



SPARK FORCE™

THE **FMA** FOUNDATION



Annual
Report
2025



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Record Generosity Leads to a Record Year for SparkForce

2025 was a sensational year for SparkForce as we received a record \$2,326,736 in donations and grants. Over 300 companies, individuals, members, foundations, and associations chose to give and gave generously in support of our cause. As part of these donated funds, we received our first one-million-dollar gift from the Alro Steel Foundation, and we are incredibly honored to have earned both their trust in our mission and support of our programs. Additionally, this past year, SparkForce earned the Platinum Seal of Transparency (highest level of recognition) from Candid, the organization formerly known as GuideStar, reflecting our commitment to transparency, accountability, and excellent stewardship of our resources. All of our donors can have great confidence that, when making a gift to SparkForce, we will use the funds for the intended purposes.

As a result of our donors' generous support, we provided 111 students with \$222,000 in scholarships to pursue their education in fields of study related to manufacturing. Our scholarship winners have majors that include Mechanical Engineering, Advanced Welding, CNC Machining Technology, Manufacturing Engineering Technology, Industrial and Systems Engineering, and Engineering Technology/Mechatronics. These students come from a great cross section of the U.S. where they attend technical schools, community colleges, and universities such as the Hobart Institute of Welding Technology, University of Hawaii at Manoa, Purdue University, Tuskegee University, College of Lake County, Pennsylvania College of Technology, Long Beach City College, and Arkansas State University, to name just a few. We are incredibly proud to support these students on their journey joining the advanced manufacturing workforce.

2025 was another successful year for our growing manufacturing camps programs. Last summer, we saw more than 5,000

students between the ages of 12-16 participate in 304 Summer Manufacturing Camps. These camps were spread across 29 states and included such themes as "Building Giants," a series of camps focused on developing the skills needed for careers in the submarine and maritime industry;; "Manufacturing from Design to Fabrication"; "Girl Powered: Welding," a girls only camp focused on introducing students to welding concepts; "The Art of Engineering;" and "Robotics Engineering and Entrepreneurship." In addition to our traditional camps, the Foundation continues to support Inclusive Manufacturing Camps for high-functioning young adults with special needs or disabilities who are gaining experience, new skills, and building confidence to better prepare themselves for employment in their local communities at manufacturing companies.

I am thankful for the outstanding leadership that is provided by both SparkForce's Board Chair Gina Black and its Board of Directors. This group of enthusiastic manufacturing advocates volunteer their time to help us continue to grow and expand our mission. Chairwoman Black has been an excellent steward through her support of both our staff and our focus on delivering quality programs. Right behind our Board, I am thankful for the many volunteers who review scholarship applications and for the dedicated faculty and instructors at our partner host schools / organizations who engage directly with youth at SparkForce camps. These passionate advanced manufacturing advocates are on the frontlines of demonstrating to our campers the numerous career possibilities in manufacturing. We are forever grateful to all those who are helping in both small and big ways to build the future advanced manufacturing workforce.



Edward Youdell
President and CEO
Fabricators and
Manufacturers Association
(FMA)

Our Mission

To engage, nurture, and excite individuals of all ages in the pursuit of careers in manufacturing.

Our Core Purpose

To support individuals in discovering their interest in manufacturing and to encourage the pursuit of a manufacturing career.

Continued Growth, Proven Impact

PROGRAM IMPACT

2025 Summer
Manufacturing Camps

304

Summer Manufacturing
Camps

29

U.S. states

108

Host schools and
partner organizations

Nearly

550

manufacturers,
business, and community
supporters engaged

5,400+

registered camp
participants



In 2025, **Summer Manufacturing Camps** continued to deliver impactful, hands-on experiences for young participants while forging and deepening connections across the manufacturing community. Building on last year's momentum, the program hosted over 300 camps across 29 states, engaging more than 5,000 students aged 12-16. This sustained reach reflects the program's ongoing success in inspiring the next generation to explore careers in manufacturing.

Through immersive, skill-based learning, participants are actively gaining exposure to modern manufacturing technologies and career pathways, while increasing awareness of local technical education opportunities for both themselves and their families. These experiences play a critical role in strengthening the pipeline into skilled trades and advanced manufacturing careers. The 2025 camps were led by 108 host schools and partner organizations, with support from nearly 550 manufacturers, businesses, and community partners. Together, these collaborations create meaningful learning experiences while

strengthening connections between education and industry.

