



# 2025

ANNUAL REPORT



**Spirit of  
Construction**

Build It Forward



## Who and What We Are

Founded in 1994, the Spirit of Construction (SOC) is a 501(c)(3) non-profit organization with a mission to raise awareness of the vital role the construction industry plays in our region. SOC is dedicated to creating pathways for young people and young adults to thrive in construction careers. As a collective impact organization, SOC drives the philanthropic efforts of Greater Cincinnati's commercial construction industry, taking a holistic approach to workforce development.

## Dear Friends of Spirit of Construction,

The Spirit of Construction exists to honor the great leaders and innovators who have left a lasting mark on our industry. Through grants, scholarships, and outreach initiatives, we are proud to invest in the next generation—ensuring that construction-based education continues to thrive and inspire future builders.

Serving first as Vice President and then as President over the past four years has been a privilege, and I am deeply grateful to the Board of Advisors for their unwavering support throughout this journey.

There are many individuals whose contributions have shaped both my experience and the success of our mission. I must recognize John Strawser, honored for his many contributions to the industry and to the Spirit of Construction Foundation. John was the one who first invited me to become involved, and his encouragement meant so much. I also extend heartfelt thanks to Dennis Phillips for his invaluable coaching, Jack Scott and Tim Beischel for their guidance, and Maryann Straley, John Albrecht, and the entire team at Perfection for their generous support. Fleet Fangman, John Higgins, Steve Klinker, Kerri Richardson, our exceptional Treasurer, and Michele O'Rourke, Past President, have each played a vital role in advancing our mission. Their dedication has been truly rewarding to witness.

Finally, I am pleased to acknowledge our Vice President, Mark Lambert, who will assume the role of President next in 2026, and Bo Hubbard, our incoming Vice President. I am confident that under their leadership, the Spirit of Construction will continue to grow and inspire.

It has been an honor to serve, and I look forward to seeing the Spirit of Construction flourish in the years ahead.

With gratitude,



**Bill Riddle**

*President, Spirit of Construction Foundation*



### 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)*

# 2025 Spirit Leadership

## Executive Committee



**Amanda Smith**  
*Executive Director*



**Bill Riddle**  
*President*



**Mark Lambert**  
*Vice President*



**Bo Hubbard**  
*Incoming Vice President*



**Michele O'Rourke**  
*Past President*



**Kerri Richardson**  
*Treasurer*



**Fleet Fangman**  
*Trustee*



**John Higgins, Esq**  
*Trustee*



**Steve Klinker**  
*Trustee*



**Mary Ann Straley**  
*Trustee*



**Tim Beischel**  
*Emeritus*



**Jack Scott**  
*Emeritus*



**John Strawser**  
*Emeritus*

## Trustees

Jackie Alf  
Chris Ayers  
Joe Bayer  
Brian Beams  
Tonya Beesley  
Brad Birk  
Doug Bolton  
Brandon Bray  
Eric Browne

Ed Bulach  
Trisha Cole  
Bob Dorsey, *Emeritus*  
Tonya First  
Sean Foley  
Bob Gigax  
Lee Groh  
Stephanie Hall  
Regina Hartfiel

Paul Hemmer Jr.  
Mike Mattis  
Mark Nelson  
Dennis Phillips  
Nick Rosian  
Adrienne Ruebusch  
Jordan Vogel  
John Weidner

## Volunteer of the Year

Meet our Volunteer of the Year, board member Kerri Flick Richardson, CPA CCIFP! Kerri has been involved with the Spirit of Construction Foundation since November 2020, when she joined as Treasurer. Since then, she has worked tirelessly to help develop and improve our mission, and we wouldn't be where we are today without her efforts!

Thank you for all you do, Kerri. Congratulations on being named our first ever Volunteer of the Year!



## Emerging Leaders

The Spirit of Construction Emerging Leaders group, established in 2022, was created to engage and elevate rising professionals across the Greater Cincinnati construction industry. Rooted in the industry's proud heritage, the Emerging Leaders Committee empowers the next generation to drive innovation, embrace personal growth, and champion thoughtful change. Through a vibrant, connected community, members gain access to meaningful insights, valuable resources, and influential networks that help shape the future of our built environment. By encouraging creative problem-solving, fostering peer collaboration, and offering guidance from seasoned industry leaders, the Emerging Leaders Committee strengthens a resilient, forward-thinking construction community—uniting professionals across generations to build what comes next.

**Purpose:** Bridge generations, spark new ideas and energy, and cultivate the next wave of leaders who will carry Spirit's legacy forward with strength and momentum.

**Mission:** Empower the next generation of construction leaders to share the industry's future through legacy-driven learning, purposeful development, and a community that sparks innovation and connection.

**Core Values:** Integrity, Mentorship, Grit, Community, and Inclusivity

Joe Bayer	Ryan Faulhaber	Michael Mattar	Cody Steele
Brian Beams	Patrick Fernbach	Rina Meyers	Josh Vogel
Bryan Beischel	Kristen Hahnel	Obi Nwankwo	Jasmine Whitfield
Clint Berry	Regina Hartfiel	Michael Raidt	Rob Wietmarschen, <i>Chair</i>
Chris Burger	Ali Hubbard, <i>Vice Chair</i>	Greg Sparks	Jake Wilson
Conrad Culbertson	Chad Hudepohl	Justin Smitherman	



### Strategic Pillars

**Elevate:** Build up the next generation of leaders in our industry by helping them grow their skills and think in new ways. When people think about what's next for our industry, they think of this group.

**Celebrate:** Honor Spirit's legacy by recognizing the people who built this industry and those who are currently moving it forward. Strengthen connections across generations so that the stories and impact of Spirit are actively carried into the next generation.

