



**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.

# Generosity in the Age of COVID-19



When I look back on 2020, I will remember it for many different reasons, primarily for learning to live with the daily ups and downs brought on by COVID-19.

Everyone had to adjust to wearing masks, social distancing, and the repetitiveness of hearing such phrases as “in these unprecedented times” or “out of an abundance of caution” which filled nearly every press release and nightly newscasts to the brim. In a year with so much disruption, such as the shift from working in an office to working from home, attending school exclusively through virtual meetings and online classes, wearing masks, distancing ourselves from family members, ordering “take-out” because we couldn’t be served inside a restaurant, participating in religious services via Zoom because we weren’t allowed entrance to churches, and limited attendance at professional sporting events, 2020 forced many of us to reassess the things we value and hold as important. Although we were

encouraged by many to isolate and stand back, what I am most grateful for are the people, corporations, and foundations that didn’t pull away and chose to continue supporting the Nuts, Bolts & Thingamajigs® (NBT) mission. I am reassured by the generosity that remains alive and well as so many continued to underpin our work through the gifts of their spirit, time, or treasure.

At the start of 2020, we were prepared to underwrite and support 185 summer manufacturing camps across 29 states, only to have COVID-19 stop these camps in their tracks. Still, 80 camps were held either virtually or in-person (with safety precautions in place), reaching nearly 900 students who benefited from the experience of attending these unique summer camps. None of which would have been possible without NBT’s generous supporters.

As the demand for skilled workers grew even greater last year, our scholarship program received over 850 applications from students pursuing the education and training needed for a manufacturing career, and 170 individuals were gracious with their time as they volunteered to review and score the applications.

In addition, we’re grateful for the 200 individuals who donated directly to NBT along with gifts from 47 corporations who believe in our mission to create the next-generation manufacturing workforce.

Throughout a difficult year, North American manufacturers more than proved their essential nature by operating with skill, innovation, and competitiveness. Manufacturers of all types answered the call to produce the needed PPE, hospital beds, and diagnostic and test equipment at our nation’s most critical time. Our work of inspiring the next-generation manufacturing workforce has never seemed so vital to securing a prosperous future for our nation. For all of you who helped NBT in any way in 2020, I say “thank you” and look forward to many others joining forces with NBT to advance our mission of supporting individuals in discovering their passion for manufacturing and to encourage the pursuit of a manufacturing career.

**Edward Youdell**  
President and CEO  
Fabricators & Manufacturers  
Association, International  
Nuts, Bolts & Thingamajigs Foundation



## 2020 in Review

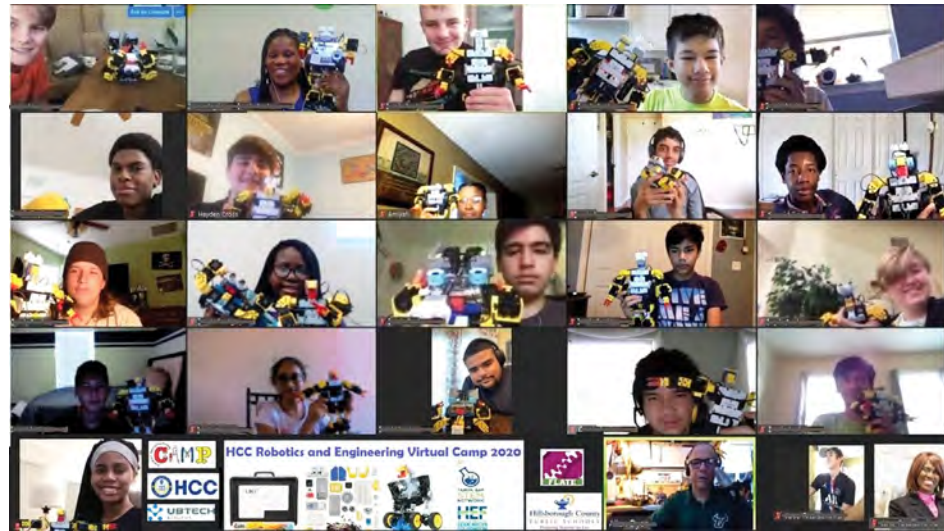


### Facing COVID-19 Head-on

In January 2020, NBT announced a record number of 185 summer manufacturing camps would be held across the country. By March 16th, however, our plans had abruptly changed. While the nation was assessing how to deal with the global pandemic, various individual states enforced school closures and mandated shutdowns. Although many host schools were initially optimistic that the virus would be under control by the summer months, it soon became obvious that in-person manufacturing camps were simply not feasible in most states.