To further understand and quantify the program's impact, a new Impact Study was completed in 2025, providing an updated perspective from the previous study. The findings reinforce these outcomes with clear, measurable results. The study shows that a strong majority of participants report increased awareness of manufacturing careers following camp, along with greater interest in pursuing related education or training. Host organizations also report high levels of satisfaction, with most indicating strengthened relationships with local manufacturers and improved community perception. Notably, a majority of sites return to host camps year after year, demonstrating the program's long-term value and sustainability.

With strong participation and expanded industry engagement, Summer Manufacturing Camps continue to make a measurable impact, equipping students with valuable skills and helping to build the workforce of tomorrow.

Testimonials:

“One of the most inspiring success stories from the SparkForce Robotics Camp started several years ago with a 6th grade student named Jon. Jon attended our SparkForce Camp and was instantly drawn to the hands-on robotics activities. The camp sparked such a strong interest that Jon went back to school and helped form a FIRST Tech Challenge (FTC) robotics team with a few classmates. Through middle and high school, Jon stayed actively involved in robotics and engineering, eventually applying and being accepted into the engineering program here at Burton Center for Arts and Technology. Over four years at Burton, Jon excelled — not only developing strong technical skills but also becoming a leader on design projects, mentoring younger students, and earning multiple certifications along the way. This spring, Jon graduated with honors from the engineering program and has officially committed to attend Virginia Tech to pursue an engineering degree. What started as one week at SparkForce Robotics Camp has truly grown into a life-changing pathway — and we’re excited to see where Jon’s journey in engineering will lead next.”

Sarah Gerrol, Camp Director

Vex Robotics Camps
Burton Center for Arts and Technology
Salem, VA

“Carlos, a 14-year-old who has just completed middle school, wanted to attend camp to see if he liked welding enough to take it in high school for trade certifications. He was one of our hardest workers all week and showed amazing initiative. Carlos won our top award on the final day and received a welding hood package from Miller Manufacturing. He is enrolling in Alessandro High School’s welding program in the fall.”

Demi Knight Clark, Camp Director

Reimagined Rosies
STEM to Space Makers Camps
Hemet, CA

“Christian genuinely had a great time. I can tell because I normally get the teenager response when I ask how his day went of ‘it was fine.’ Not with your camp. I heard about industrial-grade 3D prints, VR welding training, and all about circuits and connecting things electronically. My son already has big plans of going to college for robotics/engineering. This was a great steppingstone towards that goal.”

Parent of a Camp Participant,

SparkForce Manufacturing Camp
Edison State Community College
Piqua, OH



“A highlight from our camp was when a student finished the program and had a conversation with the college instructor about the pathway needed to pursue a career in the Makerspace and advanced manufacturing field. This shows the camp’s impact in sparking career interest and building early connections between students and professionals.”

Brandon Williamson, Camp Director

Makerspace Studio
Alamance Community College
Graham, NC

“Brody, a 10th grader and member of his school’s robotics team, attended the Advanced Automation and Robotics camp to take his skills further. Brody said the camp helped him connect school robotics to career opportunities and confirmed his goal of studying engineering after graduation.”

Amy Stracner, Camp Instructor

Advanced Robotics & Automation
Jasper Jr. High School
Jasper, AL

“This camp was Jonah’s first experience with welding. Throughout the week he expressed many times that he enjoys welding and that it is what he wants to do. He likes it so much that he asked for PPE and equipment recommendations so he can save up to buy welding items as he gets older. Thanks to the camp, Jonah now has an idea of what he wants to do in the future and is aware of opportunities that he can pursue while he is in high school, like Dual Credit, Welding Academies, and Youth Apprenticeship. For one of our other students, Matrim, this was also his first time welding, and he absolutely loved it. He was able to enroll in another course later this summer and told all the staff that he is going to become a welder.”