**Integrate:** Expand Spirit's impact by building meaningful partnerships and strengthen alignment with Spirit's Board of Advisors. We are the connector that brings people, organizations and ideas together to advance the industry and elevate the good Spirit does across generations.

## Big Impact Sponsors



and



## Big Impact Fund

2025 Investment Total:

# \$200,000

Spirit Big Impact Sponsors play a vital role in shaping the future of the construction industry. Their support provides young people with hands-on learning experiences and early exposure to meaningful careers in the trades, helping fuel growth, spark innovation, and expand long-term opportunities across the sector. Big Impact Sponsors commit to an annual investment of \$25,000, with half of those funds directed specifically to workforce development programs like the ones highlighted below.

### BE NKY Partnership

Through the support of Spirit's Big Impact Sponsors, \$200,000 was committed over 2025 and 2026 to TradesNKY to strengthen their ability to expand programming and impact. BE NKY Growth Partnership, the economic development company for Boone, Kenton, and Campbell counties, matched our funds together investing \$420,000 in the program.



## TradesNKY

2025 has been nothing short of extraordinary for TradesNKY. Growth, progress, and a little bit of “good chaos” have fueled incredible momentum as they continue to expand opportunities for students across Northern Kentucky. With so many victories to celebrate, we are excited to share the highlights of their recent success.

### Expanding Across Schools

- **Kenton County Middle Schools (100+ students):** Soft-launching across all four schools through after-school clubs, led by Spirit Big Impact Sponsors including Valley Interiors, O'Rourke Wrecking Company, Bray Construction, Turner Construction, and AnyWeather.
- **Campbell County Middle School (270+ students):** Now in its third year, Campbell County's 8th grade class will be the first to complete the full program from start to finish.
- **Holmes Middle School (610+ students):** In a bold move, Principal Lee Turner and his team launched TradesNKY less than a month before school began. Starting August 25th, 660 students will be enrolled—an incredible milestone.



### Skill Up Trades Career Fair

Mark your calendars! The first annual Skill Up Trades Career Fair is set for April 16, 2026, at the Florence Gateway Community College in partnership with Allied Construction Industries.

### Campbell County ATC Partnership

Exciting news from Campbell County ATC: with the launch of the new HVAC program, Rheem has stepped up to supply brand-new equipment, easing financial burdens and strengthening industry partnerships. Together with programs in HVAC, Electric, and Carpentry, students will build their own classrooms—a legacy project for the Class of 2026 that embodies the spirit of learning by doing.

With so many exciting developments, 2025–2026 promises to be a year of impact, innovation, and transformation. TradesNKY is not just building classrooms, but the future.

## Big Impact Fund (continued)

### Zoo Internship Program (June 2–July 24, 2025)

The Zoo Internship Program, a partnership between Allied Construction Industries (ACI) and the Cincinnati Zoo, provides youth with paid, hands-on construction experience that blends classroom learning, on-site training, and community impact. Launched in 2024 and supported by the Spirit of Construction Foundation and Fifth Third Foundation, the program offers Avondale students a structured pathway into well-paying careers in the skilled trades.

Interns gain practical experience in safety, carpentry, plumbing, and general maintenance while contributing to real construction projects throughout the Zoo. This 240-hour internship model strengthens employability skills, builds confidence, and deepens career awareness by immersing students in authentic workplace expectations.



In 2025, five students from four schools completed the program. Their strong performance not only demonstrated the value of early workforce exposure but also sparked additional hiring interest from local contractors impressed by the interns' skills.

By investing in this initiative, partners help develop Avondale's future workforce, strengthen community connections, and expand a sustainable talent pipeline for the region's construction industry.

## Spirit of Construction Events

Throughout the year, Spirit of Construction strengthens its connection with the community by hosting a wide range of events designed to bring people together, spark meaningful conversations, and create lasting impact. These gatherings—large and small—reflect our commitment to building a vibrant, inclusive environment where everyone feels welcome.

Our calendar was filled with opportunities for learning, celebration, and collaboration. Here are highlights from 2025:

### KLH Donation Drive

To celebrate their grand reopening, KLH collected in-kind donations to support the nonprofits who receive our outreach grants.



### Touch a Truck Events

Spirit of Construction Foundation and Braxton Brewing Company teamed up to bring Touch-A-Truck events to Braxton taprooms across the region!



### Braxton Tapping Party



### Opening Day



### 29th Annual Celebration of Construction Gala

Always the social highlight of the year, all net proceeds from the event are invested in scholarships, outreach grants and workforce development.



# Outreach

## Outreach Grants

In 2025, the Grant Selection Committee evaluated twenty-eight applications requesting a combined total of \$458,232 in funding. The Outreach Committee awarded \$145,832 in grants to 19 nonprofit organizations, supporting programs that reached 7,670 students and adults. Volunteers contributed 536 hours to these efforts. These initiatives generated 50,060 hours of exposure to skilled trades and construction, and fostered 164 industry partnerships. These grants are awarded and publicly recognized at our Annual Spring Fling Event.

