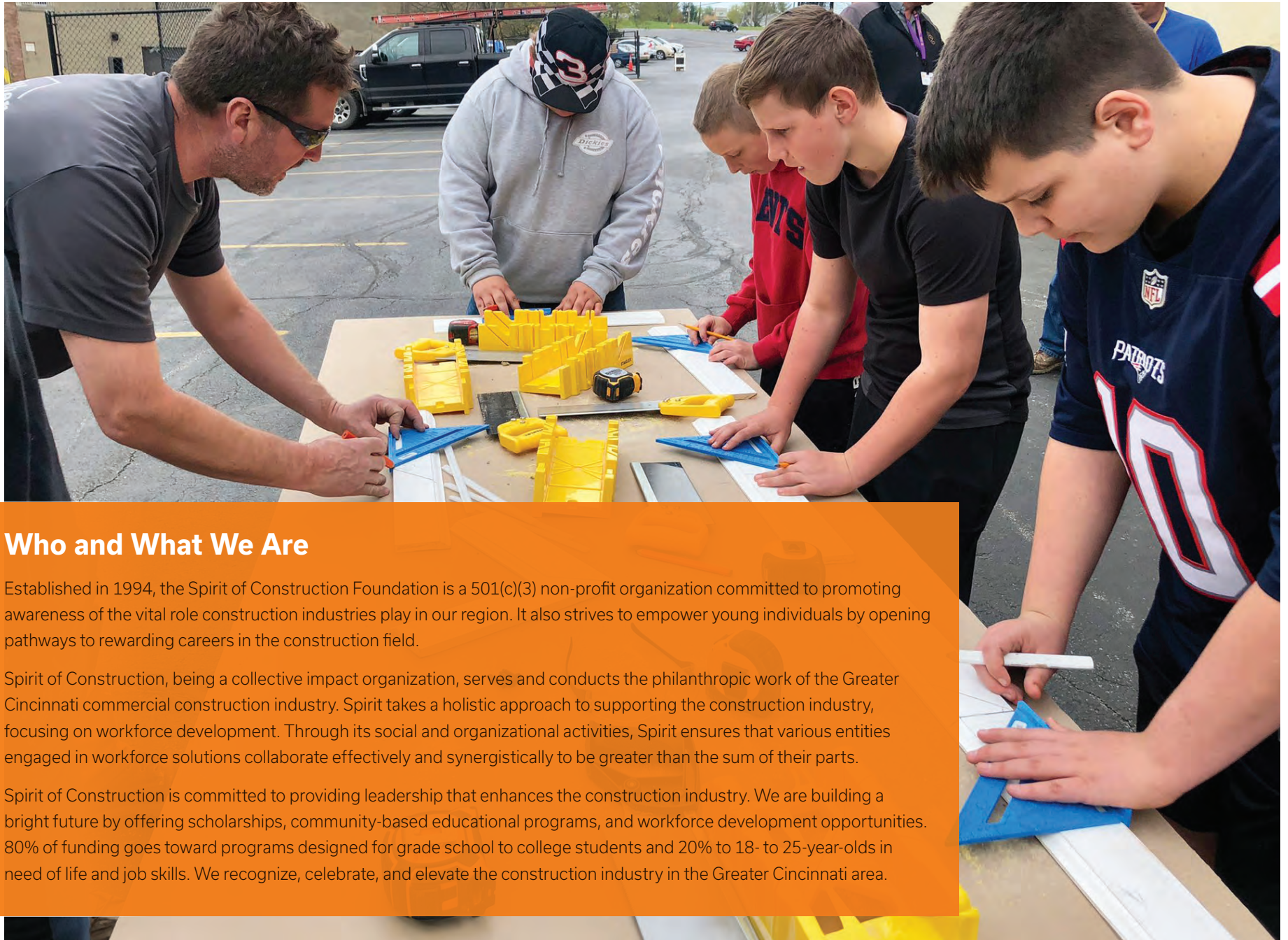




Building It Forward

2024
ANNUAL REPORT





Who and What We Are

Established in 1994, the Spirit of Construction Foundation is a 501(c)(3) non-profit organization committed to promoting awareness of the vital role construction industries play in our region. It also strives to empower young individuals by opening pathways to rewarding careers in the construction field.