Karrisa Zastrow, Camp Director

Make it Real-Imagine, Design, Manufacture 2025
Northcentral Technical College
Wausau, WI

Expanding Opportunities for Young Adults with Disabilities

PROGRAM IMPACT

2025 Inclusive Manufacturing Camps

13

Inclusive Manufacturing Camps held in **10** states

129

camp participants impacted, a **36%** increase over the previous year

50%

of participants were either employed, had prospective employment in a manufacturing job (i.e. internships, interviews, etc.), or were entering a manufacturing-related apprenticeship or program upon conclusion of camp



In 2025, **Inclusive Manufacturing Camps** continued to expand their reach and impact, empowering young adults with disabilities through hands-on training and real-world exposure to manufacturing careers. With 13 camps and 129 participants — representing growth of 86% and 36% respectively year over year — there is clear evidence of rising demand, as well as the program’s success in creating meaningful workforce pathways through the engagement of dedicated and innovative employers.

Designed for transition-age participants (16+), these camps focus on building essential job readiness and soft skills alongside exposure to applied technical skills. Through guided instruction and workplace-based experiences, participants are able to gain confidence, develop practical abilities, and begin to envision themselves in manufacturing careers.

The outcomes of the 2025 program highlight its effectiveness. Notably, 50% of participants were either employed, pursuing

employment opportunities such as interviews or internships, or enrolling in manufacturing-related apprenticeships or training programs upon completion of the camp. These results demonstrate the program’s ability to translate experience into tangible next steps.

As the Inclusive Manufacturing Camp program continues to evolve, its impact continues to increase — opening doors for individuals, addressing persistent workforce gaps, and strengthening connections between participants and employers. In a manufacturing sector where talent needs remain critical, this program is proving to be a meaningful and effective part of the solution for both workers and industry partners. As these camps grow, their role in expanding access to opportunities and addressing workforce needs continues to accelerate. By connecting an often-underrepresented talent pool with forward-thinking employers, Inclusive Manufacturing Camps are helping close critical employment gaps while building a more inclusive, skilled manufacturing workforce.

Testimonials:

From the very first day, Chris came to camp engaged, enthusiastic, and eager to learn. He believed he understood what manufacturing jobs were—until he experienced them firsthand. Between weekly Zoom calls with employers, hands-on activities, and in-person facility tours, Chris was constantly amazed by what he saw. He frequently described his experiences as ‘mind-blowing’ or ‘amazing.’ One moment stood out to Chris: walking through a manufacturing facility and realizing, ‘I want to work here one day.’ That clarity of purpose became his motivation.’ After completing the camp, Chris is now actively working to secure a position with one of the manufacturing partners he met during camp. Chris’s journey shows how new experiences can open doors, change perspectives, and inspire the next big step toward independence.”

Kiersten Lira, Camp Director
Parents Alliance Employment Project
Lisle, IL



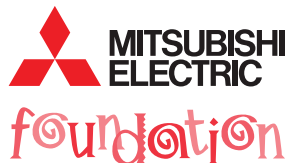
“One client came to the TACT SparkForce camp who was recently let go from a job at a local cabinet making organization as their business was closing. During the last week of camp, we visited a local manufacturing facility that makes ice machines and his eyes lit up! He was so excited and motivated to work at this manufacturing organization. This client started researching everything he could on this new potential employer and started talking about all things related to making ice machines for the next few days. A job was recently posted on the company’s website, and we helped the client apply and prepare for his interview. The client was so grateful for the opportunity and the possibility of a new job, doing something he was interested in and in the SparkForce camp helping him find this potential employer.”

Liam Murphy, Camp Director
Teaching the Autism Community Trades (TACT)
Englewood, CO

“One student in particular stood out for his enthusiasm and commitment to the program. Throughout the two weeks of classroom instruction, he practiced his skills diligently and showed a strong work ethic. When the manufacturer later provided safety training for all participants, he demonstrated excellent communication skills by introducing himself to the General Manager and expressing his interest in working for the company. Following his jobsite experience through the camp, he once again reaffirmed his desire to join their team. As a result of the connections he made and the impression he left, he has now been offered a position and is set to begin working with the company.”

Jeff Bird, Camp Director
Salem City Schools
Salem, VA

2025 Inclusive Manufacturing Camps were made possible through the support of the Mitsubishi Electric America Foundation, the Illinois Manufacturing Excellence Center, the Kane County Manufacturing Grant Program, and other generous donors.



