



Net Positive  
Consortium

In Wealth Management

# Unlocking Our True Potential

Actionable Ways for the Wealth Management  
Industry to Join the Net Positive Movement

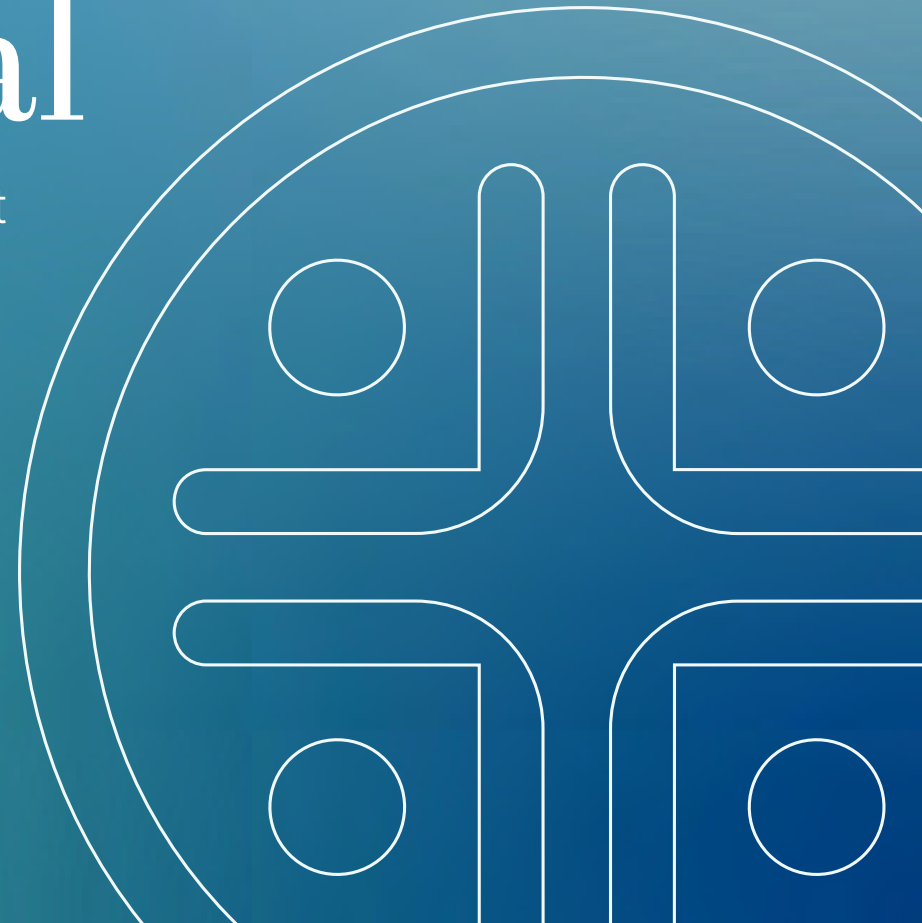
Strategic Partners



FP TRANSITIONS

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October 2025 Quarterly Update



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# Introduction

Officially launched in October 2024, the Net Positive Consortium (NPC) comprises more than 20 leading organizations from the wealth management industry that support net positive-related initiatives and pledges independently within their firms, and aim to make an even greater impact by joining together in a unique quest.

The NPC publicly commits to sharing its learnings, best practices, and innovative ideas so that they, and the entire RIA profession and wealth management ecosystem, can advance in five key areas: team members/workforce, the environment, the community, clients, and the industry. To learn more about these pillars, please visit our [website](#).

In the first half of 2025, the NPC welcomed six new member firms: Meira Wealth, Bogart Wealth, Uplifting Capital, Perigon Wealth Management, LLC, Guiding Wealth, and First Pacific Financial, as well as Goldman Sachs as a strategic partner.

In September 2025, the NPC was recognized for its members' achievements with a 2025 WealthManagement.com Industry Award for Corporate Social Responsibility.

All of the NPC firms demonstrate the creative ways our industry is giving back and making the world a better place.

We invite you to review the innovative solutions they are implementing in their own firms and encourage you to explore how you can become net positive, too.

**Explore the NPC's Executive Brief, published in November 2024, in our [Resource Library](#).**

2025 Wealth  
Management.com  
Industry Awards  
**Winner**

# Members

## RIA/FINANCIAL ADVISORY FIRMS



## SOLUTION PROVIDERS



## STRATEGIC PARTNERS



## SUPPORTING PARTNERS



# The Five Pillars

Sometimes, the biggest hurdle to taking action is not knowing where to begin. The Net Positive Consortium in Wealth Management (NPC) recognized this and collectively identified five key pillars to help firms organize their efforts toward becoming net positive. These pillars provide a framework for firms to align their programs and initiatives with a greater purpose.