Spirit of Construction, being a collective impact organization, serves and conducts the philanthropic work of the Greater Cincinnati commercial construction industry. Spirit takes a holistic approach to supporting the construction industry, focusing on workforce development. Through its social and organizational activities, Spirit ensures that various entities engaged in workforce solutions collaborate effectively and synergistically to be greater than the sum of their parts.

Spirit of Construction is committed to providing leadership that enhances the construction industry. We are building a bright future by offering scholarships, community-based educational programs, and workforce development opportunities. 80% of funding goes toward programs designed for grade school to college students and 20% to 18- to 25-year-olds in need of life and job skills. We recognize, celebrate, and elevate the construction industry in the Greater Cincinnati area.

Dear Friends of Spirit of Construction,

2024 was an incredible year of growth, impact, and forward momentum. It was also a landmark year for the Spirit of Construction, defined by bold achievements that strengthened our mission to create opportunities and shape the future of our industry.

- Spirit hosted the **first Annual Endowment Luncheon** where we celebrated awarding scholarships to **seven worthy individuals** pursuing construction-related careers and/or educating our youth on the skilled trades.
- Spirit contributed to Allied Construction Industries' Construction Career Days, which had a record turn-out with participation from **3,265 students, 65 schools, 76 exhibitors**, and 56 VIP tour attendees. Additionally, 253 student VIPs were available for hire, **resulting in 180 interviews and 50 anticipated hires!** Former Lt. Governor John Husted came for a VIP Tour and spoke at the event.
- More than **1,100 industry leaders and supporters** gathered for the **28th Annual Celebration of Construction Gala**, going "All In" to celebrate our mission of inspiring the next generation of skilled trades workers and building it forward for the greater good of the best industry — the construction industry!

These accomplishments are just the beginning. In 2025, we remain committed to expanding our reach, strengthening our programs, and continuing to **Build It Forward** — creating more opportunities for the next generation of construction professionals.

Thank you for your continued support, dedication, and belief in our mission. Together, we are building it forward and shaping the future of our industry.

Sincerely,



Bill Riddle

President, Spirit of Construction



PURPOSE

Inspiring tomorrow's construction industry.

MISSION

Celebrating the impact of the construction industry and creating career opportunities through charitable giving, education programs, advocacy, and professional guidance.

CORE VALUES

Integrity. Mentorship. Grit.
Community. Inclusivity.



Bill Riddle

President (2024–2025)

