



# 2025 Impact Report



# A Message From Our CEO

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What began over 40 years ago as a simple brunch-in-bed service in the dorms at UPenn has blossomed into a thriving hospitality group. Today, we're proud to partner with 15 exclusive venues, many of which are owned by mission-driven nonprofit organizations. The events we host at these unique locations not only create unforgettable experiences but also generate revenue, recognition, and support for these incredible partners and the transformative work they do.

At JAM, doing the right thing and being a "force for good" are not just ideals—they're woven into the fabric of our company culture and values. Our commitment to sustainability is grounded in a guiding principle:

**NO ONE CAN DO EVERYTHING, BUT EVERYONE CAN DO SOMETHING.**

We know we can't solve all of the world's sustainability problems, but we're committed to doing what we can, wherever we can, knowing that every action, no matter how small, makes a difference. From composting and recycling to local sourcing and investing in energy-efficient equipment, we make intentional choices that support both our community and the planet.

Just as our company is taking steps to reduce our environmental footprint, I'm also committed to making more sustainable choices in my own life. My recent purchase of an electric vehicle reflects the same mindset guiding our fleet strategy as we work toward a goal of having at least 50% of our vehicles electric, hybrid, or biofuel-powered by 2030.

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 that reads "Jeffrey A. Miller". The signature is fluid and cursive.

JEFFREY A. MILLER  
Chief Executive Officer

# Our Mission

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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

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QUALITY  
SUSTAINABILITY  
TEAMWORK  
GROWTH  
INTEGRITY  
HUMOR

# 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
- PHILADELPHIA SOCIETY FOR THE PRESERVATION OF LANDMARKS
- PINELANDS ALLIANCE
- TYLER ARBORETUM
- WATERLOO VILLAGE





# What Sustainability Means at JAM

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Sustainability means making choices that make things better – for us, for our community, and for the planet and all who live on it. Every little bit counts, so we strive to amplify our positive impact wherever we can, through responsible business practices that let us do more – and do better – while using fewer resources.

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, such that we’re always positioned to “do the right thing” and to keep finding additional opportunities to “do well while doing good.”

# Our Sustainable Catering Journey



SWEETWATER PORTRAITS



2021

- Launched Sustainability Program
- Published “Green Source 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 compost food waste at JAM's venue and farm in New Jersey, Waterloo Village
- 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

2025

- Installed solar panels on the roof of our partner venue, The Barn at Cauffiel
- Expanded recycling and composting at JAM commissary kitchen and all venues
- Began the assessment process to become a Certified Green Caterer by the Green Restaurant Association

# 2025 Impact at a Glance



JAM hosted **740** events across our 15 venues and served **101,586** meals



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



JAM composted **over 50,000 pounds** of food scraps and trim

# Our Sustainability Pillars



**REDUCE WASTE**



**SOURCE RESPONSIBLY**



**GIVE BACK**



**CONSERVE ENERGY  
& WATER**



**PROMOTE TEAM GROWTH  
& WELL-BEING**

# 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. Any remaining food scraps and leftovers are sent to Pennsylvania and New Jersey farms where they are transformed into nutrient-dense compost. In 2025, JAM converted over 50,000 pounds of table scraps into this valuable "black gold" fertilizer.





# Composting & Local Sourcing

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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 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-Based Cuisine

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## 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-based catering division with a mission to wholeheartedly embrace the robust flavors of the vegetable world to create inspiring and transformative dining experiences.

# Partner Spotlight: Pinelands Alliance

## GARDEN STATE PLATE DINNER: A FEAST OF LOCAL FLAVORS

On August 2, 2025, JAM's nonprofit venue partner, the Pinelands Alliance hosted its third annual "Garden State Plate" dinner, a field-to-fork fundraiser at Rancocas Creek Farm that celebrates the richness of New Jersey's agricultural community. The family-style menu was built almost entirely from ingredients sourced within 75 miles of the property.

Guests toured the fields with farm manager Jeff Tober to learn about the value of organic practices, then gathered in the barn loft for a seasonal feast featuring local pork and chicken, a garden's worth of fresh produce, and a luscious dessert of sweet corn pudding paired with a Jersey blueberry compote and rosemary-infused shortbread made with herbs from JAM's own kitchen garden. Cocktail hour featured presentations by two local producers: mushroom grower Julian "The Mushroom Sage" Alvarez, and Nina and Jonathan White, the duo behind the fantastic cheeses and breads at Bobolink Dairy & Bakehouse in Milford, NJ. The evening was a celebration of New Jersey's farms and food – made even more meaningful when several of producers themselves joined the table to share their stories.

