

2025 Annual Report

Fiscal Year June 1, 2025 - May 31, 2026



Executive Director's Introduction

To Our MCAKC Community:

Our Annual Report is an opportunity to reflect on what we've accomplished together over the past year and look ahead to the opportunities that lie before us.

As you'll see throughout this report, the Kansas City construction market remains strong. Our workforce has reached a 25-year high, and the demand for skilled professionals continues to grow. That creates challenges—but also opportunities—for our members.

MCAKC is committed to helping you succeed. We'll continue investing in workforce development, leadership training, industry advocacy, and partnerships that strengthen our contractors and our union workforce. But we also want to hear from you. This fall, we'll be asking for your feedback to help shape the association's priorities and ensure we're providing the greatest value to your business. Please help by providing honest, thoughtful feedback.

Thank you for your continued support and engagement. It is a privilege to serve this industry, and we look forward to another successful year together.

Working Together. Building Tomorrow.

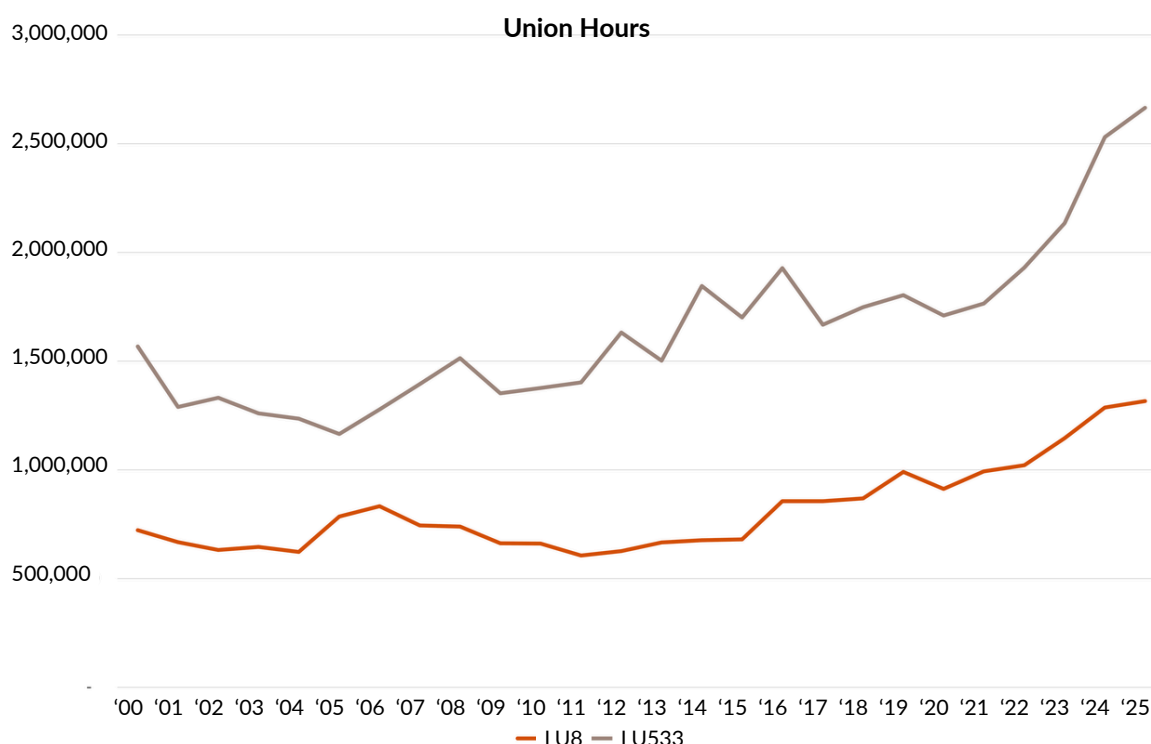
Stacy Zerr
Stacy Zerr
Executive Director