2024 Spirit Leadership

Executive Committee

Bill Riddle, **President**

Mark Lambert, **Vice President**

Kerri Richardson, **Treasurer**

Michele O'Rourke, **Past President**

Fleet Fangman, **Trustee**

John Higgins, Esq., **Trustee**

Mary Ann Straley, **Trustee**

John Strawser, **Trustee**

Jack Scott, **Emeritus**

Tim Beischel, **Emeritus**

Anthony Brunsmann,
Executive Director

Trustees

Jackie Alf

Chris Ayers

Joe Bayer

Brian Beams

Tonya Beesley

Tim Beischel, **Emeritus**

Brad Birk

Brandon Bray

Eric Browne

Ed Bulach

Tom Chatham

Bob Dorsey, **Emeritus**

Fleet Fangman

Sean Foley

Bob Gigax

Lee Groh

Stephanie Hall

Regina Hartfiel

Paul Hemmer

John Higgins

Bo Hubbard

Mike Kane

Steve Klinker

Mark Lambert

Mike Mattis

John Morris

Mark Nelson

Michele O'Rourke

Dennis Phillips

Kerri Richardson

Bill Riddle

Nick Rosian

Jack Scott, **Emeritus**

Scott Sloan

Mary Ann Straley

John Strawser

Marcus Thompson

Jordan Vogel

John Weidner

Emerging Leaders

Joe Bayer

Brian Beams

Bryan Beischel

Clint Berry

Chris Burger

Conrad Culbertson

Ryan Faulhaber

Patrick Fernbach

Kristen Hahnel

Regina Hartfiel

Ali Hubbard

Chad Hudepohl

Michael Mattar

Allison Messer

Rian Meyers

Obi Nwankwo

Michael Raidt

Justin Smitherman

Greg Sparks

Cody Steele

Josh Vogel

Jasmine Whitfield

Rob Wietmarschen

Jake Wilson

Big Impact Sponsors Circle



Big Impact Fund

Easterseals Redwood

Established in 2004, Building Value—a social enterprise of Easterseals Redwood—uses an evidence-based approach to address workforce development for un- and underemployed individuals, especially women and people of color. Through “work hardening,” participants lacking skills, education, and experience gain real-world construction site experience while mastering the life skills necessary to thrive in the workplace. Thanks to the Spirit of Construction’s investment, Building Value was able to purchase crucial equipment, paving the way for growth. This year, they are on track to support 50 participants and divert 180 tons of material from landfills.

2024 Investment: \$100,000 (comprised of \$50,000 from Spirit of Construction and matching funds from Fifth Third Bank).



ACI and Cincinnati Zoo Internship Program

Allied Construction Industries (ACI) and the Cincinnati Zoo joined forces to create a pioneering paid internship program for youth in Avondale, providing access to well-paying career pathways in construction. The goals of the program include:

- **Workforce Development:** Expose K-12 students to construction careers.
- **Community Development:** Serve the Avondale community.
- **Workforce Solutions:** Address talent challenges in commercial construction.

In its inaugural year, the program engaged five interns (ages 17-18) from partnering schools, including Cincinnati Public Schools, Great Oaks, Princeton, and Dohn Academy. Special emphasis was placed on recruiting students from the Avondale community with a genuine interest in the trades.

2024 Investment: \$100,000 (comprised of \$50,000 from Spirit of Construction and matching funds from Fifth Third Bank).

Outreach

Spirit strives to empower young individuals by opening their eyes to rewarding careers in the construction field. One way we accomplish this is by supporting the construction industry through mini grants. This work is done through our Outreach Committee who reviews the grant applications and makes the awards at the annual Spring Fling event.

Outreach Committee Mission:

To enhance the Spirit of Construction's presence in the Greater Cincinnati region by supporting the community, organizations and citizens in construction-industry-related personal and professional growth and enrichment through the sponsorship and support of significant initiatives, with special emphasis on those which promote the industry to our youth.

Outreach Committee Members:

Nate Bowling, *Cincinnati Dayton/
Ryan Fire Protection*

Brandon Bray, *Bray Construction
Services*

Eric Browne, *Browne Engineering
& Construction*

Steve Eder, *Outreach Ambassador
(Retired)*

Fleet Fangman, *Megen Construction*

Tonya First, *ESI*

Sean Foley, *NKU Grant Chair*

Stephanie Hall, *JD Rack,
Committee Chair*

Laura Hunter, *Messer*

Trey Lafkas, *Valcom Enterprises*

Brandon Painter, *Peck Hannaford
& Briggs*

Michael Raidt, *Mercer Advisors*

Lyndy Rohe, *People Working
Cooperatively*

Dale White, *Outreach Ambassador
(Retired)*



Learning Grove–NaviGo

Through NaviGo, students learn about their skills and aptitudes, receive coaching, and have work-based learning experiences that help them create individual plans for their future. The Spirit of Construction Outreach grant supported a Skilled Trades Summer Camp hosted in partnership with the Enzweiler Building Institute and Learning Grove–NaviGo.

Focused Age Group: High school students currently in grades 9–12 (rising 10–12th graders for the 2023–24 school year)

Number of Youth Served: 89 youth

Number of Construction Trades Involved: 20 construction businesses/ 8 different trades

Types of Construction Trades Involved: Basic building skills including drywall, carpentry, electric, painting, concrete, HVAC, plumbing, welding, and more.