### Outreach Committee Members:

Nate Bowling,  
*Cincinnati Dayton/Ryan  
Fireprotection*

Brandon Bray, *Bray  
Construction Services*

Eric Browne, *Browne  
Engineering & Construction*

Steve Eder, *Outreach  
Ambassador*

Fleet Fangman,  
*Megen Construction*

Tonya First, *ESI*

Sean Foley, *NKU Grants Chair*

Stephanie Hall, *J&D Rack,  
**Committee Chair***

Brigid Huber, *CSC Connect*

Laura Hunter, *Messer  
Construction*

Trey Larkas,  
*Valcom Enterprises*

Brandon Painter,  
*Peck Hannaford & Briggs*

Michael Raidt, *Mercer  
Advisors*

Lyndy Rohe, *People Working  
Cooperatively*

Dale White, *Outreach  
Ambassador*

## Habitat for Humanity: Construction Training

In October 2023, Terrell joined the Habitat Construction Training Program with goals of becoming an electrician. Through the Construction Training Program, Terrell learned useful skills such as construction math and earned OSHA-10 and NCCER certifications. As part of the program, Terrell spent time on Habitat build sites where he met long-time volunteer, John. Terrell says that John helped start his career by informally mentoring him and teaching him skills that would help him in his future career. At the end of his cohort, Terrell interviewed to become an apprentice with the prestigious IBEW Electrical Union and was accepted to a position at B&J Electric. He credits CTP and his instructors for helping him fully prepare for the interview. Terrell just finished the first of his four-year apprenticeship with IBEW Electrical Union. He is currently working on a big project with GE and thriving.



## Campbell County Area Technology Center: Skilled Trades

Campbell County Area Technology Center (ATC) is one of 50 Area Technology Centers found across the state of Kentucky. The vision of the programs 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. They offer students the option of participating in the following programs: Auto Body (Collision Repair), Auto Technology, Carpentry, Electricity, Fire Science, Health Science (Pre-Nursing), HVAC, and Welding. All students work toward earning industry certifications and gain hands-on, real-world experience in the skilled trades prior to graduating from high school.



## Spring Fling



2025 Investment Total:

# \$145,832

Spirit of Construction awarded Outreach Grants to 19 nonprofit organizations in 2025. This investment was made possible through three funding sources:

- Spirit of Construction Investment: \$99,732.60
- Endowment Fund: \$35,000
- Emerging Leaders Fund: \$11,100

Together, these resources strengthened our ability to support impactful programs that advance our mission across the region.

### 2025 Outreach Grant Recipients:

- Allied Construction Industries: *She Builds*
- Brighton Center, Inc.: *Trades to Success*
- Campbell County Area Technology Center: *Skilled Trades*
- Cincinnati Tool Bank: *Job Boxes*
- Cincinnati Works: *Next Generation*
- Clermont Northeastern Schools: *Woodworking Class and Lathe Kits*
- Easterseals Redwood: *YouthBuild*
- Felicity-Franklin Local Schools: *Career Tech Program*
- Goshen Local Schools: *Hand Tools Program*
- Habitat for Humanity: *Construction Training*
- Holmes High School: *Carpentry*
- LEAD Training: *Skilled Trades Readiness*
- Learning Grove – Navigo: *Summer Camp*
- Purcell Marian High School: *Career Initiatives*
- Scouting America, Daniel Beard Council: *Mini-Dac Construction and Skilled Trades Program at Summer Camp*
- Taylor High School: *Career Academies*
- Oh She Built That: *Carpentry Skills for Elementary School Girls*
- Design Lab: *K-8 Program*
- TOOLS Program: *Scholarships*

## Workforce

2025 Investment Total:  
**\$100,000**

Spirit of Construction and Allied Construction Industries have sustained a long-standing partnership dedicated to strengthening the region's future workforce. Through this collaboration, Spirit of Construction provides essential funding while ACI designs and delivers workforce development programming. Together, the organizations focus their efforts on engaging K-12 students, building early awareness of career pathways, and inspiring the next generation of construction professionals.

### ACI Construction Career Advocacy Program (CCAP) and Construction Career Days

These interconnected programs link education, workforce development, and employer engagement to expand access to skilled trades careers for students in grades 6-12.

Serving students from across Southwest Ohio, Northern Kentucky, and Eastern Indiana—with most participants residing in Hamilton County—the initiatives reduce barriers for underserved students and strengthen the region's construction workforce pipeline.

Collectively, these initiatives deliver early, meaningful, and sustained exposure to skilled trades careers that many students would not otherwise encounter.

- Strengthen career awareness and confidence.
- Improve workforce readiness through hands-on learning and employer engagement.
- Create actionable pathways from exploration to training to employment.
- Build a diverse, sustainable talent pipeline for the region's construction industry.
- Foster deeper collaboration among schools, employers, and community partners.

The programs demonstrate a scalable model for connecting youth to high-wage, high-demand careers while meeting regional workforce needs.



#### Employer Partners:

A&S Wall Systems, Inc.	Metcon, LTD
American Scaffolding Inc.	O'Rourke Wrecking Company
Arts Rental Equipment	Ohio Concrete
Baker Construction	Ohio Valley Electrical Services
Bray Construction Services	Pepper Construction
cHc Manufacturing	Performance Contracting
Craftsman Electric	Pioneer Cladding & Glazing Systems
Danis Construction	Prus Construction Company
Denier Electric	Richard Goettle
Dugan & Meyers	RJ Beischel Building Company
E&J Trailer Sales and Services	Schill Grounds Management
EGC Construction	Sehlhorst Equipment Sales
ESI Electrical Contractors	SiteWORX
Hilltop Companies	Skanska
Huseman Group	Sunesis Construction
IEC of Greater Cincinnati	TP Mechanical
imi Concrete	Triversity Craft Force
John R. Jurgensen	TWC Concrete
Jostin Construction	Unistrut Midwest
Kelley Brothers Roofing	Universal Contracting Corporation
KT Holden Construction	Valley Interior Systems
Loveland Excavating and Paving	Vandalia Rentals
LRT Restoration Technologies	Walsh Kokosing
Megen Construction Company	
Messer Construction	

## CCAP – Construction Career Advocacy Program (Year-Round Programming): \$90,000 Investment

The Construction Career Advocacy Programs is a comprehensive and holistic approach to workforce development, focusing on three key stakeholders: students, educators, and employers.

