

A Year of Elevating Impact: 2025 Impact Report



Welcome to our third annual Impact Report.

In 2025, we intentionally focused on elevating our impact: deepening our work with clients, strengthening our operations, and expanding our contributions to the communities we serve.

For a third year, we remain Maryland's first and only law firm to earn the Certified B Corp certification, and it continues to shape how we practice, who we partner with, and what we prioritize. In a time when strong institutions and connected communities matter more than ever, we remain committed to doing our part.

Here are a few highlights from the year:

We served 254 clients, a 28% increase over 2024, with 86% of our clients being purpose-driven or underserved organizations and individuals. We devoted 21% of our attorney hours to pro bono and volunteer work, more than doubling our pro bono hours and growing volunteer hours by 24%. We donated 1.42% of revenue to local nonprofits. And we did it all while working 117 fewer hours than the prior year.

We continued to use our platform as a force for good beyond our practice. Natasha was elected Treasurer of the Maryland State Bar Association. Together, we spoke at the American Bar Association, the Women's Bar of Virginia, and BLD Southeast (a B Corp leadership conference), with a focus on how lawyers can ethically leverage AI. Ginny served as Vice President and Board Member of the Rockville Science Center and spoke at the Women's Business Center, the National Disability Institute, and Maryland Volunteer Lawyers for the Arts.

Along the way, we earned recognition that reflects the values we bring to our work every day: the Montgomery County Green Business Certification at the Platinum level, Super Lawyers selection, and Bethesda Magazine Top Attorneys.

We are proud of what 2025 represents, and we are excited to share it with you.

What It Means to be a Certified B Corp

Our commitment to being a Certified B Corp is not just a trendy label. It is the lens through which we make decisions about our practice, our clients, our community, and our world.

For those new to the concept, Certified B Corps are businesses that meet the highest verified standards of social and environmental performance, transparency, and accountability. The certification is administered by B Lab, an independent nonprofit, and requires companies to demonstrate their impact across five areas: governance, workers, community, environment, and customers. Companies must recertify periodically to maintain their status.

Being part of the B Corp community connects us to a global network of companies that believe business should benefit more than just shareholders. For a law firm, that accountability is especially valuable. It keeps us honest about whether our practice is matching our values of practicing law joyfully and creating a more just and regenerative economy for all.

This certification shapes who we hire, how we serve clients, where we bank, how we spend, and what we measure. The sections that follow reflect that commitment in action.

We Achieved our 2025 Goals

What We Said We Would Do

Launch our pro bono program for new tax-exempt organizations

Add new flat fee products to our service offerings to enhance affordability and transparency with a focus on website privacy policy, terms of use, and essential business contracts

Continue to minimize our environmental impact by achieving the Platinum Award for the Montgomery County Green Business Certification

Prioritize investments and initiatives that align with our values

What We Did

Rolled out Nonprofit Launch Grant Program and supported two nonprofits through our pilot phase.

By integrating efficient internal systems with carefully deployed AI tools, we’ve transformed how we draft and review essential business contracts. Clients benefit from quicker turnaround and greater clarity, while still receiving the legal judgment and context that only an attorney can provide.

Leveled up from the Gold Award to the Platinum Award for Montgomery County Green Business Certification

Shifted our financial reserves to accounts at Climate First Bank, a Certified B Corp, and ensured our retirement plan include ESG fund options

2025 Highlights: Achieving Our Goals And More



Clients

- Total clients served: 254 up 28% from 2024
- 86% of clients are purpose-driven or underserved, holding steady from 2024
- 100% 5-Star Reviews on Google for the fourth year in a row
- Introduced a regular [Client Spotlight](#) of our purpose-driven, impactful clients



Community

- 21% of attorney hours spent on pro bono and volunteering, up from 14% in 2024
- 1.42% of revenue donated to community-based nonprofits, up from 1.09% in 2024
- Sponsored community-building events, including 2025 BLD Southeast (B Corp leadership), Kits to Heart (cancer), Comfort Cases (foster children), Bare Necessities Foundation (furniture & housing essentials), Maryland Women's Business Center EmpowHER: Small Business Resource Fair, and annual meetings for the Women's Bar Association of Maryland and the North Carolina Association of Women Attorneys



Environment

- Achieved Montgomery County Platinum Green Business Certification
- Ridwell subscription at home and in the office, reducing plastic waste through a local Certified B Corp
- Composting at home and in the office, diverting 451 lbs from landfill
- Neighborhood road cleanups six times per year, continuing to give back to the community that supports us



Profit

- 99.9% Collections Rate, up from 99% in 2024
- Served 28% more clients while growing local client revenue by 6%
- Worked approximately 117 hours less and increased our profit by achieving a high attorney utilization rate (more time on more clients, less time on administrative)

Forward Together: Building Our 2026 Impact

- Formalize our AI integration by documenting and expanding the AI workflows we have been developing to deliver faster, more affordable legal services to our clients.
- Scale the **Nonprofit Launch Program** beyond its pilot phase to support more new tax-exempt organizations in the communities we serve.
- Implement a holistic lawyer wellness and resiliency model for the firm.
- Prepare for B Corp recertification, building on three years of verified impact and continuous improvement.

Join Us!

Join us in shaping purposeful change. As clients, partners, and community members, we can work together to spark progress and build a more just, equitable, and regenerative economy.