Number of Volunteers Involved: 20+ (including career fair day businesses)

Program Duration: 2 Summer Camps, June 3–7 and June 17–21 and NaviGo Skilled Trades Scholars, October through March

Spring Fling

\$100,000

In 2024, Spirit of Construction proudly distributed \$100,000 to 14 local education-based organizations at the annual Spring Fling Event. These grants reached 6,384 students in Greater Cincinnati and Northern Kentucky creating exposure to skilled trades, along with the training and skills needed to launch successful careers in construction.



2024 Spring Fling grant recipients:

- ACI (Career Days)
- Brighton Center, Inc.
- Campbell County ATC*
- Cincinnati Architectural Mentorship Program
- Cincinnati Works
- Design Lab

- Felicity-Franklin Local Schools
- Girl Scouts of Western Ohio
- Goshen Local Schools
- Habitat for Humanity
- Learning Grove - NaviGo
- Northern Kentucky Community Action Commission

- Oh, She Built That
- Taylor High School
- TOOLS Program*
- Trades NKY

**Spirit of Construction Endowment Funding*

Spirit of Construction News and Events



Celebration of Construction Annual Gala

Spirit of Construction hosted its 28th annual Gala in October at the Northern Kentucky Convention Center. Always the social highlight of the year, Gala Co-Chairs Liza and Albert Smitherman welcomed over 1,100 diverse members of our industry who gathered to celebrate the big impact we collectively make in the Greater Cincinnati community. Net proceeds from the Gala are invested in scholarships, outreach grants and workforce development.



Again this year, we partnered with the **University of Cincinnati Construction Student Association (CSA)**, to organize the silent auction at our annual Gala. Funds raised support CSA's efforts to help students in construction fields compete in academic competitions, access opportunities to network with professionals, and earn scholarships. This partnership has raised \$81,847 since 2021.



Introducing Braxton Brewing Company's newest light lager — Blue Print, the first construction industry beer in our region!

In partnership with Spirit of Construction Foundation, Blue Print American Light Lager is as hardworking as the community it represents. Every pint or 15-pack purchased helps fund education grants, workforce training, and scholarships across the Tri-State, paving the way for a stronger, skilled workforce in the construction industry. We can't thank the Braxton team enough for being a 2024 Big Impact Circle Sponsor and creating this special beer for us.

Scholarships *Connecting Students to Construction*

Spirit provides college scholarships to numerous students pursuing degrees related to the construction industry, such as construction management and civil engineering. Spirit has contributed over \$500,000 to college scholarships since 2004, benefiting 250 recipients. Each year, a portion of this is awarded to Military Scholars pursuing construction-related careers.

2024 Military Scholarship Recipients:

Cris Brown	NKU	
Joe Garrigues	NKU	
Logan Ocker	NKU	
Jake Vanover	UC	<i>Fulcrum Lifting Scholar</i>

2024 Spirit Scholarship Recipients:

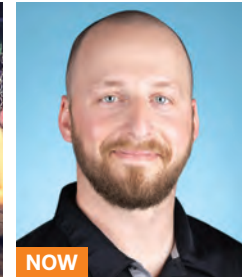
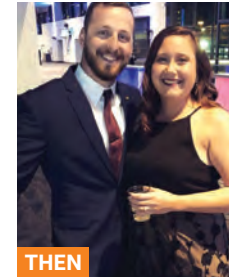
Mattias Akindele	CSTC	<i>Civil Engineering & Technology Program</i>
Mary Beck	CSTC	<i>Civil Engineering & Technology Program</i>
Lyndsey Back	NKU	<i>Haile / US Bank Business College of Business</i>
Alexander Krejci	NKU	<i>Haile / US Bank Business College of Business</i>
Corry Watters	NKU	<i>Haile / US Bank Business College of Business</i>
Joseph Cortas	UC	<i>Chubb Surety Scholar, College of Engineering & Applied Science</i>
Kobe Kawal	UC	<i>College of Engineering & Applied Science</i>
Shaelyn O'Brien	UC	<i>College of Engineering & Applied Science</i>