Kansas City Market Trends

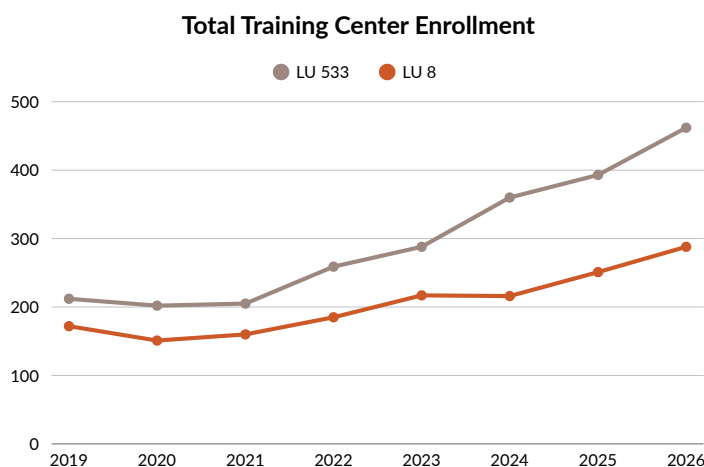
Labor Hours

Since 2000, labor hours for both Pipe Fitters Local Union 533 and Plumbers & Gasfitters Local 8 have grown steadily, with a sharp climb driven by KC's data center and mission critical construction boom. As these projects continue over the next three to five years, demand from industrial, healthcare, and commercial projects will add to our workforce needs.



Apprenticeship Growth

Apprenticeship class sizes and turnout numbers continue to grow alongside this demand, as more people take notice of what a career in the skilled trades offers. It's a promising sign for our industry.



Strategic & Operational Plan

Mission

We are Kansas City's Mechanical Contracting Community empowering professionals to Learn, Collaborate, and Lead.

Vision

The MCAKC will be an inclusive, forward-thinking association transforming the lives of individuals who live and work in Kansas City.



Goals

- **Collaboration:** Continue to strengthen partnerships and collaborate with unions and other organizations.
- **Education:** Expand innovative educational opportunities.
- **Community:** Strengthen the sense of belonging within an inclusive culture.
- **Awareness:** Increase awareness of and promote the mechanical contracting industry.



Shape What's Next

Every few years, MCAKC's Board sits down to write the strategic and operational plan that guides where this organization goes next. This fall marks that moment.

Primary contacts with our signatory contractor organizations will receive a survey asking for the direction you want MCAKC to take. Your answers will shape the education and workforce development programs we build for your teams. They'll also tell us how MCAKC is delivering on your investment, and where you see the industry heading so we can keep your company ahead of it.

Kansas City's mechanical contracting market is growing fast, and this plan will decide how MCAKC keeps up with it. Watch your inbox, and make sure your voice is part of the plan.



Collaboration

Labor Relations

MCAKC continues to represent Signatory Contractors in collective bargaining and maintains an active partnership with Plumbers & Gasfitters Local 8 and Pipe Fitters Local Union 533 year-round.

Business Manager Breakfasts and Plumbing Service Meetings keep that dialogue running with union leadership, and MCAKC leadership sits on Trustee Committees overseeing health, pension, and training funds. Mental health initiatives and workforce visibility efforts extend our partnerships into jobsites and schools. MCAKC and contractor members also attended this year's Collective Bargaining & Labor Relations Conference.

Good to Know:

- **Joint Apprenticeship Committees:** MCAKC members sit on the JACs with both unions, monitoring that our apprenticeship programs meet the needs of our contractor members. Ratios were recently adjusted to meet current workforce demands.
- **Pre-Apprenticeship Program:** Contractors can hire individuals through this program to help expand labor and to allow younger individuals to try the trade before committing to the apprenticeship.

2026 Industry Scholarships

Each year, mechanical contractor contributions to the Pipe Fitters & Plumbers Industry Development Funds fund two 4-year, \$10,000 scholarships for sons and daughters of Pipe Fitters Local Union 533 and Local 8 Plumbers & Gasfitters members. This year's winners are:

Pipe Fitters Local Union 533

- Miley Andersen
- Bryce Clay

Plumbers & Gasfitters Local 8

- Lillian Carver
- Sammy Mormino

Additional Affiliations

MCAKC partners with organizations across the region, bringing resources into Kansas City and strengthening the industry we serve. Here are a few of those partnerships:

- The Builders, A Chapter of the AGC
- The Labor Management Council of Greater Kansas City
- SMACNA-KC
- Wyandotte Economic Development Council

See our full list of affiliations at mcakc.org.