Encouraging Pursuit of Careers in Submarine Manufacturing

PROGRAM IMPACT

2025 Building Giants Manufacturing Camps

4

Camps

86

camp participants

19

unique manufacturing technologies introduced




BUILDSubMARINES.COM

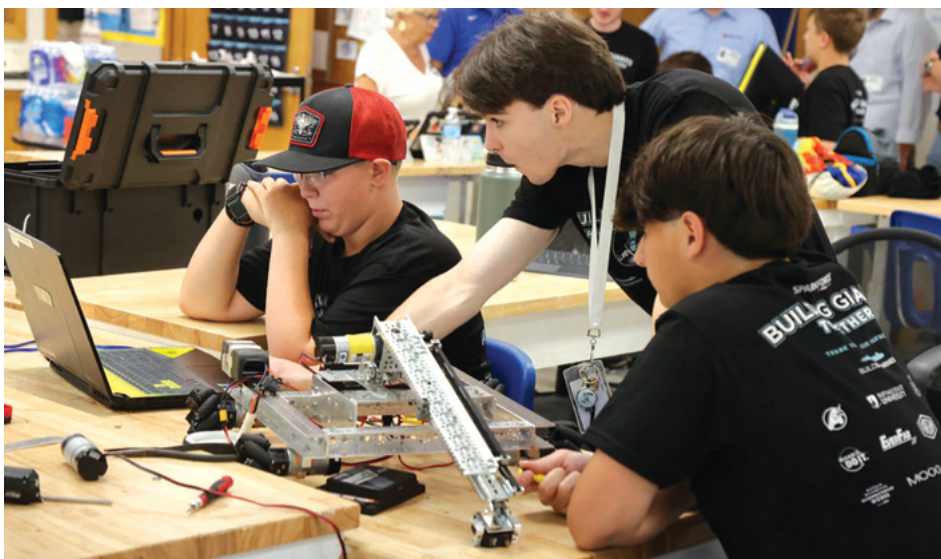
In 2025, **Building Giants Manufacturing Camps** expanded their reach and impact, attracting the next generation to careers in maritime manufacturing through early workforce engagement. Developed in partnership with BuildSubmarines.com, an initiative of the U.S. Navy's Submarine Industrial Base and BlueForge Alliance, the program was modeled after SparkForce's traditional manufacturing camps and allowed the foundation to facilitate four (4) of these specialized camps, engaging 86 students in hands-on learning experiences focused on maritime manufacturing careers.

Held in Mississippi, Illinois, California, and New York, the 2025 Building Giants Camps introduced participants to 19 unique manufacturing technologies, including welding, CNC machining, robotics, automation, and tool and die work. Through immersive, project-based learning, such as underwater robotics and precision-machined components, students gained practical skills

while exploring real-world applications within the maritime manufacturing sector.

Building on the success of the pilot Building Giants Camp in 2024, the program has continued to demonstrate the value of targeted, industry-driven career exploration. By connecting students with local educators and manufacturers in the maritime industry, Building Giants Camps help foster early interest in high-demand career pathways while strengthening regional workforce pipelines.

As the need for skilled talent in the submarine industrial base continues to grow, these camps prepare the next generation to pursue emerging opportunities in the maritime manufacturing sector. By aligning education with industry needs and providing meaningful, hands-on experiences, SparkForce is helping to ensure a strong and sustainable future for America's maritime manufacturing workforce.



Expanding Investment in Talent, Strengthening Industry

PROGRAM IMPACT

2025 SparkForce Scholarships

\$222,000
distributed in scholarship awards in 2025

111
scholarships awarded to help students pursue education or training

Over **\$1.75M**
awarded in scholarships since 1990

Students in **29**
states and **1**
Canadian province

Schools in **22**
states and **1**
Canadian province

The scholarship program delivered meaningful impact in 2025, awarding \$222,000 to 111 students for the spring and fall semesters. This investment reflects a strong commitment to developing a skilled, future-ready manufacturing workforce.

Recipients represented a diverse mix of academic pursuits, supporting students pursuing a range of programs, from industry certifications and associate degree programs to advanced engineering degrees. The distribution of scholarships across these varied pathways highlights SparkForce's dedication to advancing talent at every level of the manufacturing workforce pipeline.