Past Scholarship Recipients and Where They Are Today

Jake Wilson, SOC Emerging Leader

Kokosing Construction,
Project Manager

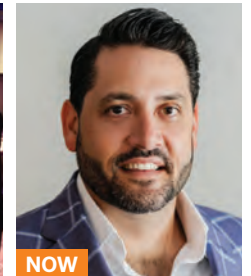
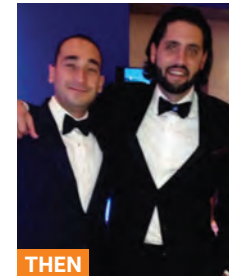
"I was two years removed from the Marine Corps and the SOC foundation showed me how similar the construction industry was to military service. I began building friendships and networking that night. I am forever thankful and committed to giving back to the next generation."



Bo Hubbard, SOC Board Member

JS Held, Vice President

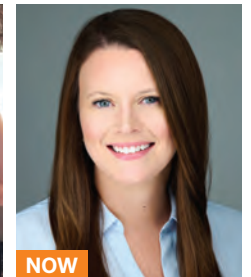
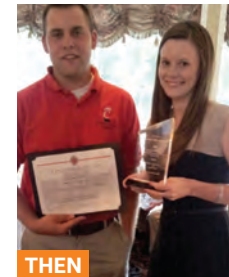
"I received a SOC military scholarship as a DAAP student studying Architecture. From that night, I knew I wanted to be a part of this industry and the SOC."



Regina Hartfiel, SOC Board Member and Emerging Leader

Richard Goettle Co, Project Manager

"While studying Architectural Engineering at the University of Cincinnati, I was honored to receive the Spirit of Construction Scholarship. As someone paying my way through college, this recognition and support played a vital role in helping me continue pursuing my academic and professional goals. The scholarship reinforced my commitment to the construction industry and continues to inspire me as I grow in my career."



2024 Donors *Thank you to all our generous supporters. Together, we are building it forward.*



BIG IMPACT CIRCLE: \$25,000+

Baker Concrete Construction
Bray Construction Services, Inc.
Cincinnati Children's Hospital
Dean Dorton
Fifth Third Bank
Huseman Group
Jostin Construction, Inc.
Lithko Contracting Inc.
Messer Construction
Nelson Stark
Ohio Valley Electrical Services
O'Rourke Wrecking Company

Perfection Group
Richard Goettle, Inc.
TP Mechanical Contractors
Turner Construction Company
Valley Interior Systems, Inc.
William & Kimberly Riddle

\$7,501 to \$24,999

Assured NL Insurance Agency, Inc.
CHC Manufacturing Inc.
Dugan & Meyers Construction
George Suckarieh
Hilltop Basic Resources, Inc.
Jack Albrecht

John Albrecht
Ohio CAT
Paul Hemmer Company
Pepper Construction Company of Ohio LLC
RCF Group
Taft Stettinius & Hollister LLP
Terracon
Thomas Dyer
Todd Albrecht
Triversity Construction Company, LLC
University of Cincinnati
Wayne Carlisle

\$3,500 to \$7,500

Al Neyer
Allied Construction Industries
AnyWeather
Architectural Glass & Metal Co. Inc.
Arts Rental Equipment, Inc.
Associated Builders & Contractors
Barnes Denning
Ben Hur Construction Co.
Berding Surveying
Brunk Excavating

BWA South
Byer Steel
Center Bank
Chubb
Civil Solutions
Commerce Bank
Conger Construction Group
Coppage Construction Company, Inc.
CVG
Danis Building Construction Company
DeBra-Kuempel



Deerfield Construction Company
Denier Electric Co., Inc.
Dinsmore & Shol
Driekast
Encore Precast

ESI Electrical Contractors
Eulkes Wealth Management
Fedders Construction
Fenton
Ferguson Enterprises, Inc.
Frost Brown Todd, LLC
Gateway Concrete Forming Services
Great American Insurance Company
Holland Roofing
Integrated Protection Services
Jackie & Michael Alf
J & D Rack
John R. Jurgensen Company
Julie Cromwell & Assoc
Kerri & Jason Richardson
Kings Electric
KLH
Liberty Mutual
Mark Lambert
Mark Nelson
Mayers Electric
Megen Construction Company, Inc.
Mercy Health

Model Group

Monarch Construction

Murphy Tractor

NEFCO

North Side Bank and Trust Company

Northern Kentucky University

Ohio Heavy Equipment Leasing

Performance Contracting

Plumbers Pipefitters

Priority Insulation

Prus Construction Co.