- 600 students across 18 schools participated.
- Integrates project-based learning, industry-recognized credentials, and employer interaction into the school environment.
- Strengthens career clarity and readiness by offering sustained exposure to real-world construction pathways.
- Creates clear, achievable routes from classroom learning to employment or postsecondary training.

### The school-based programs include:

- Math Applied in Construction (MACkit)
- After School Clubs
- Summer Programs
- Construction Career Days
- Professional Development for employers and educators



## Construction Career Days (April 30–May 1, 2025): \$10,000 Investment

ACI Construction Career Days is the largest construction-based career exploration and hiring event in Ohio, Kentucky, and Indiana and one of the largest in the nation.

- 3,000 students from 65 schools participated.
- Now a signature regional event offering large-scale career exploration and direct employer engagement.
- 500 Student VIPs—seniors identified as workforce-ready—received enhanced programming.
- Signing Day is a follow up activity to Career Construction Days. At this event, 80 seniors from 65 schools participated in 138 on-site interviews, connecting students directly with employers and training providers.

2025 Investment Total:  
**\$83,257**

**Scholarship Awards Overview**     *Connecting Students to Construction*

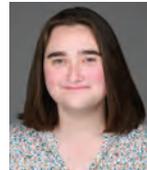
Spirit provides college scholarships to numerous students pursuing degrees related to the construction industry, such as construction management and civil engineering. Spirit has contributed over \$655,000 to college scholarships since 2004, benefiting 283 recipients. Each year, a portion of this is awarded to Military Scholars pursuing construction-related careers.

**UC Construction Student Association: \$12,757**

Each year, net proceeds from the annual gala silent auction are donated to the CSA endowment fund named after the Spirit of Construction. CSA uses the funds for their annual operation and gives scholarship awards to CSA leaders. The following students were awarded scholarships:



**Joe Amato**



**Molly Blair**



**Dom Carpenter**



**Drew Hopper**



**Maria Klare**



**Jacob Mitsch**



**Brooke Sunderhaus**



**Luke Wujek**

**Cincinnati State: \$8,000**

The Spirit of Construction scholarship at Cincinnati State awards two annual scholarships of \$4,000 each to students in programs focused on the construction industry. Scholarship recipients can be first year or second year students, with preference given to students based upon financial need and/or demonstration of leadership. In 2025, the scholarship was awarded to the following student:



**Grace Kamphaus**

**Fulcrum Lifting/Cincinnati State**



**Levi Holden**

Dollars donated by Fulcrum Lifting and awarded to a Cincinnati State student.

**UC College of Engineering: \$12,000**

The Spirit of Construction scholarship at UC supports students in any engineering major who are in sophomore standing or above with preference given to students based on financial need and/or demonstration of leadership. The following students were awarded scholarships in 2025:



**Will Grant**



**Gracie Hill**



**Drew Hopper**



**Paige Huggins**



**Blake Krupinski**



**Casey Sullivan**



**Andrew Thatcher**



**Anna Wright-Lee**

## Military: \$40,000

*From Service to Skilled Craft:  
A Scholarship for Military Veterans  
in Construction*

The Spirit of Construction Foundation proudly offers four \$5,000 scholarships annually dedicated to supporting military personnel and veterans as they transition into meaningful careers within the construction industry. This opportunity provides financial assistance for those hoping to build futures rooted in purpose, precision, and pride. In 2025, the Spirit investment was matched by Perfection Group.

### Spirit Military



**Nathan Cramer**  
Ohio State  
University



**Elijah Ellis**  
University of  
Cincinnati



**Gabe Shoener**  
University of  
Cincinnati



**Jacob Vanover**  
University of  
Cincinnati

### Perfection Group Military



**Andrew Giordano**  
Northern Kentucky  
University



**Michael Meyer**  
Northern Kentucky  
University



**Coen Reed**  
Miami University



**John Sodergren**  
Miami University

## Perfection Group

The Perfection Group Foundation donated **\$21,000** to match Spirit scholarship dollars, doubling the impact of **Military** and **Skilled Trades** scholarship funds.



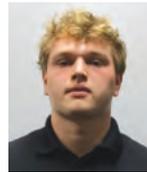
## Skilled Trades: \$2,500

The Spirit of Construction Foundation is proud to support individuals pursuing careers in the skilled trades. Our Skilled Trades Scholarship is designed to help students take the next step toward a future in high-demand, hands-on professions. This scholarship provides financial assistance to keep students enrolled and focused on achieving their goals in the trades. Skilled Trades awards are in the amount of \$500. In 2025, the Spirit investment was matched by Perfection Group.

### Spirit Skilled Trades



**Andrew Hartman**  
Carpenters Union



**Brody Lehmann**  
JATC Local 212



**Marc Williams**  
Carpenters Union

### Perfection Group Skilled Trades



**Mike Beers**  
Carpenters Union



**David Lohmann**  
Gateway HVAC

## NKU: \$8,000

The Spirit of Construction scholarship at NKU supports students majoring in the construction management program. Preference is given to students based on financial need and/or demonstration of leadership and sophomore or greater standing. The scholarship is allocated in two annual scholarships of \$4,000 each. In 2025, the scholarship was awarded to the following students:



