atkinson camp also took a leap forward, expanding its collaboration with All-Color Powder Coating to include a full day at the facility. Campers toured the plant, explored the VR system, and even powder coated their own sheet metal Jeep, a memorable highlight that capped off an incredible learning experience.

Virtual reality played an even greater role this year, helping campers build confidence before entering the shop. Using the SprayVerse VR finishing program, State College of Florida (SCF) campers were able to hone their finishing skills using the app's integrated assessment tools. "At first, the kids were getting Fs," the camp director shared. "With practice, they improved to Bs and Cs, and it showed when they got to powder coat their own cell phone holders at S&B Metal Products later in the week."

The program's color-focused component also grew in 2025, with three companies—IFS Coatings, Avient Corporation, and the Pittsburgh Paints Company—supporting multiple camp locations. Their involvement introduced students to color trends and theory and how they influence selection of the color of the year.

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. The program is open to high school seniors, and technical college and university students that meet requirements set by the Board of Directors. The CCAI FEF Board of Directors reviews qualifying applications and selects scholarship recipients. In 2025, 11 scholarships totaling $17,500 were awarded. In addition to monetary awards, scholarship recipients receive one-year CCAI student memberships.

The program includes two special awards. The Jim Gallagher Scholarship is a $5,000 award granted to the highest scoring applicant. The Bob Warren Scholarship, supported by Sames, debuted in 2025. This $2,500 award is given to an applicant that demonstrates significant hands-on finishing experience and a strong desire for a career in finishing.

2025 Matt Heuertz Scholarship Recipients

Jim Gallagher Scholarship

Collin Grota

***Aerospace Engineering*, Iowa State University**

Colin is studying aerospace engineering with a minor in non-destructive evaluation at Iowa State University. He was introduced to the finishing industry during an internship with Therma-Tron-X, Inc. in Sturgeon Bay, WI, where he learned to appreciate the attention to detail designing and producing large finishing systems requires. Collin was accepted to a concurrent program at Iowa State where he will work on his Master of Engineering while finishing his undergraduate degree.

"I'm honored to be recognized as this year's Jim Gallagher Scholarship award winner. I can't overstate how helpful this scholarship will be. Attending an out-of-state school can be financially challenging, and this scholarship will allow me to devote more time to developing new skills through clubs and getting the most out of my education."

Bob Warren Scholarship

Samuel Hanson

Entrepreneurial Studies, South Dakota State University

Sam aspires to work for Hanson Silo Company, his family's five-generation manufacturing company. He has worked at the company since he was 15, starting out mowing the lawn outside of their facility, working his way up to the construction install crew. Sam's first memory of being at work with his dad is watching the painters in the paint booth and being allowed to help spray a small Hanson Silo metal logo which he still has in his room. He worked on the paint line for a summer and enjoyed it very much.

"I am so honored to have received this scholarship. Powder coating is a growing part of our business that I am interested in learning more about so I can continue to expand our paint business and grow it into the next 100 years."

Anshuman Adhikari
Aerospace Engineering
Georgia Institute of Technology

Nathaniel Allen
Materials Science & Engineering
Northwestern University

Jordan Clabaugh
Aerospace Engineering
Iowa State University

Aki Densmore
Chemical Engineering/ Materials Science
Florida Institute of Technology

Sava Kassev
Mechanical Engineering
University of California Berkeley

Nicolas Matejka
Chemical Engineering
Columbia University

Allan Meier
Chemical Engineering
University of Cincinnati

Kristen Poplaski
Materials Science Engineering & Chemistry
University of Connecticut

Tavish Rajendra
Aerospace Engineering
Embry-Riddle Aeronautical University

Elizabeth Teska Women in Finishing FORUM Scholarship

Grand Rapids, MI, played host to the 2025 Women in Finishing (WiF) FORUM, bringing together 80 women from 40 companies for two and a half days of professional development, industry trends and technology presentations, and networking.

With continued support from BASF|Chemetall, CCAI FEF awarded five Elizabeth Teska WiF FORUM scholarships in 2025. As is typically the case, recipients represented a diverse group of company type and size, experience in the industry, and job function—reflective of the WiF FORUM's overall attendee profile.

2025 Elizabeth Teska WiF FORUM Scholarship Recipients

Montserrat Flores
Engineering Intern
Therma-Tron-X Mexico
Monterrey, Mexico

Sarah Kressley
Paint & Color Coordinator
Verta Finishing
Delano, MN

Ivel Medina
Administration Manager
Raphael Industries
West Allis, WI

Brenda Tjelta
Engineer
Andersen Corporation
Bayport, MN

Emily Ward
Technical Writer 1
Nordson Corporation
Amherst, OH

Receiving the Liz Teska Scholarship and attending the WiF FORUM was a life-changing experience. Meeting so many talented and inspiring women from across the finishing industry gave me a broader vision of what I can achieve and the kind of professional I aspire to become. I left the FORUM feeling empowered, supported, and more motivated than ever to continue learning and contributing to this incredible community.