R. J. Beischel Construction

Riegler Blacktop

Sehlhorst Equipment Services LLC

SiteWorx, LLC

Skanska USA Building, Inc.

Steven Klinker

Stites & Harbison, PLLC



STNL Development

Sure Mechanical

The Ford Development Corp

The Kleingers Group, Inc.

The Peck-Hannaford & Briggs Co.

Travelers

TWC Concrete Services, LLC

USI Insurance

Watson Gravel

Western & Southern Life Insurance Company

Whiting Turner

Wieland Builders, LLC

Worly

\$1,501 to \$3,499

Abel Building Systems

Apex Environmental Services

AramSCO

AWA Business Corporation

Browne E & C Services Inc.

Cardinal Engineering

Champlin/Haupt Architects, Inc.

Continental Casualty Company

Elevor

Environmental & Safety Solutions

Fulcrum Lifting

GBBN Architects, Inc.

George Webb

Heritage Bank

Horan Associates

Houchens

Huntington National Bank

IMEG

KZF

Mt. Carmel Stabilization

Ritz Safety LLC

Schaefer

Schneider Electric

The Hartford

THP Limited, Inc.

Towne Properties Asset Mgmt Co.

\$450 to \$1,500

Anthony Ricciardi

Atkins & Stang

Bob Gigax

C & B Marine, LLC

CE Mockabee

Chas H. Bilz Insurance Agency

Gallagher SKS

Hoar Construction

Mercer Advisors

Pioneer Cladding & Glazing Systems

Rebecca Couch

\$50 to \$499

Thomas Colvin



Endowment Overview *Investing in Tomorrow's Skilled Trades*

Spirit of Construction's Endowment Fund is more than a financial foundation; it's a commitment to the construction industry's future. Built on principles of sustainable stewardship, the Endowment serves as a bridge across generations, transforming past successes into future opportunities.

With four focused pillars — **Outreach, Workforce Development, Scholarships, and the General Fund** — the Endowment actively supports construction career pathways. Through this fund, we're dedicated to fostering young talent, providing opportunities to underserved communities, and funding scholarships for students pursuing careers in construction. This initiative helps close the skilled trades gap, securing a robust future for our industry and Greater Cincinnati and Northern Kentucky communities. **In 2024, the Endowment Fund provided grants to the following programs:**

TOOLS Program

The TOOLS Program has a mission to educate youth about skilled trades careers in construction and provide pathways for them to begin their journey in the industry. TOOLS provides scholarships and resources to support students transitioning into their chosen skilled trades careers. With a commitment to changing the perception of construction careers, TOOLS aims to make them a proud first choice for students, teachers, and parents alike. By building new pipelines of talent, the foundation is not only helping students find the skilled trades career path they desire, but also benefitting the construction industry now and laying the groundwork for its future success.



Campbell County Area Technology Center (ATC)

ATC is one of 50 Area Technology Centers found across the state of Kentucky. The vision of our school and program is to actively engage all students in the mastery of academic and technical skills needed to be ready for a career. Campbell County ATC services students from six different school districts: Bellevue, Dayton, Fort Thomas, Bishop Brossart, Campbell County, and Pendleton County. We offer students the option of participating in the following programs: Auto Body (Collision Repair), Auto Technology, Carpentry, Electricity, Fire Science, Health Science (Pre-Nursing), Masonry, and Welding. All students work towards earning Industry Certifications and gain hands-on, real-world experience in the skilled trades prior to graduating from high school.