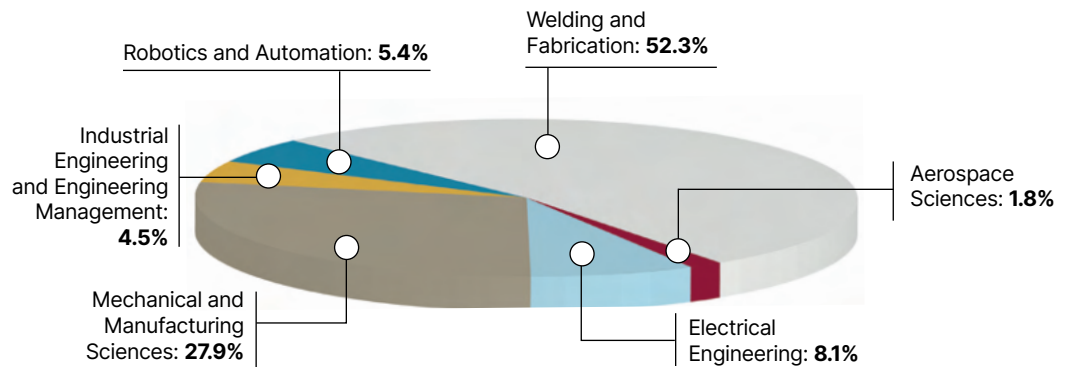
Scholarships were awarded to a wide range of disciplines critical to modern manufacturing, with more than half of all recipients focused on various aspects of

Welding and Metal Fabrication Technology. Additional key areas of study include Manufacturing Technology and Engineering, Mechanical Engineering, Industrial Engineering, Robotics and Automation Engineering Technology.

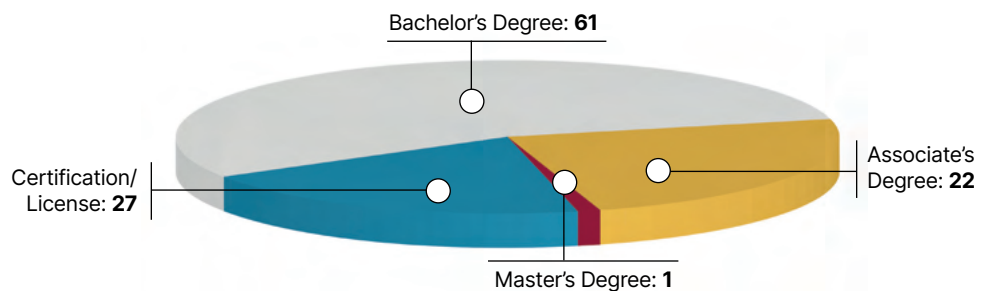
The scholarships awarded in 2025 supported students attending institutions in 23 U.S. states and one (1) Canadian province. Participation in key manufacturing states such as Pennsylvania, California, Texas, Illinois, and Wisconsin highlights both the national scope of the program and its impact in regions central to the industry's success.

SparkForce scholarships represent far more than financial support; they are a catalyst for opportunity, strengthening the pipeline of talent that will power the future of manufacturing for years to come.

SparkForce Scholarship Areas of Study



Degrees or Certifications Awarded



Meet a Few Scholarship Recipients

"I want the work that I do to mean something and contribute to something important. Knowing that both of my chosen fields of study serve an important role in society continuously motivates me to pursue a career in that field. As society, technology, and industry are constantly changing and innovating, I will be able to learn and change with them. I personally believe that one's learning experiences are never done, and I know that pursuing a career in welding engineering and or nondestructive testing will allow me to continue to learn and stay relevant in society and industry."



Rachel Lamb,
Pennsylvania College of Technology
Welding & Fabrication Engineering Technology/
Nondestructive Testing
Williamsport, PA

"I am pursuing a career in manufacturing and welding because my hands-on experiences have ignited a passion for creating and problem-solving. My work in electronic soldering deepened my appreciation for the intersection of technology and craftsmanship, where every connection matters. Additionally, my background in photography and videography has cultivated a strong sense of aesthetics and composition, which I believe is crucial in manufacturing. This blend of technical skill and artistic vision drives my ambition to contribute to innovative projects in the manufacturing sector, where I can bring ideas to life with both precision and creativity."



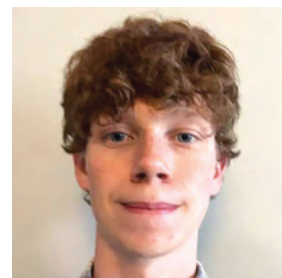
Edward Tumulty,
Georgia Trade School,
Structural Plate & Pipe Welding,
Acworth, GA

"I've been working in the manufacturing field for almost 4 years, and it has been great. I am passionate about the work I do and try to excel on any task I'm working on. After my second year in the trade, I had a manager reach out to me about pursuing an academic career in CNC. After graduation, I hope to keep growing in the company where I'm currently employed. I would like to keep learning new machining techniques and can even see myself becoming the Programmer for CNC lathes and mills. A big motivator in this field was going to the IMTS show in Chicago and seeing the HUGE amount of machining capabilities."