**Zeb Bame**



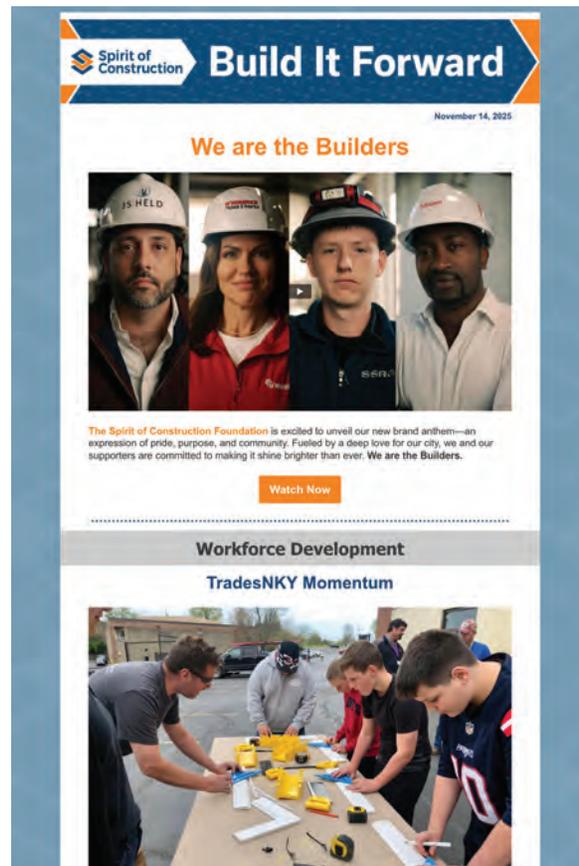
**Luis Mata**

# Spirit of Construction Marketing

In 2025, Spirit concentrated on building new partnerships and sharing our mission with audiences beyond the construction industry. We explored a variety of fresh ideas—take a look at the recap below.

## Newsletter

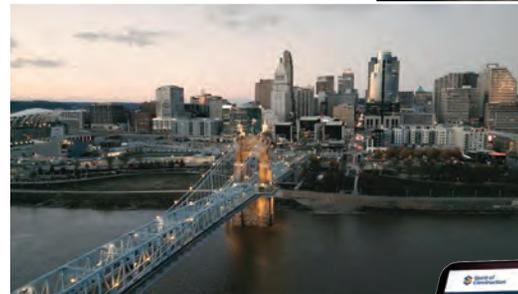
This year, Spirit of Construction renewed its commitment to keeping our community informed, connected, and inspired. To support our goal, we launched a new monthly newsletter designed to highlight upcoming events, showcase our impact, and shine a light on the people who make our mission possible. By expanding our communication efforts, we're building stronger relationships, increasing transparency, and ensuring that everyone has a front row seat to the progress and impact of Spirit of Construction.



## Video Content

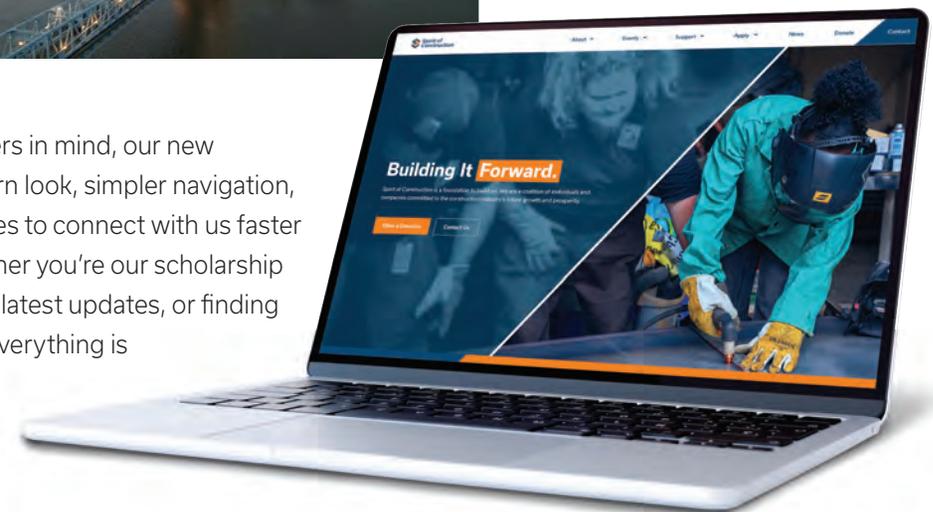
The Spirit of Construction introduced a fresh creative direction to our video content this year. The new videos premiered at the annual gala and are available on our new website and YouTube page.

The collection features a brand-new anthem and highlights the 2025 Lifetime Honorees.



## Website

Built with our supporters in mind, our new website offers a modern look, simpler navigation, and refreshed resources to connect with us faster and more easily. Whether you're our scholarship recipients, reading the latest updates, or finding ways to get involved, everything is now more intuitive and accessible.





### Cincy Hats

Spirit of Construction partnered with Cincy Hat offering a limited time edition Spirit of Construction logoed Cincy Hat. The hats were designed as a way to generate awareness of SOC while supporting the trades.

The Cincy Hat was created by Bengals center, Ted Karras, who turned a simple idea for team-themed merchandise into a powerful community movement. What started as a symbol of team pride quickly grew into a mission to bring people together and give back to the city of Cincinnati. Through the Cincy Hat initiative, Ted has shown how one idea—and one hat—can unite a community and make a lasting impact.

### Giving Tuesday

Our first Giving Tuesday campaign was a huge success! Thanks to the generosity of our incredible Spirit community, we smashed our goal and raised an amazing **\$20,100** to help fuel opportunities for the future construction workforce. A heartfelt thank-you to everyone who participated—and a special shoutout to Enerfab for generously matching donations up to **\$10,000!**



### Braxton

Spirit of Construction Foundation is proud to share our partnership with Braxton Brewing Company. Blue Print (now available at Kroger) is a beer that does more than refresh – it reinvests. Every can of Blue Print helps fund education and opportunity for the next generation of builders.



This isn't just a toast to the trades – it's a commitment to the people who shape our skylines, our neighborhoods, and our future. Here's to hard work, bold vision, and the spirit of construction.