Endowment Summary – December 31, 2024

Spirit's Endowment Fund supports careers in construction and serves as a bridge across generations, translating past successes into future opportunities. It was established to create income and long-term financial stability. It demonstrates our commitment to the future and sustainable stewardship, which we believe our donors value.

Outreach	Scholarship	Workforce Development	General
\$ – Outreach Reserve Fund	\$ – Scholarship Reserve Fund	\$ 20,000 Workforce Development Reserve Fund	\$ 108,750 General Reserve Fund
\$ 106,500 Fleet Fangman Outreach Reserve Fund	\$ 100,250 Baker Concrete Scholarship Reserve Fund	\$ 250,000 Strawser Family Workforce Development Reserve Fund	\$ 30,000 Richard Goettle Inc General Reserve Fund
\$ 30,000 Perfection Group Outreach Reserve Fund	\$ 100,250 Dan Baker Scholarship Reserve Fund	\$ 12,500 Riddle Family Fund	\$ 40,000 cHc Manufacturing Inc. General Reserve Fund
\$ 50,000 Bray Construction Outreach Reserve Fund	\$ 60,000 Albrecht Family Scholarship Reserve Fund		\$ 30,000 Wayne Carlisle Reserve Fund
\$ 12,500 Riddle Family Fund	\$ 25,000 Riddle Family Fund		
\$ 20,000 Outstanding Pledges	\$ 40,000 Outstanding Pledges	\$ – Outstanding Pledges	\$ 215,000 Outstanding Pledges
\$ 219,000 Total Collected & Pledged	\$ 325,500 Total Collected & Pledged	\$ 282,500 Total Collected & Pledged	\$ 423,750 Total Collected & Pledged
\$ 47,816 Earnings (from inception)	\$ 75,369 Earnings (from inception)	\$ 53,457 Earnings (from inception)	\$ 35,118 Earnings (from inception)
\$ 2,000 Grants Awarded	\$ 8,000 Grants Awarded	\$ 9,000 Grants Awarded	\$ 4,000 Grants Awarded

\$1,250,750 Grand Total Pledged & Collected



Statement of Financial Position

December 31, 2024

Assets

Cash	\$ 571,536
Money Market Account	\$ 85,904
General Reserve Fund	\$ 239,868
Outreach Reserve Fund	\$ 244,816
Workforce Development Reserve Fund	\$ 326,957
Scholarship Reserve Fund	\$ 352,869
Deposit	\$ 1,000
	<u>\$ 1,822,950</u>