MCAA Affiliation

MCAKC is a proud affiliate of the Mechanical Contractors Association of America (MCAA), the national organization supporting union mechanical contractors across the country. That connection gives our members access to industry-proven standards and shared best practices from contractors nationwide, elevating the quality of mechanical contracting here locally. From national leadership seats to industry-wide recognition, Kansas City's presence within MCAA continues to grow.

National Conference Comes to Kansas City

In June 2025, Kansas City hosted MCAA's national Women in the Mechanical Industry (WiMI) Conference, drawing a record **352 attendees** from across the country. MCAKC Executive Director Stacy Zerr and MCAKC Board Member Mindy Rocha opened the conference with a look at the region's mechanical history and its growing role as a hub for the industry. Representatives from JE Dunn followed with a behind-the-scenes look at the construction of CPKC Stadium, the first stadium built solely for professional women's sports. MCAKC proudly sponsored the week's networking reception, held at the stadium.

Locally, **47 women** from **12 MCAKC member contractor companies** took part in the conference.

Leadership on the National Stage

National board representation gives Kansas City a direct hand in shaping the decisions that affect mechanical contractors nationwide, from industry standards to advocacy priorities. Of 30 total seats on the MCAA national Board of Directors, two currently belong to MCAKC members, a strong show of influence for our association.

Chris Hutchings
Cerris Systems
MCAA Board Member since 2022

Mindy Rocha
CJ Industries
MCAA Board Member since 2026



MCAA Participation

130 MCAKC members engaged
with MCAA

↑40% from FY 2024

20 MCAKC companies represented

25 MCAA programs attended

13 MCAKC members serve on MCAA
committees



2025 WiMI CONFERENCE



2025 GREAT FUTURES FORUM



2025 MSCA CONFERENCE



2026 SAFETY CONFERENCE



2026 MEP INNOVATION



2026 MCAA NATIONAL CONVENTION



Education

MCAKC education equips local mechanical contractors and their teams with the skills and leadership tools they need to stay competitive. This year, we launched new programs and welcomed new instructors, expanding our course lineup with fresh, industry-driven training.

Class Calendar



"THE COURSES OFFERED BY MCAKC HAVE HELPED ME BOTH PROFESSIONALLY AND PERSONALLY. I ENJOY THE DIVERSE COURSEWORK AND THE VARIETY OF INSTRUCTORS WHO BRING THEIR EXPERIENCES AND POINTS OF VIEW. FROM MANAGING PROJECTS AND DOCUMENTATION TO PROVIDING A BETTER UNDERSTANDING OF MY PERSONALITY IN THE WORKPLACE, I AM MORE CONFIDENT IN MY RESPONSIBILITIES IN THE WORKPLACE AND MY PERSONAL INTERACTIONS ..." - ISABEL S., U.S. ENGINEERING SERVICE

**More Reach.
More Engagement.
More Impact.**

516

**Professionals
Trained**

16%

**Growth in Unique
Participants**

46%

**of Professionals
Returned for More
Than 1 Seminar**

1,347

**Total
Registrations**

23%

**Growth in
Companies
Represented**



Building Skills for What's Next

New Technical Training: Fundamentals of Piping Systems

MCAKC launched **Fundamentals of Piping Systems**, a new five-part series developed for project managers, project engineers, estimators, and purchasing professionals.

Created with support from Associate Members and the union training centers, the series combined practical instruction, hands-on demonstrations, and exposure to the materials and methods used in the field. Participants explored piping materials, joining methods, insulation, hangers, and valves, knowledge they can apply to estimating, planning, coordination, and project execution.

With **20 participants**, the new series helped member companies strengthen the technical knowledge of professionals who estimate, plan, coordinate, and support field operations. **The series returns in early 2027** with a seventh seminar focused on Controls.



Developing Our Next Leaders

MCAKC celebrated the first graduating class of the **IMPACT Leadership Academy**, an intensive two-year leadership development program. Representing **15 member companies**, the cohort completed **17 seminars** covering topics from executive presence to succession planning. Together, the cohort completed **88 hours of leadership development and community engagement**, strengthening the leadership pipeline across MCAKC's membership.



