



2024 Impact Report



PAT ROBINSON PHOTOGRAPHY



A Message from Our CEO

What started over 40 years ago as a whimsical brunch-in-bed service in the UPenn dorms has grown into a thriving hospitality group partnered with 15 exclusive venues, most owned by mission-driven nonprofit organizations. The catered events we host at these venues generate revenue, recognition, and support for these partners and all the good work they do.

Doing the right thing and being a “force for good” is embedded into our company values and culture. Our guiding motto for sustainability is:

NOBODY CAN DO EVERYTHING, BUT EVERYONE CAN DO SOMETHING.

We can’t solve all of the world’s sustainability problems, but we’re committed to doing what we can, wherever we can. From composting, recycling, and local sourcing to installing more efficient equipment to raising money for good causes, we strive to act in ways that take care of our community and the planet.

This report celebrates some of our accomplishments and highlights the goals that will drive us forward in the coming years.

A handwritten signature in black ink, reading "Jeffrey A. Miller". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

JEFFREY A. MILLER
Chief Executive Officer

Our Mission

At JAM Hospitality, we create events that perfectly blend exceptional cuisine, flawless service, and meaningful places.

Our food is delicious, delightful, and entirely handmade. Our diverse team is energetic, enthusiastic, and dedicated to heartfelt hospitality that makes people feel happy and well taken care of. And our events bring revenue and recognition to support the worthwhile missions of our many partner venues.

“By hand, with heart” is our deepest basic value and it comes through in all the details and magical moments we bring to the table, and all the good we endeavor to bring into the world.





Our Values

QUALITY

SUSTAINABILITY

TEAMWORK

HUMOR

GROWTH

INTEGRITY

Our Nonprofit Partner Organizations

JAM invests in venue partnerships with sustainability-minded organizations, which bring these organizations greater public recognition and significant additional operating income to support their worthwhile missions.

- AMERICAN SWEDISH HISTORICAL MUSEUM
- BUCKS COUNTY HISTORICAL SOCIETY
- COMMUNITY ARTS CENTER
- DELAWARE STATE PARKS
- CHELTENHAM TOWNSHIP
- GREEN VALLEY WATERSHED ASSOCIATION
- HERITAGE CONSERVANCY
- JOHN JAMES AUDUBON CENTER
- PHILALANDMARKS
- PINELANDS PRESERVATION ALLIANCE
- TYLER ARBORETUM
- WATERLOO VILLAGE



A photograph of two men standing in a lush, green forest. They are both wearing dark green suits. The man on the left is wearing a white shirt and a dark tie, while the man on the right is wearing a black shirt and a gold tie. They are holding hands and smiling at the camera. The background is filled with tall trees and dense foliage, with sunlight filtering through the leaves.

What Sustainability Means at JAM

Sustainability means making choices that have a positive impact for the planet and all those living on it. We cultivate a diverse and inclusive community within our company, so that all of us can find opportunities to thrive. And we run the company in a fiscally responsible manner that keeps growth in mind, so we can be a place where great people continue achieving ever-greater things.

Our Sustainable Catering Journey



2021

- Launched Sustainability Program
- Published “GreenSource Your Wedding” Guide
- Hosted a “Green Wedding” focus group with JAM couples
- Launched Earth Day social media campaign



2022

- Increased local sourcing from Rancocas and Waterloo farms
- Created Plant-Forward menus for every venue
- Catered “Dining for Choice” fundraiser to benefit Planned Parenthood
- Published partner venue profiles on JAM’s website to highlight social impact



2023

- Added “Sustainability” as 6th company value
- Launched pilot program to send food waste to Waterloo Village Farm for composting
- Explored alternatives to replace single use plastics
- Launched the JAM Giving Committee



2024

- Launched companywide composting program at JAM commissary kitchen and all venues
- Purchased over 14,000 reusable, more durable food containers
- Began contracting process to install solar panels at one of our partner venues
- First year of “Every Wedding Plants a Tree” at Aldie Mansion

Our Sustainability Pillars



SOURCE RESPONSIBLY



REDUCE WASTE



GIVE BACK



**CONSERVE ENERGY
& WATER**



**PROMOTE TEAM GROWTH
& WELL-BEING**

2024 Impact at a Glance



JAM hosted **730** events
across our 16 venues and
served **100,568** meals



Our nonprofit partner
venues earned **\$3.3** million
in revenue from JAM
weddings



JAM composted
49,187 pounds
of food scraps and trim

Reducing Waste

OUR FOOD ETHOS

Events can be wasteful, but they don't have to be!

In JAM's kitchen, we're serious about "goldilocks-ing" our production to make sure we send plenty of food without sending too much. Where we do have leftover food, we channel it usefully toward our robust staff meal program, which feeds about 80 employees each day. As for the rest, we send it to our partner venue and farm, Waterloo Village, to be turned into nutrient dense compost.