### Business Courier Ads

## BE SOMETHING TO BUILD ON

**Building a Strong Foundation**  
We are a coalition of individuals and companies who are committed to the construction industry's future growth and prosperity. We are building a bright future through our investments in local workforce development, community outreach grants, and scholarships.

**Your Support Matters**  
Your donation directly supports educational and mentorship programs that sustain and elevate the construction industry in Greater Cincinnati and Northern Kentucky.

**Consider donating to Spirit of Construction today!**

## THE FUTURE IS HOW YOU BUILD IT.

Spirit of Construction is committed to building a bright future for the next generation of skilled trades professionals through scholarships, community-based education programs, and workforce development opportunities. Your donation directly supports educational and mentorship programs that sustain and elevate the construction industry in Greater Cincinnati and Northern Kentucky.

**Together, we can build it forward.**  
Support Spirit of Construction today:  
[spiritofconstruction.org](http://spiritofconstruction.org)

**\$10**  
**MILLION**  
**RAISED**  
for the construction industry  
SINCE 1994

**278**  
**SCHOLARSHIPS AWARDED**  
FOR A TOTAL OF  
**\$666,500** SINCE 2004

**\$1 MILLION**  
SINCE 2018, WE HAVE DONATED  
TOWARD WORKFORCE DEVELOPMENT

## Endowment Overview *Investing in Tomorrow's Skilled Trades*

The Spirit of Construction Endowment Fund was created in 2021 to ensure the financial stability of our Foundation and create generational impact. Rooted in stewardship and sustainability, the fund supports Spirit's mission to promote construction careers by empowering youth, expanding access in underserved communities, and providing scholarships for students pursuing industry-related education. Organized into four pillars—Outreach, Workforce Development, Scholarship, and the General Fund—the Endowment helps bridge the trade gap and create meaningful opportunities for the next generation of builders.

### Steve Arnold Construction Fund: \$35,301



In 2025 we lost Steve Arnold, a bright light of the Greater Cincinnati Construction Community. Steve had an infectious energy and zest for life that inspired everyone around him. Steve had a special gift of being able to connect with everyone. His stories were legendary, and his presence at any gathering guaranteed a great time for all. To honor Steve's memory, Spirit of Construction partnered with his

family to create the Steve Arnold Construction Scholarship Endowment Fund. Over 50 individuals and companies contributed to the fund which will support students in the construction industry.

### Design Lab – K-8 Program: \$20,000

Design LAB: Learn + Build is an in-school education program that serves grades K-8 and introduces over 2,000 Cincinnati area students annually to concepts of architecture, design,



and construction. The 5-month program challenges students to design and build a model of a themed project, led by a professional in the built environment. At the end of the program, one project from each classroom goes on a public exhibit, where students are able to present their work.

### Oh She Built That – Carpentry Skills for Elementary School Girls: \$5,000

Oh She Built That empowers girls through hands-on woodworking programs that build confidence, curiosity, and STEM skills. Spirit of Construction funding helped the program expand school partnerships across Northern Kentucky, reach more students, and provide quality materials for engaging, confidence-building projects.



### TOOLS Program – Scholarships: \$10,000

The TOOLS Program was launched in 2019, aiming to create more pathways for young people to pursue a career in the skilled trades. TOOLS has connected contractors with students of all ages, building a presence in over 35 schools by partnering with more than 40 contractors and home builders. Since inception, TOOLS has awarded over \$100,000 in scholarships and provided resources to assist graduating high school seniors as they transition into construction careers.



## Endowment Summary – December 31, 2025

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	\$ 122,161 General Reserve Fund
\$ 111,500 Fleet Fangman Outreach Reserve Fund	\$ 100,250 Baker Concrete Scholarship Reserve Fund	\$ 250,000 Strawser Family Workforce Development Reserve Fund	\$ 40,000 Richard Goettle Inc General Reserve Fund
\$ 40,000 Perfection Group Outreach Reserve Fund	\$ 100,250 Dan Baker Scholarship Reserve Fund	\$ 12,500 Riddle Family Fund	\$ 50,000 cHc Manufacturing Inc. General Reserve Fund
\$ 50,000 Bray Construction Outreach Reserve Fund	\$ 75,000 Albrecht Family Scholarship Reserve Fund		\$ 40,000 Wayne Carlisle Reserve Fund
\$ 12,500 Riddle Family Fund	\$ 25,000 Riddle Family Fund		\$ 10,000 Paul Hemmer Company Reserve Fund
	\$ 35,301 Steve Arnold Fund		
	\$ 25,000 Heavy Highway Fund		
\$ 10,000 Outstanding Pledges	\$ 200,000 Outstanding Pledges	\$ - Outstanding Pledges	\$ 183,000 Outstanding Pledges
\$ 224,000 Total Collected & Pledged	\$ 560,801 Total Collected & Pledged	\$ 282,500 Total Collected & Pledged	\$ 445,161 Total Collected & Pledged
\$ 77,214 Earnings (from inception)	\$ 118,652 Earnings (from inception)	\$ 90,944 Earnings (from inception)	\$ 67,192 Earnings (from inception)
\$ 12,000 Grants Awarded	\$ 21,000 Grants Awarded	\$ 24,000 Grants Awarded	\$ 4,000 Grants Awarded

**\$1,512,462** Grand Total Pledged & Collected

# 2025 Donors *Thank you to all our generous supporters. Together, we are building it forward.*



## BIG IMPACT CIRCLE: \$25,000+

- AnyWeather
- Baker Concrete Construction
- Braxton Brewing
- Bray Construction Services, Inc.
- Dean Dorton
- Enerfab, Inc.
- ESI Electrical Contractors
- Fischer Homes / Acendion Collective
- Hilltop Basic Resources, Inc.
- Huseman Group
- Jostin Construction, Inc.
- Lithko
- Messer Construction
- Nelson Stark
- Ohio Valley Electrical Services
- O'Rourke Wrecking Company
- Perfection Group

- TP Mechanical Contractors
- Turner Construction
- Valley Interior Systems, Inc.