The Garden State Plate Dinner serves as a powerful reminder of the positive impact made possible when we support ethics-driven farming and maintain a relationship with the land rooted in respect and care.





# 4H Gardening Club Visits Waterloo Village Farm

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This year, we deepened our commitment to sustainable agriculture and community engagement by welcoming the local 4H Gardening Club to our partner farm for an immersive, hands-on learning experience. Beneath the shade of mature red maples, students shared their own gardening experiences, explored our perennial plantings and seasonal crops, and learned how the JAM farmers steward the land across spring, summer, and fall harvests.

From meeting our fluffy alpacas and collecting fresh eggs to harvesting vibrant zinnias and sunflowers for bouquets, the visit showcased how thoughtful farming practices can connect a new generation of young gardeners to the origins of their food.

Students saw firsthand how we manage natural pest pressures using fencing, plant-based deterrents, and organic treatments such as neem oil and soap sprays, always striving to balance productivity with respect for surrounding wildlife in our neighboring state park. They toured our irrigation systems and learned about our composting operation, where food scraps from events are transformed into nutrient-rich compost that replenishes our soils year after year.

By pairing exceptional events with hands-on stewardship and community education, JAM continues to demonstrate how a small, dedicated crew can cultivate meaningful environmental impact while creating beauty and abundance for every celebration we serve.

# 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 2025:

- WISSAHICKON CREEK CLEAN UP
- PHILABUNDANCE MEAL PREP VOLUNTEERING
- PAWS FOR THE CAUSE CANCER WALK
- PHILLY PRIDE MARCH
- UPPER DARBY COMMUNITY BABY SHOWER DIAPER DRIVE
- DOMESTIC ABUSE PROJECT OF DELAWARE COUNTY DONATION DRIVE
- PB & JAM CHRISTMAS EVE FOOD DONATION IN KENSINGTON

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.



# Going Solar at The Barn at Cauffiel

This year, JAM installed a new solar energy system at one of our Delaware venues, The Barn at Cauffiel. By harnessing clean, renewable energy directly on-site, this project is expected to offset a significant share of the building's annual electricity use, reducing our reliance on traditional grid electricity, and lowering the overall carbon footprint of the venue. The installation reflects our long-term commitment to integrating sustainable infrastructure into our facilities while maintaining the high-quality experience our guests expect.

Beyond its environmental benefits, the solar array represents a strategic investment in operational resilience and cost stability. Generating a portion of our own electricity helps protect against energy price volatility and supports long-term financial sustainability.

The Barn at Cauffiel's solar installation is an important step in our ongoing sustainability journey. As we continue to evaluate opportunities for energy efficiency and renewable energy across our venue portfolio, this project serves as a model for how thoughtful infrastructure improvements can deliver environmental, economic, and community benefits simultaneously.



# Sustainability Immersion Experiences

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JAM is committed to equipping senior leaders and employees with real-world insight and hand-on engagement in sustainable practices, strengthening their ability to embed sustainability into strategy, operations, and day-to-day decision-making.

This year, JAM's Strategic Planning Committee made a summertime visit to Buzby Farm in Salem County, New Jersey to see firsthand how over 50 varieties of fruits and veggies are grown with purpose and care. The tour gave JAM's senior leaders a deeper appreciation for how much intention and effort go into every crop before it reaches our kitchens.

The employees responsible for implementing JAM's recycling program visited a Materials Recovery Facility, operated by Republic Services. During the tour, employees learned how commercial recyclables are sorted and processed. The visit gave employees a deeper appreciation for waste reduction, contamination prevention, and circularity in action.



# Our Plans for the Years Ahead

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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

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

## 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. We understand that sustainability is a journey, not a destination, and we still have a lot more work to do to achieve our goals.

While we're proud of the progress outlined in this report, we recognize that meaningful change requires sustained effort. We remain accountable for the work ahead and committed to transparently reporting both our achievements and the areas where we want to continue improving.

Thank you to our clients, partners, and employees who continue to help us make our mission a reality. We couldn't do it without you!