Oscar Campos,
College of Lake County,
CNC Machining Technology,
Grayslake, IL

"What motivates me most is the opportunity to optimize and refine automated welding systems. I believe that when automation is implemented correctly, it allows manufacturers to allocate more time and resources toward innovation, quality control, and process improvement. My goal is to contribute to these advancements by ensuring that robotic welding systems are operating at peak performance while continuously seeking ways to enhance their capabilities."



Eric Hill,
Pennsylvania College of Technology,
Welding & Fabrication Engineering Technology,
Williamsport, PA

Find the current season's award recipients and all previous scholarship winners at

[Sparkforce.org/Scholarships](https://sparkforce.org/Scholarships)

Powering the Next Generation of Manufacturing, from Mission to Momentum



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Chair

SparkForce Board
of Directors

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President and CEO

Edward Dernulc,
Foundation Director

Cindy Day,
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Dana Brown,
Senior Event and Program
Specialist

Suzie Dahlke-Beard,
Program Development
Specialist

Leah Lewandowski,
Foundation Program
Coordinator

For decades, manufacturing has been the backbone of economic growth and innovation. It is the force that builds our infrastructure, powers our industries, and turns ideas into reality. That force continues to be under increasing strain. The demand for skilled trades professionals, welders, machinists, fabricators, technicians, engineers, and countless other roles, continues to far outpace the supply of trained talent. This challenge is no longer looming on the horizon; it is here.

That urgency is what continues to drive our mission, and in 2025, it also drove an important evolution.

Formerly known as Nuts, Bolts & Thingamajigs, our organization officially transitioned to SparkForce, a name that reflects both the energy of our mission and the scale of our ambition. While our name has evolved, our purpose has not. SparkForce remains deeply rooted in the same commitment that defined Nuts, Bolts & Thingamajigs: to engage, nurture, and excite individuals of all ages in the pursuit of careers in manufacturing and the skilled trades.

In 2025, SparkForce continued its transformation, expanding our camp programs into new and expanded geographic regions. By meeting students where they are, we are ensuring that opportunity is not limited by zip code and that the skilled trades pipeline is stronger, broader, and more resilient for the future.

Equally important, we deepened our commitment to inclusion. Our Inclusive Manufacturing Camps continued to grow, opening doors for individuals of all abilities to explore meaningful, high-value careers in manufacturing. These camps go beyond

awareness; they create confidence, capability, and a sense of belonging. As the workforce gap widens, inclusive pathways like these are not optional; they are essential.

We also took a significant step forward in our scholarship program. In 2025, SparkForce awarded higher-dollar scholarships, recognizing the real and rising cost of education, training, and credentialing. These scholarships represent more than financial support; they are investments in students who are committed to building skills, entering the trades, and strengthening manufacturing for generations to come.

None of this progress happens in isolation. It is made possible by the dedication of the SparkForce and FMA staff, the passion of our educators and volunteers, and the continued partnership of manufacturers who believe in developing future talent. Across North America, industry leaders are opening their facilities, mentoring students, and demonstrating that manufacturing offers not just jobs, but stable, purpose-driven careers.

As we look ahead, the need is clear. The skilled trades gap will not close on its own. It will require sustained commitment, expanded reach, and bold investment in people. SparkForce is answering that call, by growing geographically, by leading efforts toward inclusive workplaces, by increasing scholarship impact, and by honoring the strong foundation built by FMA while evolving to meet the future.

Thank you for being part of this journey and for believing in the power of manufacturing education. Together, we are not just responding to today's workforce challenges; we are building the force that will shape tomorrow's success.