Composting & Local Sourcing

Leftover table scraps are collected and added to compost heaps at JAM's venue and farm in New Jersey, Waterloo Village. Farmer Gina Barkovitch and her team combine food scraps with dried leaves, straw, and farm debris and let natural processes convert everything back into rich compost ideal for nourishing new food crops without the use of chemical fertilizers.

In 2024, JAM converted over 49,000 pounds of table scraps into this valuable "black gold" fertilizer.

In the spring and throughout the fall, the Waterloo farmers incorporate the finished compost into their planting routines that follow organic practices, spreading it in vegetable fields and under fruit trees and berry bushes in the orchard, helping to recreate the natural cycles of decomposition and regrowth to yield another season's worth of delicious produce.

At the next harvest, these fine vegetables and fruits find their way back to our kitchens and the creativity of our talented chefs. Any bits left over on guest's plates are collected and the whole cycle begins again.

JAM strives to source locally where possible, because local sourcing supports our local community, reduces transport-related fuel consumption, generates less carbon emissions, and gives us superior products.





Plant-Forward Cuisine

ROOTED IN CHANGE

Over the years, we've expanded our vegetarian and vegan offerings, because eating more plants and less meat is better for the planet. The good news is, in the right hands plant-forward food is just as delicious and satisfying as animal-based cuisine.

With that in mind, we're excited to announce that we'll soon launch a new plant-forward division with a mission to wholeheartedly embrace the robust flavors of the vegetable world to create inspiring and transformative dining experiences that elevate plant-forward as the cuisine of choice.

Reusable Plastic

In 2024, JAM made a major investment (nearly \$70,000!) in reducing single-use plastic waste by switching to a new line of transportable food containers.

These containers are much more expensive than the conventional disposable “deli style” containers we’ve used for so many years, but their superior durability means they last much longer, re-use after re-use.

Further, they significantly reduce plastic wrap usage. Their tight lids and stable, stackable square shapes make them easy to transport without any need for plastic “safety wrapping.”



JAM Giving Committee

The JAM Giving Committee has the goal of making a positive impact in our community. We are so grateful for the opportunity to give back, and below are a few of the things we did together in 2024:

- Volunteered with Habitat for Humanity and Philabundance
- Hosted a Juneteenth BBQ Celebration
- Participated in the Philly Pride March
- Joined CHOP's Parkway Run & Walk
- Donated 1,800 diapers to the Upper Darby Community Baby Shower
- Sponsored 3 voter registration drives & provided food at 8 different polling places on Election Day
- Organized a donation drive to support the Domestic Abuse Project of Delaware County

JAM is proud to create positive change through community giving and volunteer initiatives that enhance public wellbeing while promoting a sense of purpose and connection within our team.



Partner Spotlight: Heritage Conservancy

EVERY WEDDING PLANTS A TREE

In 2024, Heritage Conservancy launched the "Every Wedding Plants a Tree" program. For every wedding at Aldie Mansion, Heritage Conservancy plants a tree, symbolizing the rooted and growing love of each couple. Aldie couples are invited to actively participate in tree plantings at one of Heritage Conservancy's nature preserves. This hands-on approach allows JAM couples to witness the tangible impact of hosting their wedding at Aldie Mansion.



Our Plans for the Years Ahead

BY 2030, JEFFREY A. MILLER HOSPITALITY GROUP WILL...

REDUCE WASTE

- Achieve zero food waste to landfill by giving ingredients a second life wherever possible
- Compost all food waste generated at the commissary kitchen and venues
- Recycle all glass, aluminum cans, plastic bottles, paper, and cardboard
- Reduce the use of plastic wrap, food containers, and bottles by 75% based on 2023 usage
- Achieve a 50% reduction in paper usage companywide based on 2023 usage

PROMOTE TEAM GROWTH & WELLBEING

- Reduce annual full-time staff turnover to less than 10%
- Have programs for career pathing and succession planning
- Have programs for mental health and childcare reimbursement
- Have programs for employee continuing education and professional development reimbursement

CONSERVE ENERGY

- Purchase at least 50% electric, hybrid, or biofuel vehicles
- Ensure at least 10% of all energy used at the commissary kitchen and venues comes from renewable energy

GIVE BACK

- Host at least 10 community service events per year with a total of at least 100 employee volunteers
- Participate in at least 6 fundraising events per year for nonprofit organizations

SOURCE RESPONSIBLY

- Strive to purchase ingredients from local farms and purveyors within 150 miles of Philadelphia
- Purchase environmentally preferable materials and cleaning supplies wherever possible
- Grow plant-forward division to \$2 million in annual revenue
- Have at least 20% of wedding menus be plant-forward

Thank you!

As part of our dedication to continuous improvement, we are always looking for opportunities to make smarter and more responsible choices in our business operations.

Thank you to our clients, partners, and employees who continue to help us make our mission a reality.