Meeting the Moment on AI

Artificial intelligence (AI) emerged as one of the year's strongest areas of member interest. **Intro to ChatGPT for the Construction Trades** attracted **47 participants**, making it MCAKC's most popular webinar. **AI Risk Management for Contractors** drew **23 participants** and both ranked among the year's top ten programs. As these tools continue to reshape construction, MCAKC is developing education that helps members use them confidently.

Community



Annual Charity Golf Outing

Now in its 18th year, MCAKC's Annual Charity Golf Outing had its most successful year yet. In October 2025, we raised \$66,870 for The Golden Scoop, a local nonprofit creating employment opportunities for people with developmental disabilities. The MCAKC community doesn't just build KC's infrastructure. It invests in the people who make this city worth building.



Safety Forum

The Safety Forum meets quarterly and is open to any MCAKC member employees. It's dedicated to improving jobsite safety across the mechanical contracting industry. Since launching this year, participants have met twice to exchange best practices and work through shared safety challenges, with one more meeting planned before year's end. Join the conversation by registering on our website at mcakc.org.



Young Professionals Committee

YPC connects incoming mechanical contracting professionals across Kansas City's AEC community through networking and hands-on outreach. This year, members built 20 beds for Sleep in Heavenly Peace and toured Panasonic's battery plant and the Aladdin Hotel renovation to see different construction methods firsthand. The annual March Madness bracket and Joint Happy Hour with ASHRAE and SMACNA-KC kept those connections growing across the industry.

Culture of Connection

812 members engaged with MCAKC

↑6% from FY 2024

93% of contractor companies engaged

17 networking events hosted

118 participated in YPC events

133 members volunteered



SLEEP IN HEAVENLY PEACE



KC ROYALS NIGHT



SANTA PHOTOS



KANSAS CITY NIGHT



BASICS OF HOME REPAIR



VENDOR FAIR



9-HOLE GOLF OUTING



SPORTING CLAYS

Awareness

Student Chapters



MCAKC supports two active MCAA Student Chapters at **Kansas State University** and **Pittsburg State University**, giving students an early connection to mechanical contracting long before they enter the workforce. These students are already engaged in the industry and actively seeking internship opportunities, making both chapters a strong first stop for contractors building out an intern pipeline.

That connection is already paying off. Three graduating seniors from the chapters accepted full-time positions with MCAKC member contractors this summer, and four student chapter members received MCAA Scholarships at the 2026 national convention. Sixteen MCAKC members supported these students directly, mentoring chapter teams through their national competition and speaking with students on campus.

The stronger these chapters get, the stronger our talent pipeline becomes. Meeting chapter members firsthand is the best way to see that talent for yourself.

Heavy Metal Summer Experience

144 KC camp grads since 2022

19% of graduated HMSE-KC alumni enter construction

103 applications for 2026

50% of 2026 attendees were underrepresented

This summer camp introduces high school students to careers in the trades, with hands-on exposure to union field positions. The earlier that pipeline starts, the stronger our field workforce becomes.



New Website

This year, MCAKC rebuilt mcakc.org to increase public awareness of the industry and drive more traffic to the site. New content on career paths and the industry sits alongside the contractor resources you already know, now organized in a more user-friendly layout and fully optimized for mobile. If you haven't visited the new site, check it out.