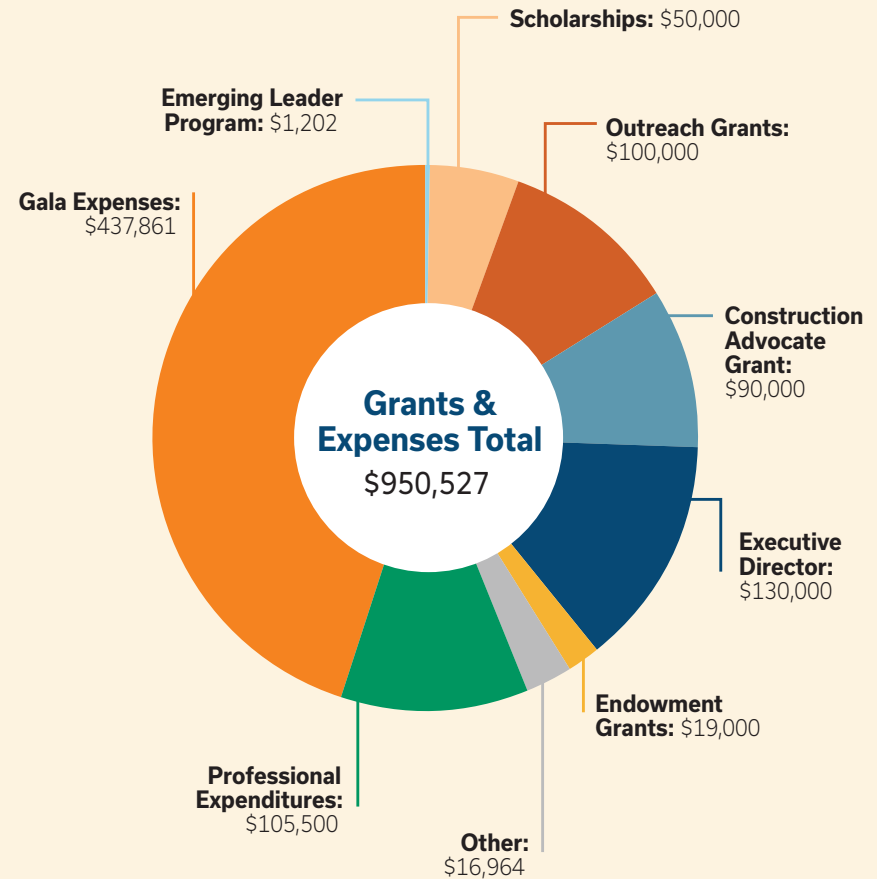
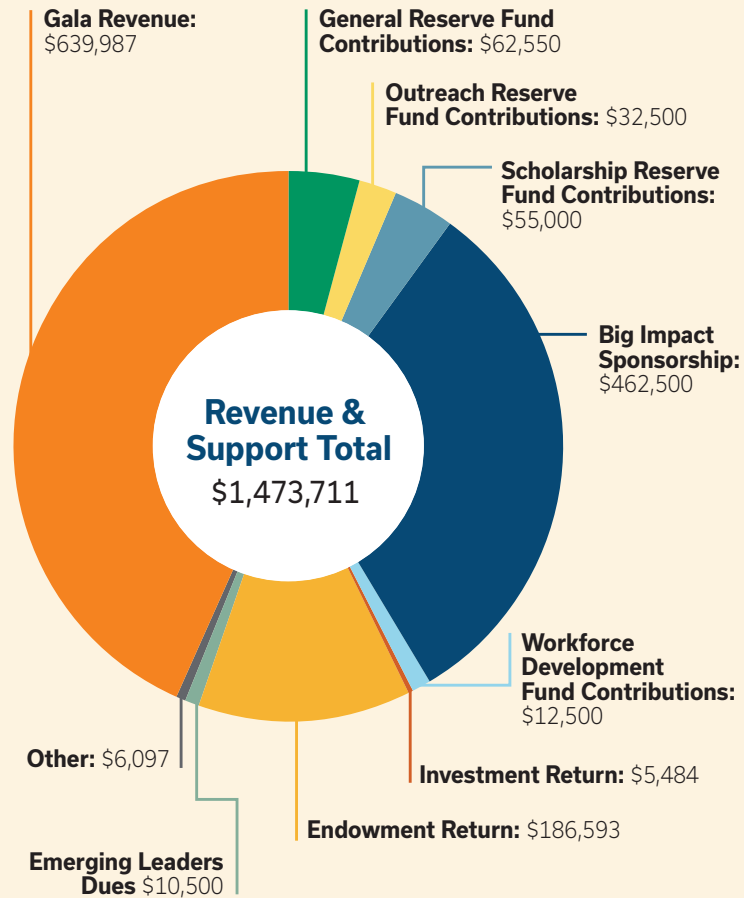
Net Assets

Without Donor Restrictions	\$ 1,822,950
	<u>\$ 1,822,950</u>

\$1.2M

Spirit has awarded over \$1.2 million in financial support over the past 6 years, significantly impacting local communities across the Tri-State Area.

Statement of Activities for the Year Ending December 31, 2024



	without donor restrictions	with donor restrictions	TOTAL
Beginning Net Assets:	\$ 1,294,767	\$ 5,000	\$ 1,299,767
Change in Net Assets:	\$ 538,183	(\$ 5,000)	\$ 523,183
Ending Net Assets:	\$ 1,822,950		\$ 1,822,950



What we build tomorrow depends on the work we do today. At Spirit of Construction, we are preparing the way for a bright future. By giving to our cause, you help us fund community-based education, mentorship, and advocacy programs that sustain and grow the construction industry. We believe the future is how you build it.

Be something to build on.