



PLUMBING-HEATING-COOLING
CONTRACTORS ASSOCIATION
Best People. Best Practices.

2015-2016 Annual Report

PLUMBING-HEATING-COOLING CONTRACTORS—NATIONAL ASSOCIATION

A New Frontier

PHCC works year-round to prepare you and your business for everything emerging on the p-h-c frontier ... now and in the months and years ahead.

Follow this path through some of our top accomplishments in 2015-2016 ... and discover how we're paving the way for a better future for our members and our industry!

2015

NOVEMBER

- Throughout the year, PHCC helped influence delays on two regulations that would have negative impacts on p-h-c contractors. In November, a rule expanding the definition of “Waters of the U.S.” was delayed after the Senate passed a resolution of disapproval stating that the Environmental Protection Agency violated the Congressional Review Act.
- Also, as a member of the Lead Paint Coalition, PHCC filed comments questioning the expansion of the Lead Paint Rule to cover interiors and exteriors of public and commercial buildings. The rule has since been delayed.

2016

JANUARY

- The PHCC Board of Directors approved a five-year strategic plan. Focusing efforts on five primary goals – membership, public awareness, workforce, HVAC, and additional sources of non-dues revenue – PHCC aims to help members become “contractors of choice.” Building on its emphasis on collaboration in the industry, PHCC welcomed MilwaukeeTool as a new PHCC Corporate Partner.

2016

MARCH

- Workforce development efforts around the country – such as PHCC of Massachusetts’ recognition of its “All Stars” at its trade show in March – illustrated the progress our members are making in helping to secure skilled workers for the future. Supporting those efforts is PHCC’s expanding online Workforce Development Resource Center (www.phccweb.org/workforce). Watch for a career video to attract future workers ... coming soon!

- CONNECT 2015 in Hollywood, Florida, offered attendees workforce development solutions, leadership tips, new technologies and results-oriented strategies. More than 700 people explored “New Horizons” during the event, and said goodbye to retiring Executive Vice President Gerry Kennedy and welcomed new EVP Michael Copp.

OCTOBER

2015

- With new EVP Michael Copp – and a newly reorganized staff at PHCC—National – we accelerated chapter outreach through 25 visits to state and local events as well as increased collaborative efforts with chapters to help meet strategic goals of growing membership and developing more meaningful resources for our members. PHCC announced the formation of the first PHCC-affiliated state chapter in South Carolina. Efforts also are underway to welcome a chapter in Utah to the PHCC family.
- As part of the membership development process, an extensive member survey process began to help shape relevant programming and resources, including expanded opportunities of interest to HVAC contractors.

DECEMBER

2015

- PHCC launched an online interactive job board – the PHCC Career Center (www.phccweb.org/careercenter) – providing members with unlimited access to top talent, plus a way for employers to post jobs online quickly and easily so that they can build and maintain a candidate pipeline for both active and future hiring needs.

FEBRUARY

2016

2016

MAY

- Nearly 130 PHCC members took their message about the industry's "workforce time bomb" to Capitol Hill during the PHCC Legislative Conference, positioning PHCC as the go-to organization on workforce issues, such as how to fund the Carl. D. Perkins Act that supports career and technical education. PHCC's advocacy efforts have paid off: just this September, the U.S. House of Representatives passed legislation that increases funding for improved career and technical education.

2016

JULY

- PHCC enhanced member benefits with cost-saving programs, such as discounted rates on 24/7 call answering services through a new partnership with Time Communications.

2016

SEPTEMBER

- PHCC – National continued to reach out to states to set up Days at the State Capitol, including the September event in Harrisburg, Pennsylvania, that focused on an important licensing bill.

*The path continues ...
At PHCC, we recognize that it's not about what we've done but about what we must still do to keep moving forward.*



- Several PHCC members and association leaders participated in a Workforce Development Roundtable with key decision-makers on Capitol Hill to share real-life stories of how the industry shortage of skilled workers is affecting members' businesses and local economies. The event was an effective platform for prompting positive actions on workforce development legislation and advocating for additional career and technical education funding.

APRIL

2016

- With an informative webinar and regular updates, PHCC helped members prepare to comply with the new Dept. of Labor Overtime Rule (redefining overtime exemption requirements) that goes into effect Dec. 1, 2016.

JUNE

2016

- As PHCC reminded members of key regulatory deadlines going into effect, we worked directly with federal regulatory agencies to represent contractors' interests with the federal regulatory agencies on topics important to contractors, like residential gas furnaces, circulator pumps and commercial water heaters. PHCC also educated members on the new residential confined space ruling affecting construction practices.

AUGUST

2016

- The balanced and relevant program of CONNECT 2016 – all based on the plumbing and HVAC topics you told us you wanted – was the perfect setting to unveil several new products and services, including a water calculator mobile app, a p-h-c career video, a *Conquer the Workforce Challenge* resource guide and a *PHCC Solutions* magazine.