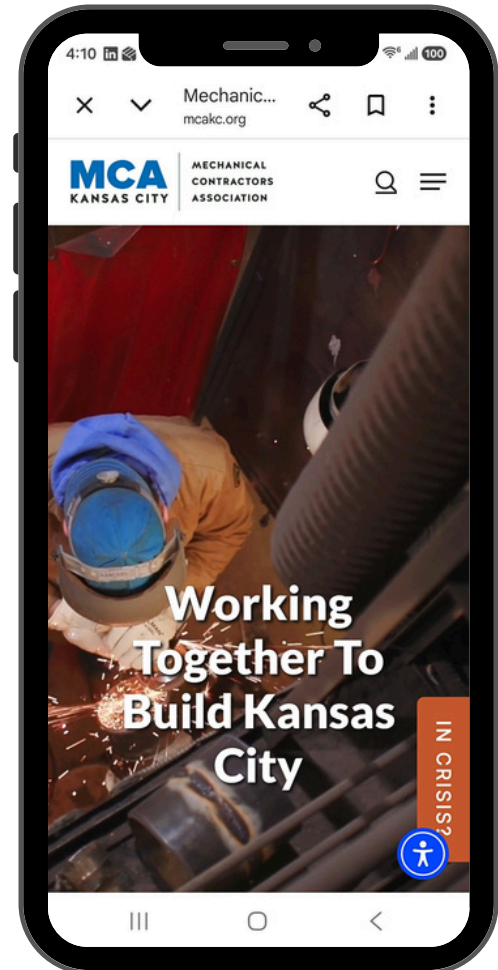
Growing Our Social Reach

MCAKC is putting mechanical contracting in front of more people than ever. That growing reach helps raise awareness of the industry as a whole, work that benefits every local contractor.

103% LinkedIn reach growth

239% Facebook reach growth

+4,000 Instagram non-followers reach



Let's Connect



913-948-9200



info@mcakc.org



www.mcakc.org



@Mechanical Contractors Association of Kansas City (MCA of Kansas City)



@MCA of Kansas City



@MCA of Kansas City

Contractor Membership Benefits



The Value of Membership

MCAKC membership starts locally and reaches nationally. Every MCAKC member also receives full membership with the Mechanical Contractors Association of America (MCAA) and/or Mechanical Service Contractors of America (MSCA), unlocking national education, resources, and advocacy alongside everything MCAKC offers locally.



New for FY 2026:

MCAKC is investing directly back into its members this fiscal year. For FY 2026 only, and open to any member who joins within this fiscal year, MCAKC will offer a **25% abatement** on association dues, cover **100% of NCPWB dues**, and **reimburse 50% of registration costs** for select MCAA/MSCA classes for members who've completed the required prerequisite MCAKC coursework.

"C&C MECHANICAL, LLC, A CERTIFIED WOMAN-OWNED SMALL BUSINESS, HAS BEEN PROUD TO BE A MEMBER OF MCAKC SINCE OCTOBER 2025. SINCE JOINING, WE HAVE TAKEN ADVANTAGE OF EDUCATIONAL COURSES, NETWORKING EVENTS, AND VALUABLE SAFETY RESOURCES.... WE APPRECIATE MCAKC'S COMMITMENT TO SUPPORTING THE COLLABORATION BETWEEN CONTRACTORS AND THE LOCAL UNION. WE ARE GRATEFUL TO BE PART OF AN ORGANIZATION THAT HELPS STRENGTHEN OUR INDUSTRY AND SUPPORTS THE SUCCESS OF ITS MEMBERS." - SHARON M., LMP

Local Membership Benefits

- **Education:** Free access to MCAKC courses like Field Leader Training and Mechanical Systems 101, continuing education credits, and reduced fees at Johnson County Community College.
- **Representation:** MCAKC trustees sit on Health & Welfare, Pension, and Apprenticeship Trusts, and MCAKC handles day-to-day labor matters and contract disputes on your behalf.
- **Vendor Network:** Access to trusted local suppliers and manufacturer representatives.
- **Community:** Networking events like the Annual Charity Golf Outing, Outreach Toolkits to build your talent pipeline, and intern grants to support workforce investment.

2025-2026 Board of Directors

Justin Gunter, Metro Air
MCAKC President

Phil Nehring, P1 Service
MCAKC Vice President

Mindy Rocha, CJ Industries
MCAKC Treasurer

Chris Hutchings, Cerris Systems
MCAKC Immediate Past President

Clay Daniels, U.S. Engineering Service
At Large Board of Directors

Chris Rimel, SheDigs It, LLC
At Large Board of Directors

Cordell Ballew, Enerfab
At Large Board of Directors

Hannah Thomazin, U.S. Engineering
Young Professionals Representative



MCAKC Committees

Associate Member Committee

Audit Committee

Board of Education

Local 8 Health & Welfare / Pension Trustees

Local 8 Joint Apprenticeship Training Committee

Local 533 Health & Welfare / Pension Trustees

Local 533 Joint Apprenticeship Committee

Safety Forum

Women in the Mechanical Industry (WiMI)
Committee

Young Professionals Committee

MCAKC Staff

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