



**Spirit of
Construction**



Spirit of Construction Endowment

Spirit of Construction's Endowment Fund, established to create income and long-term financial stability, demonstrates our commitment to the future of the construction industry. The Endowment is about permanence and sustainable stewardship, and serves as a bridge across generations, translating past successes into future opportunities.

Our Endowment helps fund our mission of promoting careers in construction by fostering the potential of young people, providing opportunities to people who live in underserved communities, and funding scholarships for students pursuing higher education related to the construction industry. This in turn helps to bridge the trade gap, which is vital to the industry and the community alike. We're excited to help build a bright future for our industry.

The Endowment Fund is organized into four pillars – Outreach, Workforce Development, Scholarship, and the General Fund. Through these pillars, Spirit is attending to the future of our industry and paving the way for young people to gain hands-on experience and career opportunities in construction.

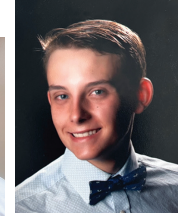
WORKFORCE – Connecting The Construction Industry and Our Community



One core workforce development model is the Construction Career Advocacy Program (CCAP) – a Spirit of Construction Foundation-supported initiative developed by Allied Construction Industries. Construction Career Advocacy Programs (CCAP) ensure the economic vitality of the Cincinnati region by developing and strengthening construction career pathways for youth that are visible, accessible, and achievable. This includes the Math Applied in Construction (MACKit) program, after-school programs, summer programs, educator and employer programs, and Construction Career Days, one of the nation's largest construction career exploration events.

SCHOLARSHIPS – Inspiring Construction Careers in Higher Education

Spirit of Construction provides scholarships to many students pursuing college degrees geared toward the construction industry (primarily construction management and civil engineering). Spirit has contributed \$550,000+ over twenty-two years toward college scholarships.



Fun fact about Spirit scholarship winners – 88% of our scholarship recipients are directly employed by local and national construction and engineering companies! In addition, another 6% are employed in construction-related organizations such as insurance, banking, and technology companies, all of which support the construction industry.

These scholarships have been given to students studying at local colleges including the University of Cincinnati, Cincinnati State, and Northern Kentucky University.

Outreach – Connecting Youth To Construction Career Possibilities



Spirit has worked with local community organizations for over 20 years. And we provide more than just funds – our charitable organization also provides volunteers and valuable resources. Spirit has an Outreach Ambassador whose purpose is to engage eligible non-profit organizations providing contacts, insight, and resources, and fostering two-way communication.

Spirit of Construction also hosts an annual collaborative event where each of the funded organizations gather to ask questions of us and each other, share collective insights, and work together to build a cohesive community. A community of non-profits building careers in construction. The funded Outreach organizations serve a range of ages from grade school students to adults. The vital common denominator though, is that these organizations are all focused on construction careers and inspiring the future of our industry through education – learning about construction.



GENERAL FUND – Allocating Resources To Best Serve

Spirit has established a General Fund for general operational support and engaging professional service providers as needed to free board members for development and executive duties. This is consistent with Spirit's commitment to having staff in place to make the volunteer board experience rewarding for high-level management executives since the board itself comprises top-level construction executives and select professionals from adjacent industries (law, accounting, and insurance).

Spirit believes that healthy non-profit organizations share certain core strengths in their administrative, fundraising, and program capacities. We all share a commitment to excellence in our respective programs and operations. When we use the term "general operating support," we mean the "working capital" non-profits need to further their mission.