## \$24,999 – \$7,500

- Albrecht, Jack
- AssuredPartners
- Carlisle, Wayne
- cHc Manufacturing, Inc.
- ClarkDietrich
- Commerce Bank
- Conger Construction Group
- Danis Building Construction Company
- Richard Goetle, Inc.
- Grote Family of Companies
- J.S. Held LLC
- Merus
- Milwaukee Tool
- Murphy Tractor & Equipment Sales

- North Side Bank and Trust Company
- Ohio CAT
- Paul Hemmer Company
- Pepper Construction
- Performance Contracting
- Pioneer Cladding & Glazing Systems
- Riddle, William & Kimberly
- Sanitation District No 1 of Northern Kentucky
- Sehlhorst Equipment Services LLC
- Strawser, John & Betsy
- Taft Stettinius & Hollister LLP
- Terracon Co.
- The Peck-Hannaford & Briggs Co.
- Triversity Construction Company, LLC
- USI Insurance

## \$7,499 – \$3,500

- AJ Gallagher
- Albrecht, John
- Albrecht, Todd
- Allied Construction Industries
- Associated Builders & Contractors (ABC)
- ATS
- Barnes Denning
- Ben Hur Construction Co.
- Berding Surveying
- Browne Engineering & Construction
- Brunk Companies
- BWA South

- Byer Steel
- C&B Marine
- Civil Solutions
- Deloitte
- Denier Electric Co., Inc.
- Dinsmore & Shohl
- Disney McLane & Associates Inc.
- Driekast Piping Corp.
- Eagle Realty
- Encore Building Systems, LLC
- Enterprise Fleet Management
- Eukles Wealth Management
- Fangman, Fleet
- Fedders Construction
- Fenton Rigging Contracting



- Ferguson Enterprises, Inc.
- Ford Development Corp.
- Frost Brown Todd LLC
- Fulcrum Lifting
- GBQ
- General Electric Credit Union
- Great American Insurance Company

- GT Supply
- Hemmer, Paul Jr. & Mary
- Heritage Bank
- Houchens Insurance Group
- Huntington National Bank
- Interior Supply
- J&D Rack
- John R. Jurgensen Company
- Johnson Control
- Julie Cromwell & Associates
- Kings Electric Services
- Kleingers Group
- KLH Engineers
- L&W Supply
- Liberty Mutual Surety
- LK TECH
- Luminaut
- Mayers Electric
- Megen Construction Company, Inc.
- Model Group
- Monarch Construction
- M-PACT Corporation
- National Gypsum
- NEFCO
- Oswald Company
- Plumbers Pipefitters
- Priority Insulation
- Prus Construction Co.
- R.J. Beischel Building Company
- Ryan Fireprotection

ServPro
SiteWorx, LLC
Skanska USA Building Inc.
Strawser, Margaret
Streamkey
SURE Mechanical
Thermal Solutions
Trane Technologies
Travelers
University of Cincinnati
US Bank
Viega
Worly Supply
<b>\$3,499 – \$1,500</b>
45NINETY
Bansal Construction, Inc.
BE NKY
BraHan
Chubb
CNA
Corporex
Cors & Bassett
Equipment Depot
GBBN Architects, Inc.
Graybach
Hartfiel, Regina
HILLS Properties
Hubbard, Bo & Ali
Hunt Builders Corporation
Hunter Consulting Company

## Pick Your Passion

At Spirit of Construction, every contribution fuels a stronger future for our industry. Through our three core pillars—Outreach Grants, Scholarships, and Workforce Development—you can choose exactly where your support makes an impact. We call it Pick Your Passion because your generosity goes directly to the programs that inspire you most.

Scan the QR code or visit our website to donate today and make a direct, meaningful difference in the construction community.

[spiritofconstruction.org/donate](http://spiritofconstruction.org/donate)



IMEG
Knose Concrete Construction
KZF
Mt. Carmel Stabilization
Northern Kentucky University
Phillips, Dennis & Barbara
RTM Engineering Consultants
Schneider Electric Digital Buildings
Scott, Jack
Sunesis Construction Co.
The Cap Stone Company
THP Limited Inc.
Towne Properties
United Building Materials
Webb, George & Joy
<b>\$1,499 – \$500</b>
Beischel, Tim
Cincinnati Childrens Hospital

Gigax, Bob
H. Hafner and Sons Inc.
HOAR
Ken Neyer Plumbing
Kramer, Craig
Mercer Advisors
McGill Smith Punshon, Inc.
Mulvany, Barry
Nelson, Mark & Dana
Osborn Engineering
Raidt, Michael
Rammes, Jason
Riegler Blacktop
Scouting America
Tetra
Thompson Hine, LLP
Walsh Kokosing Construction Company
Wieland Builders, LLC

Zenk, John
<b>\$499 – \$50</b>
Aero Battery, Inc.
Arkmalibu
Bayer, Joe
Beams, Brian
Beatty, Marilyn & Robyn
Beischel, Bryan
Berry, Clinton
Bray, Dallas & Mary
Burger, Chris
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Delaney, Bonnie
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Vogel, Joshua
Ward, Michael & Tracy
Watkins, James Jr. & Clara
Weis, Henry & Marney
Whitfield, Jasmine
Wietmarschen, Rob
Wilson, Jake



# Statement of Financial Position

December 31, 2025

## Assets

Cash	\$ 471,451
Money Market Account	\$ 89,904
General Reserve Fund	\$ 325,353
Outreach Reserve Fund	\$ 279,214
Workforce Development Reserve Fund	\$ 349,444
Scholarship Reserve Fund	\$ 458,453
Deposit	\$ 1,000
	<b>\$ 1,974,819</b>