We quickly adjusted our expectations and loosened the requirements for NBT camps. As an alternative to canceling and returning their camp grant funds, host schools were encouraged to transition to a virtual format. In addition, NBT held an informational webinar in early May to share advice and tips on how to [Host a Virtual Manufacturing Camp](#).

While 55 virtual camps were held in summer 2020, ten schools were able to host one or more in-person camps, albeit with fewer participants and with masks, social distancing, and proper safety precautions in place.



**Robotics and Engineering Virtual Camp**  
Hosted by Hillsborough Community College (Tampa, Fla.)

### WATCH A SHORT VIDEO OF ONE VIRTUAL MANUFACTURING CAMP

**I.D.E.A. (Innovation, Design, Engineering, Automation) Academy**  
Hosted by East Arkansas Community College (Forest City, Ark.)



**GLoW (Girls Learning to Weld) Camp**  
Hosted by Triton College (River Grove, Ill.)



**Explore Advanced Manufacturing Camp**  
Hosted by Ozarks Technical Community College (Springfield, Mo.)

## Supporting Schools and Students



**Fabricators & Manufacturers Association, International®**  
**CERTIFIED EDUCATION CENTER**

The pandemic of 2020, along with the related lockdowns and school closures, caused unforeseen disruption in education systems, yet it also brought about creativity in virtual training and distance learning methods. To support college and high school manufacturing-focused programs and their students, FMA offered a one-year free Certified Education Center (CEC) membership to all first-year NBT camp host schools. In addition, all metal fabrication and welding instructors received free access to FMA's library of digital training modules and resources.

Responding to FMA member companies' needs and their imminent demand for skilled workers, NBT awarded 49 scholarships last year to students pursuing training and technical education pathways that lead to a career in manufacturing. Of the scholarships distributed by NBT for the spring 2020 semester, 72% of the dollars awarded went to students enrolled in a two-year technical degree or certification program. That figure was nearly 86% of the scholarships awarded for the fall 2020 semester.

### MEET A FEW OF NBT'S 2020 SCHOLARSHIP WINNERS



**TREVONNE BEACHAM (FALL 2020)**  
Robotics and Automated Systems  
Oakland Community College  
Auburn Hills, Mich.



**CINNAMON DIGAN (SPRING 2020)**  
Welding Engineering and Fabrication  
Pennsylvania College of Technology  
Williamsport, Penn.



**ALEX ROJAS (FALL 2020)**  
Electrical Technology  
Perry Technical Institute  
Yakima, Wash.



**JACOB VANWORMER (SPRING 2020)**  
Metal Fabrication  
Madison Area Technical College  
Madison, Wisc.

See the current season's award recipients and all previous scholarship winners at [nbtfoundation.org/scholarships](https://nbtfoundation.org/scholarships).



# A Lasting Impact

## ENSURING OUR PROGRAMS ARE MAKING A DIFFERENCE

In 2020, NBT embarked on an impact study of our summer manufacturing camp program led by an independent evaluation consultant and a committee of board members, camp hosts, and past participants.

The research study analyzed six years of camp survey data from hosts and participants, along with quantitative and qualitative data from manufacturers and industry supporters. Key findings from the study are below:

1

NBT camps expose middle and early high school youth to manufacturing careers and increase awareness of available educational pathways and manufacturing jobs in their community.



2

NBT camps provide a fun, engaging atmosphere for participants to learn new skills using advanced equipment while also learning about the camp host school's manufacturing course curriculum.



3

NBT camps provide meaningful benefits to the schools that host the camps and to the manufacturing companies and businesses that support the camps.

90%

of camp hosts

reported camps were essential in making new connections and strengthening relationships with local manufacturing companies.



100%

of manufacturing employers

reported a major benefit of sponsoring camps is the opportunity to grow a future workforce in their local communities.



Read the full NBT Program Impact Study and learn more at [nbtfoundation.org/about-us](https://nbtfoundation.org/about-us).





# NBT Foundation's Finest Hour



In 1940, after the fall of France and the evacuation at Dunkirk, Winston Churchill readied the English population as they braced for the Battle of Britain and

extolled the population to brace for the coming storm and to reflect that, when the battle was over, it would be Britain's "finest hour." As we reflect on 2020, it is my belief that this year has been the "finest hour" for the NBT Foundation team as shown by the efforts we have made during one of the most challenging times any of us have ever endured.

