

2024
IMPACT REPORT

COMMUNITY IMPACT

At our core, Wellspring serves to improve the lives of others. Our mission is, and always has been, to work hard everyday to make a difference. We accomplish this through our dedication to providing professional guidance to our clients, giving back to the community through donation of time, talent, and treasure, and creating a collaborative and inclusive environment for employees to thrive.

This report focuses on two of Wellspring's core values: *give back* and *cultivate inclusivity*, outlining our commitment to serving the community on a firm and individual level and creating a workplace where differences are embraced.

We welcome you to review our 2024 accomplishments and goals as we continue to grow and evolve as a firm centered on serving others.



Give back

serve our communities with time,
talent, and treasure;
strive to make a difference everyday

Cultivate inclusivity

foster an inclusive environment where
employees can be authentic selves;
embrace individual and
cultural differences;
leverage different perspectives =
better ideas, solutions, and
opportunities

BY THE NUMBERS

350+

HOURS OF
BOARD & CIVIC
INVOLVEMENT

4

NEW RECIPIENTS OF THE
DIVERSITY IN FINANCE
SCHOLARSHIP

15

RIDERS AT
VELOSANO

13

EMPLOYEE
VOLUNTEERS AT
FOSTERING HOPE

3

AWARDS
EARNED

GIVING BACK

FIRM VOLUNTEERISM

Wellspring is committed to corporate volunteerism and provides opportunities to engage in group volunteering events throughout the year. 2024 events included Fostering Hope, Velosano, & Ronald McDonald House Charities wish list drive.



COMMUNITY ENGAGEMENT

INDIVIDUAL INVOLVEMENT

Wellspring's employees are passionate about serving the community through civic and philanthropic engagements. *New individual involvement in 2024 included:*



Mac McLaughlin

Board Member,
Engage! Cleveland



A'Shira Nelson

Mentor, College Now
Greater Cleveland



Michael Novak

Member Board of Trustees,
Cleveland Museum of Art



Rich Turgeon

Member Board of Trustees,
Ursuline College

COMMUNITY ENGAGEMENT

FIRM SPONSORSHIPS & DONATIONS

- University Hospitals - Rainbow Babies & Children's Hospital
- Solon Community Living
- YWCA Greater Cleveland
- Bluecoats
- Jewish Federation of Cleveland
- Ronald McDonald House Charities
- United Way of Greater Cleveland
- Autism Society of America
- Cleveland Clinic - VeloSano
- Cleveland Metroparks
- JDRF
- Fieldstone Farm Therapeutic Riding Center
- Cleveland Museum of Art
- Best Buddies
- National LGBTQ+ Task Force
- Cleveland Orchestra

COMMUNITY ENGAGEMENT ACTION PLAN

- Support civic and philanthropic organizations that align with Wellspring's values through firm funding (sponsorships and donations)
- Coordinate a minimum of two firm volunteering events
- Serve as an employee member of Business Volunteers Unlimited (BVU) and Engage! Cleveland to offer unique professional development and networking opportunities to employees
- Activate Young Professionals and Women's Network groups within the firm to provide specialized support



DIVERSITY, EQUITY, & INCLUSION

VISION & STRATEGY

Increase diverse representation at all levels of the firm by recruiting from a distinguished group of candidates.

Empower courageous engagement by fostering a culture that encourages collaboration, flexibility, fairness, and belonging.

Invest in our communities by partnering with key industry professionals and organizations, and encouraging employees to support charities of their choice.

DEI Ambassadors



A'Shira Nelson



Katie Madzsar

DEI ACCOMPLISHMENTS

Education & Messaging

- Team members attended external DEI seminar - Engage! Cleveland DE&I Conference
- Completed employee DEI educational session - Cristina Santos, Senior Vice President, Head of Culture & Core Values at Capital Group

Community Impact

- Created diversity calendar and acknowledged support of these groups through various platforms
- Contributed to local and national causes that work to advance equity and social justice
- Established Diversity in Finance Scholarship Steering Committee, focusing on three key areas: Engagement, Education, & Sponsorship
- Sponsor Saint Martin De Porres High School student

Diverse Representation

- Attended The University of Akron's Career Fair to seek to recruit qualified underrepresented individuals



DEI MONTHLY IMPACT

FEBRUARY

Black History
Month

**Supported black-owned
restaurant, B&M BBQ for
firm luncheon**

APRIL

World Autism
Awareness Day

**Donation to
Autism Society of
America**

MAY

Jewish American
Heritage Month

**Donation to
Jewish Federation of
Cleveland**

JUNE

LGBTQ History
Month

**Donation to
National LGBTQ
Task Force**

SEPTEMBER

National Hispanic
Heritage Month

**Sponsorship of
Engage! Cleveland
DEI Conference**

- + Diversity in Finance Scholarship
- + Engage! Cleveland DEI Conference Sponsor

FIRM & INDIVIDUAL RECOGNITIONS

Throughout 2024, Wellspring and several team members were honored with awards, highlighting our unwavering commitment to delivering exceptional service, innovation, and leadership. These recognitions not only reflect the hard work and dedication of our team but also reinforce our ongoing pursuit of excellence on behalf of our clients.

A'Shira Nelson

YWCA Greater Cleveland 2024
Women of Achievement Award

Michael Novak

Estate Planning Council of Cleveland 2024
Distinguished Estate Planner

Wellspring Financial Advisors

Engage! Cleveland
Generation Next Award



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