Montserrat Flores

It was a great honor to be awarded the Liz Teska Scholarship, especially as someone new to manufacturing. Attending the WiF FORUM was an incredible experience—everybody was so welcoming, the speakers and group discussions were fantastic, and it was inspiring to see the diverse backgrounds of both the speakers and participants.

Sarah Kressley

Receiving the Liz Teska Scholarship was significant for me in many ways. It's because of this scholarship that I had the incredible opportunity to meet many remarkable women from diverse backgrounds in the finishing industry at the WiF FORUM. The speakers at the FORUM were exceptional, and their presentations were truly outstanding. It is definitely worth attending!

Emily Ward

2025 CCAI FEF Board of Directors

Patricia Hendrick
President
Retired, PPG

Aaron Hughes
Vice President
GAT Finishing Systems

Courtney Jungjohann-Deemer
Secretary/Treasurer
PPG

Dr. Victoria Gelling
Past President
Sherwin-Williams

Duane Fudge
Director
Retired, BASF|Chemetall

Holly Gotfredson
Director
Finishing Dynamics

Sam Woehler
Director
Retired, Koch Finishing Systems

Marhya Osheaski
Director
WolfRayet

A Message from the President of the Board

Reflecting on Progress

As I reflect on the past year, I am proud to share the continued progress of the CCAI Finishing Education Foundation. Having served on the Board of Directors since the Foundation's inception in 2018, and as President in 2024 and 2025, I have had the privilege of watching this organization grow in both purpose and impact.

Over the past two years, we have expanded our Board membership, strengthening the leadership and expertise guiding our mission. We have also seen meaningful improvement in fundraising across our three key initiatives: the Elizabeth Teska Scholarship Program, supporting the Women in Finishing FORUM; the Matt Heuertz Scholarship Program that provides financial assistance to college students pursuing degrees that will benefit the finishing industry; and our expanding Summer Finishing Camp Program, which introduces middle and high school students to the career opportunities within our field. Each of these programs has grown steadily over the past few years as we continue to refine and focus our objectives.

We are also grateful for the increasing support from our CCAI member companies and chapters, the finishing industry at large, and like-minded foundations and organizations. Their contributions, whether through the time and talent of their employees or through direct financial gifts, have been essential to sustaining and expanding our work.

Looking ahead, we remain committed to seeking additional funding through available grants and gifts from any source that aligns with our mission. This continued support will allow us to broaden our reach, strengthen our programs, and invest in the future of the finishing industry.

Thank you for your ongoing partnership and belief in the work of the CCAI Finishing Education Foundation.

Patricia Hendrick,
CCAI FEF President

CCAI FEF Founding Members

PATRON
$25,000 - $49,999

Bob Warren & Carole Curry-Warren

ADVOCATE
$10,000 - $24,999

AXALTA

BASF
We create chemistry

Chemetall
expect more

PPG

sames

SHERWIN WILLIAMS

SUPPORTER
$5,000 - $9,999

CHEMICAL COATERS ASSOCIATION INTERNATIONAL SOUTHERN CALIFORNIA CHAPTER

CHEMICAL COATERS ASSOCIATION INTERNATIONAL TWIN CITIES CHAPTER

CHEMICAL COATERS ASSOCIATION INTERNATIONAL WEST MICHIGAN CHAPTER

CHEMICAL COATERS ASSOCIATION INTERNATIONAL NORTHERN ILLINOIS CHAPTER

GAT FINISHING SYSTEMS

GFS GLOBAL FINISHING SOLUTIONS

GRACO

ifs coatings

KOCH FOUNDATION

MIGHTY HOOK

Quaker Houghton
Forward Together

THERMA-TRON-X, INC.
TTX

2025 Friends of the Foundation

2025 featured four Platinum Friends of the Foundation: BASF|Chemetall with their continued support of the Elizabeth Teska Women in Finishing FORUM Scholarship Program; the PPG Foundation with a substantial follow-on grant in support of the summer finishing camp program; Sames, whose contribution included funding for the new Bob Warren Award within the Matt Heuertz Scholarship Program; and CCAI, which contributed a restricted donation to the Matt Heuertz Scholarship Program as well as an unrestricted contribution to assist with operations and programming.