In the face of unbelievable challenges, obstacles, and setbacks, the NBT team, its board, and all its supporters and volunteers have met the challenges head-on with grace, dignity, and dogged determination to meet and exceed the expectations of our foundation. I have never been more proud of a group who have had to confront rescheduling of events, the cancellation of over 50% of our nationwide camp program, and the pivoting from an in-person to a virtual gala event. Yet in the face of all these hurdles, the team never once complained, resigned from the difficulties faced, or asked for any favors or consolation. That is why I believe 2020 is one of the greatest years our foundation has ever had.

The annual GOLF4MFG® outing was rescheduled, and then poor weather in early October hampered the play of our brave supporters, yet we had over 100 golfers and raised over \$38,000

for the foundation. Then the awards gala, because of the pandemic, was converted from a live event to a virtual awards presentation where over 400 tuned in as we honored three worthy recipients with our annual awards. And in the face of this monumental challenge, we raised over \$35,000 despite never having done a virtual gala. We also held our crowdfunding fundraiser for the first time in over three years and nearly tripled the dollars raised from the last effort. AMAZING!

Our camp program was decimated by the pandemic as schools went on lockdown, but our team remained as flexible as possible, loosening restrictions, and allowing schools to reformat their camp projects and programs. Furthermore, with the partnership of camp host Scott Beebe of FABLAB Jackson County, Mississippi, we held an informational webinar to provide our camp partners with a template for hosting virtual camps to introduce youth to the manufacturing industry and the career pathways it provides.

And speaking of awareness, during the middle of this complicated time, the foundation undertook a breakthrough impact study that validated the success of our summer manufacturing camp program to bring awareness and interest in career pathways to the fabricating and manufacturing industry. The groundbreaking study has shown that our programs are making the IMPACT we are looking to provide for those who are exploring and viewing the skilled labor market as a viable option for their careers. We are extremely proud of the study and the fact we have now proven that the camp program is helping develop the skilled workforce of tomorrow.

I would be remiss if I did not try to thank as many as I possibly could who were instrumental in the efforts of the foundation this past year. First to the NBT team: Cindy Day, Daunel Czarnecki, Dana Brown, and Diane Engel; I am proud to serve with you. You truly inspire me every day! To our FMA management team, thank you for your guidance, leadership, and support during these most difficult times. To our incredible board, your insight, your prodding, and your inspirational leadership have kept our team moving forward. I am so proud to work with a board that has given us so much of their time, talent, and treasure during these tough times. We will be indebted to you forever. Thank you for your support and we look forward to the coming year. And finally, to all our donors, volunteers, and supporters, we are thankful and grateful for your never-ending generosity and kindness, especially in 2020. We are truly appreciative of all you have done to make this a great 2020! To quote Mr. Churchill again, "never was so much owed by so many to so few."

In closing, this past year will go down as one where we learned to adapt, pivot, and persevere. I look forward to what lies ahead for NBT and the mission of our organization. We have had no regrets, no surrender, or retreat from the mission and vision of our foundation. To everyone involved with NBT, thank you from the bottom of my heart as we charge ahead into the new year!

**Edward C. Dernulc**  
Director  
Nuts, Bolts & Thingamajigs Foundation

# Fundraising Events



Not even a global pandemic or steady, chilly rain showers could stop NBT's supporters from having a great time while contributing to the foundation's mission. Despite being postponed by two months and the unfortunate weather, GOLF4MFG® 2020 was a huge success, raising over \$38,000 for the scholarship and manufacturing camp programs.

The event was held on October 12, 2020, at Arrowhead Golf Club in Wheaton, Ill. Golfers enjoyed the day of friendly competition and camaraderie at the new venue. On-course games, skills contests, prizes, and social-distanced networking made the day memorable for all who participated.

Thank you to the GOLF4MFG 2020 sponsors:




Nuts, Bolts & Thingamajigs

# Virtual Awards Gala

Just as the pandemic did nothing to diminish our generous donors' spirit of giving, NBT would not allow social distancing restrictions to get in the way of celebrating the foundation's finest contributors. The VIRTUAL Nuts, Bolts & Thingamajigs Awards Gala was broadcast live from FMA headquarters in Elgin, Ill. on Thursday, October 22. Members of the NBT board of directors and staff entertained viewers and shared impactful stories that showcased NBT's impact in building tomorrow's manufacturing workforce. In addition to honoring the nominees and recipients of three industry awards, the virtual gala featured an online silent auction of unique art pieces donated by professional and student artisans from across the country.