FMA Foundation Board of Directors



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Weller Metalworks
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Silent Auction at the FMA Annual Meeting

February 25, 2025 | Gila River Resorts & Casinos Wild Horse Pass | Chandler, AZ

Total Funds Raised: \$41,055



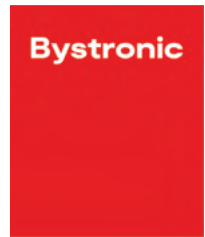
Outside Processors Auction at Motor City Slitters

July 31, 2025 | Fox Hills Golf Club | Plymouth, MI

Total Funds Raised: \$23,140

GOLF4MFG™

Premier Sponsor



August 25, 2025 | Bolingbrook Golf Club | Bolingbrook, IL

Total Funds Raised: \$101,355



Thank you to our additional sponsors





AWARDS GALA

Presented by



October 23, 2025 | Victoria in the Park | Mount Prospect, IL

Total Funds Raised: \$149,430



Randy Glick, Alro Steel CEO, and members of the team after being awarded the Impact on Industry Award

2025 SparkForce Award Winners

Power of Industry Award (Individual or Family Foundation): **Carlos Borjas, Reliance Inc.**

Impact on Industry Award (Corporation or Company Foundation): **Alro Steel**

Future of Industry Award (Manufacturing Camp Host): **Grayslake Community High School D127**

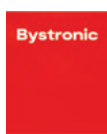


Carlos Borjas accepting the Power of Industry Award from presenter Bruce Benedict



Future of Industry Award winners from Grayslake Community High School D127

Thank you to our additional sponsors



A Leader in Industry Investment



SparkForce is proud to recognize Alro Steel as a true leader in industry investment, demonstrating what it means to actively support and shape the future of manufacturing.

With their transformational \$1 million gift, Alro Steel is doing more than funding camp and scholarship programs; they are driving momentum. Their commitment extends beyond financial support to meaningful workforce engagement, championing innovative initiatives like our Inclusive Manufacturing Camps and helping to open doors for students of all abilities to explore careers in manufacturing.

Real growth happens when commitment meets action. Alro Steel saw the opportunity to make a difference and stepped forward not only with significant financial support, but with active involvement that brings these initiatives to life. Thanks to their leadership and example, more companies have stepped up, more schools have engaged, and more students are gaining access to life-changing opportunities.

This is what it looks like to invest in the future workforce, not just by giving, but by inspiring others to join the mission. Thank you to Alro's CEO Randy Glick, the Alro Steel Foundation, and the entire Alro Steel team for setting the standard and helping SparkForce expand its reach and impact nationwide.



Surrounded by Uncertainty, Another Year of Success

As 2025 began, the foundation navigated a period of unprecedented uncertainty and volatility. A new federal administration brought increased scrutiny to funding priorities, while financial markets reflected growing instability among broader economic uncertainty. All of this contributed to a “wait and see” approach among donors as everyone sought clarity on the direction ahead. Against this backdrop, the FMA Foundation undertook a strategic rebranding, becoming SparkForce, to more clearly articulate and strengthen our mission and impact.

And the end results for SparkForce were exceptional, marked by record growth across events, programs, and fundraising, setting a new benchmark for future initiatives. Our major events exceeded expectations, including more than \$40,000 raised at the Silent Auction at the FMA Annual Meeting, a sold-out golf outing that raised over \$100,000, and a record-breaking Awards Gala that welcomed over 200 attendees and generated more than \$100,000 in net proceeds.

From a programing perspective, SparkForce achieved significant growth and impact across all initiatives. The traditional Summer Manufacturing Camp program expanded to over 300 camps, reaching nearly 5,000 young students, many of whom were exposed to skilled trades career options for the first time in their lives. The scholarship program raised the bar by awarding 111 scholarships for the year, the highest total in the Foundation's history. Additionally, the Inclusive Manufacturing Camp program nearly doubled in size, growing from seven camps in 2024 to 13 in 2025, reaching approximately 130 young adults with disabilities who otherwise may not have access to opportunities in the manufacturing industry.

Finally, SparkForce reached a major milestone in our fundraising efforts with the

completion of our first-ever seven-figure gift made possible with the partnership of Alro Steel out of Jackson, Michigan. In addition, the grant program saw record submission levels and secured several key awards at the end of the year. And the Spark the Movement operational campaign is off to a great start with the collective efforts of the entire team achieving almost 67% of the total campaign goal in just six short months.

None of this could have been done without the dedication and support of so many. First, to our donors and volunteers, we are grateful for your commitment and support. It is an honor to work alongside you, and we remain humbled by your generosity and belief in our mission

To the management team at FMA, our success would not be possible without your unbelievable support of our mission and vision. Your leadership is a great example of true generosity and partnership. I would also like to thank the FMA and SparkForce boards for their continued encouragement, guidance, and oversight. Your leadership and support are among the Foundation's greatest strengths and play a vital role in sustaining our work.