Contributions from Koch Finishing Systems, the CCAI West Michigan Chapter, and FABTECH earned Gold status supporting the finishing camp at Ivy Technical College, the West Michigan Chapter Scholarship fund, and general support of CCAI FEF respectively.

At FABTECH, Nordson Corporation once again chose the CCAI FEF camp program as the beneficiary of their in-booth fundraising initiative, achieving Silver status, along with the CCAI Northern Illinois Chapter and their support of two summer camps in Illinois. Finishing Dynamics also achieved Silver status with its unrestricted donation to be applied where needed most.

CCAI FEF also welcomed The Lake Club Women's Giving Circle as a Bronze level Friend of the Foundation, as a result of their grant award in support of the finishing camp at the State College of Florida.

CCAI FEF is grateful to all the 2025 Friends of the Foundation

PLATINUM

CHEMICAL COATERS ASSOCIATION INTERNATIONAL

BASF We create chemistry

Chemetall expect more

PPG

sames

GOLD

CHEMICAL COATERS ASSOCIATION INTERNATIONAL WEST MICHIGAN CHAPTER

FABTECH

KOCH FINISHING SYSTEMS

SILVER

CHEMICAL COATERS ASSOCIATION INTERNATIONAL NORTHERN ILLINOIS CHAPTER

FD Finishing Dynamics

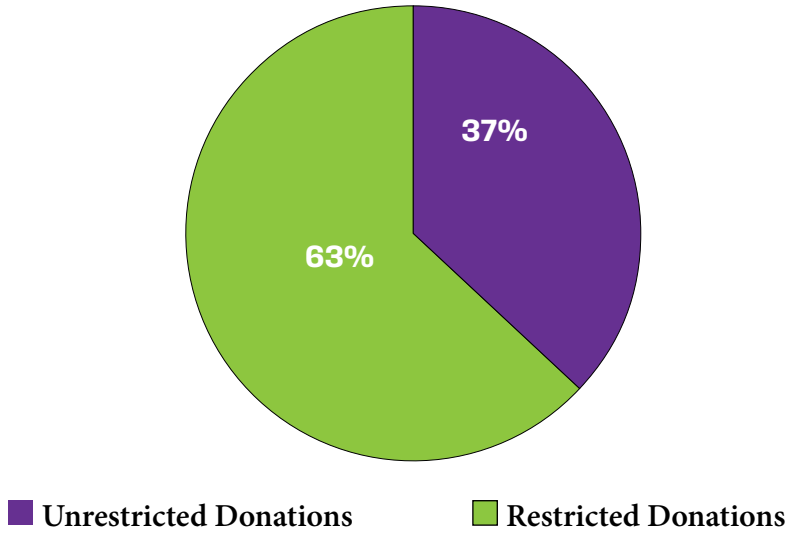
Nordson

BRONZE

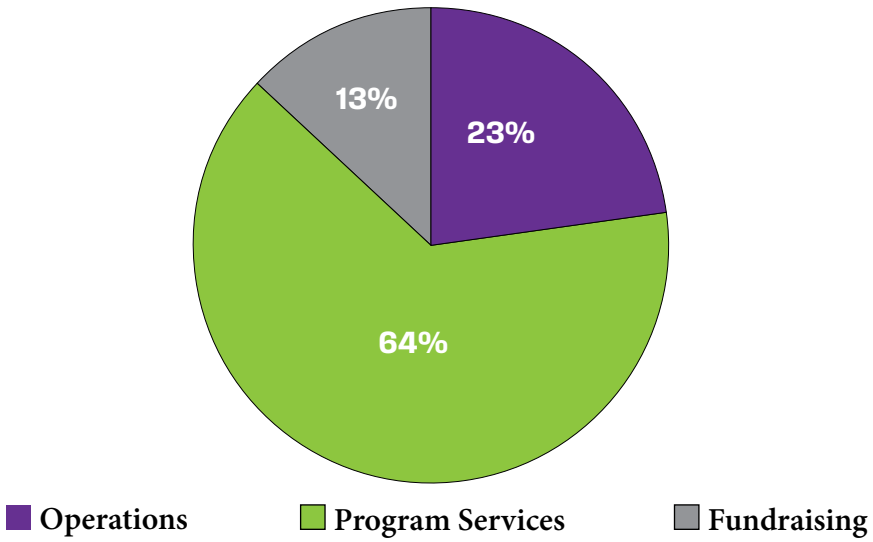
THE LAKE CLUB WOMEN'S Giving Circle

CCAI FEF Financial Information

2025 CCAI FEF FUNDING SOURCES



2025 CCAI FEF EXPENDITURES



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.

Contribution 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 or visit **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 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