**David Pettigrew**  
Immediate Past Chair of the NBT Board of Directors,  
entertained viewers as the Virtual Gala's Master of Ceremonies

 [WATCH THE NUTS, BOLTS & THINGMAJIGS VIRTUAL AWARDS GALA ON YOUTUBE](#)

# 2020 NBT Award Winners

**Power of Industry Award**  
Individual or Family Foundation



**RICK HOFFMAN, EIMCO**  
Rick received the Power of Industry award because of his passion to advance the manufacturing industry in his home state of Iowa. His generous donation to NBT's summer manufacturing camp program will make a major impact on the number of students exposed to manufacturing careers. Rick's willingness to support and advocate for the metals manufacturing industry sets the bar for like-minded leaders.

**Impact on Industry Award**  
Corporation or Company Foundation



**MITSUBISHI LASER / MC MACHINERY**  
Mitsubishi Laser / MC Machinery Systems Inc received the Impact on Industry award due to their community-minded philanthropic efforts along with their long-standing support of FMA, NBT, and the metals manufacturing industry. In addition, the company was instrumental in introducing NBT to the Mitsubishi Electric America Foundation (MEAF) which has awarded a grant to NBT to develop a manufacturing camp program focused on serving students with special needs.

**Future of Industry Award**  
Manufacturing Camp Host



**TRITON COLLEGE**  
Triton College received the Future of Industry award in recognition of its long-time partnership with NBT. Triton's passionate and inspiring faculty instructor, Antigone Sharris, created the first GADgET (Girls Adventuring in Design, Engineering, and Technology) and GLoW (Girls Learning to Weld) camp models to encourage young women to pursue manufacturing careers. Under Sharris' leadership, Triton College has been a trailblazer for introducing girls to manufacturing career paths and has provided other local schools valuable advice and guidance in holding a girls-focused camp.

Thank you to our Virtual Awards Gala Sponsors!

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TABLE SPONSORS



Joe & Dayna Moser



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# Finding New Ways to Move Forward



The NBT Foundation states that “Our purpose is to support individuals in discovering their interest in manufacturing and to encourage the pursuit of a manufacturing career.” On our website you will observe, when you scroll near the top, messages reinforcing that purpose. What you will not find are caveats or conditions excusing execution of that mission in adverse conditions.

2020 subjected our foundation to conditions that were completely unforeseen as we completed our annual planning in 2019. Like the rest of our economy and society, we found ourselves facing challenges not previously experienced in our lifetimes. One constant did remain in that children continued to be born and grow older. Those children will look to the future for opportunities and rewarding careers regardless of a pandemic. Our mission therefore cannot stop but find ways to move forward.

Like the adopted mantra of the U.S. Marines to improvise, adapt, and

overcome, the NBT staff pivoted in innovative ways to raise funds, grant scholarships, and continue to support manufacturing camps. Examples include offering virtual camps where onsite camps were not possible and hosting our first-ever live-streamed Virtual Awards Gala to raise donations and recognize achievements of contributions of support, time, and expertise by businesses, schools, and individuals.

I am proud of the NBT staff and board of directors who never retreated from the challenge but brainstormed innovative ways to operate and move in a positive direction. 2021 will continue to present similar challenges as 2020 did, but we are better positioned to deal with the uncertainties until we can return to more “normal” times.

**Roger Wilson**  
Chair  
NBT Board of Directors

## NBT Foundation Staff

**EDWARD YODELL**  
President and CEO

**EDWARD DERNULC**  
Foundation Director

**CINDY DAY**  
Senior Manager  
Foundation and Credentialing

**DAUNEL CZARNECKI**  
Foundation Event and Program Coordinator

**DANA BROWN**  
Foundation Program Assistant



# FINANCIALS

## NBT FOUNDATION

For the 12 months ending December 31, 2020.