Finally, to the entire SparkForce team, I want to say thank you for your incredible efforts this year. Despite the uncertainty, you remained focused, confident, and committed to our direction, and the end results speak volumes for your efforts!

As we look ahead to the coming year, we are filled with gratitude for the past support of our donors, partners, and stakeholders and look forward to continuing our journey to prepare the next generation of skilled workers for our industry. The entire SparkForce team is eager to embrace the challenges and opportunities ahead. We sincerely thank you for your trust and confidence and look forward to building on this momentum and achieving continued success in 2026.



Edward C. Dernulc
Director
SparkForce,
The FMA Foundation

	2025	2024
PROGRAM REVENUE		
Donation Income		
Unrestricted contributions	\$118,929	\$108,751
Event revenue	\$189,689	\$171,976
In Kind Contributions	\$1,351,923	\$1,437,198
Temporarily restricted contributions	\$1,387,497	\$880,007
Permanently restricted contributions	\$731,210	\$106,110
TOTAL DONATIONS	\$3,779,248	\$2,704,042
PROGRAM DISTRIBUTION EXPENSE		
Scholarships	\$210,000	\$234,116
Camp grants	\$939,696	\$796,875
Discretionary grants	\$9,168	\$5,000
TOTAL DISTRIBUTIONS	\$1,158,864	\$1,035,991
NET GIFT REVENUE	\$2,620,384	\$1,668,051
OPERATING EXPENSE		
Fundraising expenses	\$364,732	\$414,326
Administration expenses	\$878,968	\$798,947
Other program expenses	\$451,542	\$402,193
TOTAL OPERATING EXPENSES	\$1,695,242	\$1,615,466
NET OPERATING	\$925,142	\$52,585
NON-OPERATING		
Investment income net of fees	\$613,849	\$490,960
Equity in net income - FMAC	(\$595,571)	\$612,792
NET NON-OPERATING	\$18,278	\$1,103,752
CHANGE IN NET ASSETS	\$943,420	\$1,156,337

Spark the Movement

Launched in summer 2025, the Spark the Movement Campaign is fueling the future of manufacturing by growing the operating endowment fund to sustain and grow SparkForce's impact. With a goal of raising \$1.25 million by June 30, 2026, this initiative strives to ensure that SparkForce can continue to strengthen and scale programs that address the industry's skilled labor shortage, increase awareness of career pathways, and engage untapped talent for generations to come.



Learn More and Join
the Movement at
Sparkforce.org

Support SparkForce to help ensure the bright future of manufacturing!

Donate

SparkForce runs on the generosity of partners and individuals like you igniting passion, fueling potential, and powering the next generation of manufacturing talent. Spark change by making a contribution to support a scholarship or local camp, explore employer gift matching programs, donate auction items, join a fundraiser, or host your own fundraising event to help illuminate pathways into the industry.

Leave a Legacy

Ignite a lasting impact by including SparkForce in your will, reducing estate taxes while securing the future of our mission. From named endowments to retirement asset designations, your legacy can power scholarships, camps, and opportunities for generations to come.

In-Kind Gifts

Spark innovation in manufacturing education by donating in-kind gifts, such as manufacturing equipment entrustments. These contributions provide schools with state-of-the-art technology they may not otherwise afford, giving students invaluable hands-on experience. In turn, businesses benefit from a workforce already familiar with cutting-edge equipment, reducing training time, and accelerating productivity.

Volunteer

Empower the future of manufacturing by sharing your expertise with the next generation. From reviewing scholarship applications to hosting plant tours, mentoring students, speaking in classrooms, or offering internships and apprenticeships, your involvement brings real-world experience to life. Whether you're part of a large manufacturer or a small shop, your involvement provides hands-on experiences that can spark inspiration and help shape tomorrow's workforce

To learn more about how you can support the SparkForce mission, please visit sparkforce.org, contact us at foundation@fmamfg.org, or call 888-394-4362.

This work is made possible through the unwavering dedication of our Foundation team and the generosity of supporters like you. Your contributions extend far beyond program support — they help drive progress across the manufacturing industry, opening doors for future talent and empowering the next generation with the skills to succeed. We are sincerely grateful for your continued partnership and belief in this mission. Thank you.

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