OCTOBER

2016

PLUMBING-HEATING-COOLING CONTRACTORS—NATIONAL ASSOCIATION

BALANCE SHEETS

as of June 30,

	2015	2014	Change
ASSETS			
Current Assets			
Cash - Checking & Savings	\$ 1,274,011	\$ 826,474	\$ 447,537
Accounts Receivable	184,771	129,454	55,317
Inventory	52,827	35,256	17,571
Prepaid Items	180,761	165,273	15,488
Other - Intercompany	132,536	71,511	61,025
TOTAL CURRENT ASSETS	1,824,906	1,227,968	596,938
Investments at Market Value*	2,321,853	2,649,564	(327,711)
Fixed Assets - Net (Land, Building, FF&E)	1,224,847	1,365,355	(140,508)
TOTAL ASSETS	\$ 5,371,606	\$ 5,242,887	\$ 128,719
LIABILITIES AND NET ASSETS			
Liabilities			
Accounts Payable & Accrued Expenses	\$ 298,479	\$ 266,800	\$ 31,679
Deferred Membership Dues & Other Deferred Income	1,482,769	1,342,378	140,391
TOTAL CURRENT LIABILITIES	1,781,248	1,609,178	172,070
Net Assets			
Unrestricted			
Undesignated	3,133,558	3,176,909	(43,351)
Board Reserve	200,000	200,000	-
Building Reserve	250,000	250,000	-
Total Unrestricted Net Assets	3,583,558	3,626,909	(43,351)
Temporarily Restricted Net Assets	6,800	6,800	-
TOTAL NET ASSETS	3,590,358	3,633,709	(43,351)
TOTAL LIABILITIES AND MEMBERS' EQUITY	\$ 5,371,606	\$ 5,242,887	\$ 128,719

*Change due to market fluctuation.

PHCC'S ENHANCED SERVICE GROUPS

As you can see from our accomplishments this year, being a PHCC member puts you on a path to countless resources and tons of opportunities. It also gives you **access to more targeted Enhanced Service Groups**, designed to meet the specialized needs in your industry segment. Get involved, and gain greater market insight into the specific challenges these segments face with additional networking opportunities and valuable member-specific information.

Construction Contractors' Alliance (CCA)

CCA serves a group of progressive, larger plumbing and mechanical contractors specializing in residential, industrial, commercial and institutional new construction.

2015-2016 Highlights:

- Brought together more than 30 business owners and senior managers at each of two CCA owners meetings (spring meeting in Atlanta, Georgia, and fall meeting in Boston, Massachusetts). The meetings featured industry and economic forecasts, technology trend reviews, and other sessions designed to help business leaders improve profitability and growth. Roundtable discussions and "Contractor Spotlight" case studies focused on the challenges and opportunities facing member companies.
- Focused on Computer-Assisted Design (CAD) during our middle-manager meeting.
- Facilitated peer groups and contractor roundtables on hot topics in our industry, such as embracing technology, reaching millennials, and more.

Quality Service Contractors (QSC)

QSC helps service and repair contractors in the plumbing, heating and cooling industries run their businesses better and more profitably, serve their clients more personally, enhance their brand reputation,

and meet the challenges of an ever-changing world. QSC does this by providing education and training, ready-to-use tools and resources, peer networking and world-class business coaching.

2015-2016 Highlights:

- Welcomed Lawrence Leonard as the new Executive Director; Charlie Wallace retired after guiding QSC through more than 16 of the organization's 20 years.
- Brought together more than 200 service and repair owners, managers and suppliers at the Power Meeting in Daytona Beach, Florida. The conference offered sessions on a range of business management topics, including business systems, operations, business growth, Internet marketing, employee hiring and retention.
- Developed two new education classes: "7 Business Hacks for Women P-H-C Entrepreneurs" and "The Habits of Fast Growing Service and Repair Businesses."
- Introduced a retooled education "joint venture" program for state and local affiliates and relaunched the QSC Webinar Series for QSC members only.
- Continued to support the PHCC Educational Foundation, notably at the QSC Power Meeting, where attendees helped raise \$18,520. QSC also gifted ownership of the QSC Fast Trac Plumbing and HVAC programs to the Foundation.
- Debuted QSC's Business Excellence Day at CONNECT 2016, offering

owners and senior managers of p-h-c service and repair businesses a special one-day program designed to help take their businesses to the next level.

Union-Affiliated Contractors (UAC)

UAC represents a unified voice for the signatory contractors within PHCC to ensure that their unique needs are presented. It is comprised of signatory contractors, association executives, and representatives of the United Association (UA) committed to addressing the special concerns of union-employing contractors and bettering the working relationship with the UA.

2015-2016 Highlights:

- Put the spotlight on next-generation union plumbers at the spring Unity 2016 Conference in Pompano Beach, Florida. Discussions focused on training opportunities for union plumbers, correcting the gender imbalance in the industry, finding ways to appeal to young people, keeping up with the latest technological innovations (including the use of video, drones and BIM), and much more.
- Co-sponsored a field trip to Bradford White's Plant & Training Center in Middleville, Michigan, in June, allowing UAC members to tour and experience the company's state-of-the-art residential and commercial tank manufacturing facility first-hand.
- Began surveying UAC members to determine their ideas for future programming and services.