PROGRAM REVENUE	2020	2019
<b>Donation Income</b>		
Unrestricted contributions	\$197,053	\$280,585
Event revenue	\$116,506	\$200,443
FMA donated services	\$652,098	\$661,890
Temporarily restricted contributions	\$60,125	\$223,434
Permanently restricted contributions	\$5,575	\$166,340
<b>TOTAL DONATIONS</b>	<b>\$1,031,357</b>	<b>\$1,532,692</b>
<b>PROGRAM DISTRIBUTION EXPENSE</b>		
Scholarships	\$89,625	\$74,364
Camp grants	\$96,910	\$311,000
Discretionary grants	\$0	\$3,121
<b>TOTAL DISTRIBUTIONS</b>	<b>\$186,535</b>	<b>\$388,485</b>
<b>NET GIFT REVENUE</b>	<b>\$844,822</b>	<b>\$1,144,207</b>
<b>OPERATING EXPENSE</b>		
Fundraising expenses	\$300,594	\$389,942
Administration expenses	\$311,507	\$286,453
Other program expenses	\$157,237	\$168,227
<b>TOTAL OPERATING EXPENSES</b>	<b>\$769,338</b>	<b>\$844,622</b>
<b>NET OPERATING</b>	<b>\$75,484</b>	<b>\$299,585</b>
<b>NON-OPERATING</b>		
Investment income net of fees	\$320,640	\$398,552
Equity in net income - FMAC	\$41,314	(\$5,346)
<b>NET NON-OPERATING</b>	<b>\$361,954</b>	<b>\$393,206</b>
<b>CHANGE IN NET ASSETS</b>	<b>\$437,438</b>	<b>\$692,791</b>



# DONORS & SUPPORTERS

The work NBT is doing requires dedication from our team and from generous donors like you. Thank you to the following contributors who invested in tomorrow’s manufacturing workforce. Your gifts move our industry forward!

### VISIONARIES (\$100,000+)

Mitsubishi Electric America Foundation

### LEADERSHIP CIRCLE (\$10,000+)

Anonymous  
CNA Foundation  
Eleanor and Clarence Prevo Fund of the  
New Hampshire Charitable Foundation  
Farmers Insurance Exchange  
Miller Electric Mfg Co  
The John C. and Carolyn Noonan  
Parmer Private Foundation  
ProAmpac

### FOUNDER’S SOCIETY (\$5,000+)

Alvin Glick Foundation and Alro Steel Corp.  
FMA Communications Inc  
IRMCO  
Shaluly Foundation  
Edward Youdell

### PRESIDENT’S CLUB (\$1,000+)

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Dayna Moser  
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### MANUFACTURERS (\$500+)

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Kimberly Bottomley  
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George Toles  
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Lisa Wertzbaugher

The NBT Foundation has made every effort to ensure that the information contained in this annual report is accurate. If you were a donor to the foundation in 2020 and your name has been misspelled, listed incorrectly, or mistakenly omitted, we apologize and hope that you will notify us at [foundation@fmanet.org](mailto:foundation@fmanet.org) or 888-394-4362.

# HOW YOU CAN HELP

## Donate

NBT relies on the generosity of corporations, foundations, and individuals like you to develop and fund programs that inspire, prepare, and support tomorrow's manufacturing workforce. Make a cash contribution to support a scholarship or manufacturing camp at a school near you, ask your employer if they have a matching gifts program, donate items or services to a silent auction, participate in NBT fundraisers, or be creative and host a fundraising event in your area to benefit NBT.

[Donate Now](#) >>

## Leave a Legacy

Remember us in your will to reduce estate taxes while ensuring the future of our mission. An effective way to help NBT in its efforts to narrow the skills gap is by establishing a named endowment to fund a scholarship or camp program in perpetuity. Another planned giving strategy is to designate NBT as a beneficiary of your IRA or other retirement plan assets. When you leave a portion of your assets to the foundation, you can protect your family members from heavy taxes and get the most value from your retirement savings.

## In-Kind Gifts

In-kind donations, such as entrustments of manufacturing equipment, offer unique benefits to both schools and businesses. Schools receive state-of-the-art equipment they otherwise cannot afford. Students, in turn, receive critical hands-on experience with advanced manufacturing technology, which allows companies to have access to a workforce that is already familiar with their equipment and technology, resulting in a shorter on-the-job learning curve.

## Volunteer

Lend your expertise and knowledge to future manufacturing professionals by serving as a scholarship reviewer — NBT receives hundreds of scholarship applications twice each year. Contact a summer manufacturing camp near you and offer to host a plant tour or be a guest speaker. Invite high school or college students to work at your business through internships, apprenticeships, or mentoring. Whether it's a large manufacturing company or a small fabricating job shop, you would be providing invaluable hands-on experiences that would also give you an opportunity to evaluate prospective future employees.

[Q Find an NBT Manufacturing Camp Near You](#)



To learn more about how you can support NBT's mission, please visit [nbtfoundation.org](https://nbtfoundation.org).

Contact us at [foundation@fmanet.org](mailto:foundation@fmanet.org) or call 888-394-4362.

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