## Net Assets

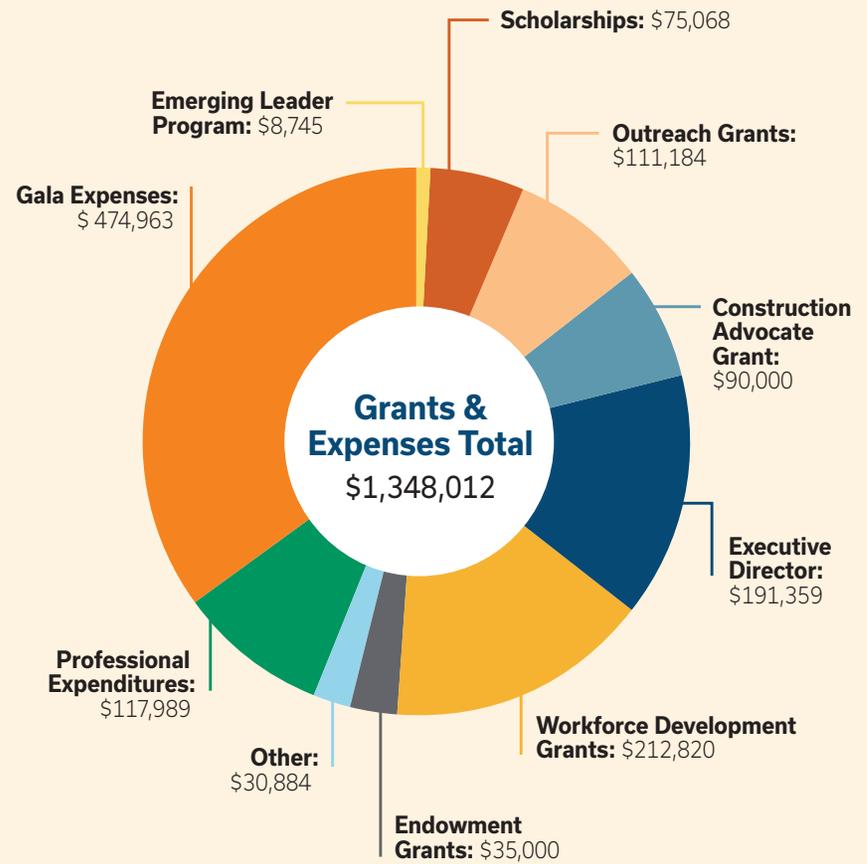
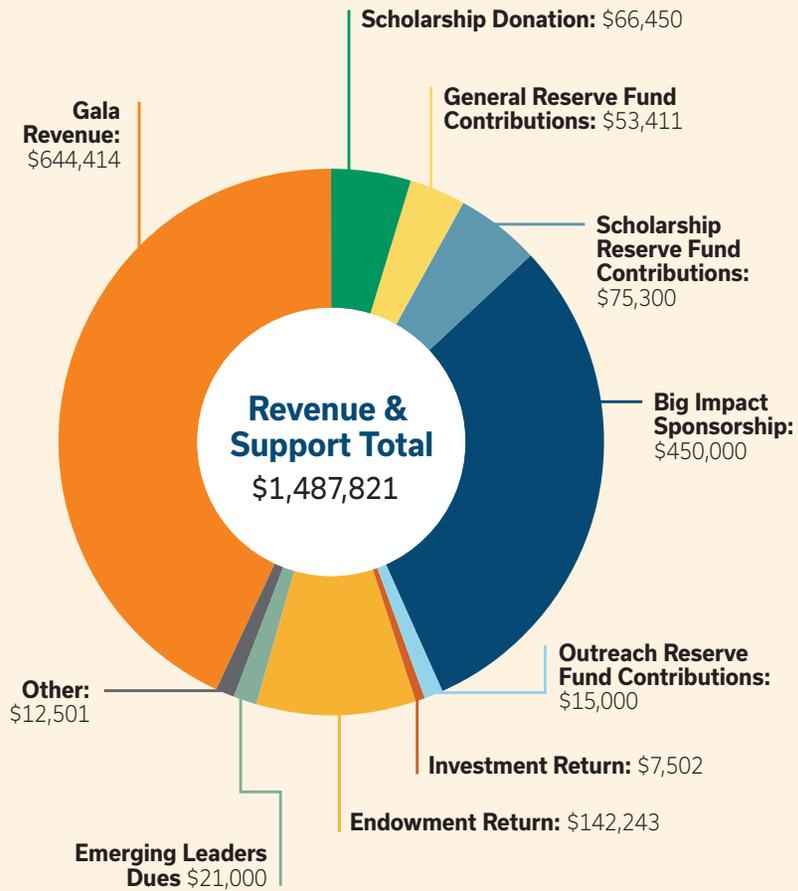
Accrued Expenses	\$ 12,060
Without Donor Restrictions	\$ 1,956,819
With Donor Restrictions	\$ 18,000
	<b>\$ 1,974,819</b>



# \$1.7M

Spirit has awarded over \$1.7 million in financial support over the past 7 years, significantly impacting communities across the Greater Cincinnati area.

# Statement of Activities for the Year Ending December 31, 2025



	without donor restrictions	with donor restrictions	TOTAL
<b>Beginning Net Assets:</b>	\$ 1,822,950	-	\$ 1,822,950
<b>Change in Net Assets:</b>	\$ 133,869	\$ 18,000	\$ 151,869
<b>Ending Net Assets:</b>	<b>\$ 1,956,819</b>	\$ 18,000	<b>\$ 1,974,819</b>



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.***