## THOSE FIVE PILLARS ARE:



Workforce/Team Members



Community



Planet/Environment

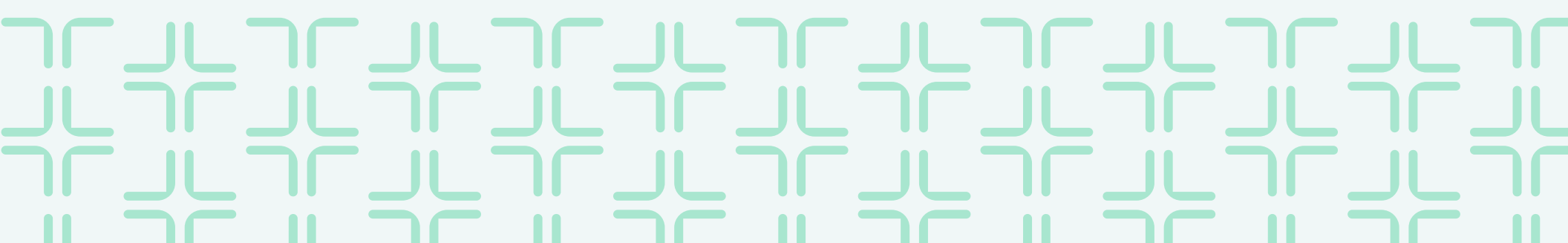


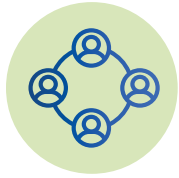
Client



Industry

# Real Life Examples of Being A **Net Positive Firm**





## **PILLAR 1: Team Members/Workforce**

*Building the right foundation by investing in employees.*

A net positive firm begins with its people. This pillar focuses on creating a workplace culture that supports the holistic well-being of employees, both present and future. Consider initiatives that promote mental health, inclusive practices, and professional development. For example, does your firm offer flexible work arrangements, robust health benefits, or career advancement programs? By investing in the well-being and growth of your team, you create a strong foundation that fosters loyalty and productivity, ultimately benefiting both your employees and your firm.

Here are some examples from our most recent Net Positive Consortium Members that may act as inspiration for firms looking for new ideas to support their workforce.

### **Formalized Feedback**

**First Pacific Financial**, a certified B-Corporation and an independent RIA with \$1.8B in AUM, utilizes the [Kolbe](#) and [PRINT](#) assessments to build stronger collaboration and forge effective relationships within teams and throughout the firm. They have a formal organizational chart that outlines the management and accountability structure of the company, written job descriptions for all employees that detail responsibilities and decision-making authority, and regular management team meetings to plan strategy and make operational decisions. They engage and empower their employees with formalized feedback and complaint mechanisms beyond direct reporting lines to address concerns and improve company practices. Additionally, they have adopted open-book management or self-management principles within the workplace.

### **Investing in Continuing Education and Experiences**

**Perigon Wealth Management**, a hybrid RIA with \$9.31 billion in AUM, developed a Career Development and Continuing Education Program designed to empower employees to achieve their ambitions and enhance their skills within the organization. Since 2013, the company has provided financial support for employees pursuing CFP® and CFA® designations and other industry-related certifications. This program also creates opportunities for employees to explore cross-functional career pathways and internal transfers, fostering a culture of continuous learning and development.

**The Results?** Within the last year, Perigon Wealth has facilitated five internal transfers, creating new career pathways, funded three designations, and is financially supporting the completion of an accounting Master's curriculum.

**Uplifting Capital**, an impact investing firm focused on RIAs and family offices, is investing in the future of the wealth management and impact investing communities by actively fostering the next generation of diverse, values-driven leaders.

Their MBA Fellowship Program, launched in 2024, partners with top global business schools, including Oxford (Said), Dartmouth (Tuck), Berkeley (Haas), and Michigan (Ross). Fellows gain real-world experience in impact investing across various asset classes, contribute to strategic research and due diligence, and learn advanced impact measurement techniques. Many of the firm's fellows have gone on to secure full-time positions at firms such as Cambridge Associates, Allocate, and Visa.

The program is rooted in a generational shift. A 2023 [LinkedIn survey](#) of 10,000 professionals globally revealed that 87% of workers in the US consider it essential to work for companies that align with their values. Notably, more than two-thirds of Gen Z professionals are willing to accept a pay cut of 5% or more for the opportunity to work for a firm that better reflects their values regarding society and the environment.

**Guiding Wealth**, a fee-only RIA with \$55M in AUM, created the Residency, a full-spectrum financial planning training program to solve the training and development issues present in the financial planning profession. The intensive, competency-based training program, operating much like a residency model for medical students, provides aspiring professionals the experience hours they need to become a Certified Financial Planner™ and the training they need to thrive inside a firm.

**The Results?** In its first year, the Residency trained eight residents, preparing them to secure roles in financial planning with confidence and hands-on experience. Beyond training individual planners, the Residency also established a structured

framework that will support future initiatives, expanding opportunities for new professionals entering the field.

Additionally, the program increased access to financial planning services, as Residents assisted multiple clients through pro bono engagements, reinforcing Guiding Wealth's commitment to both workforce development and financial accessibility.

**Meira Wealth**, an RIA with over \$300M in AUM, takes benefits like continuing education seriously. To help employees thrive in a flexible working environment and support individual creativity and learning, they offer annual stipends to attend conferences, reimbursement for obtaining relevant financial designations, and paid annual licensing of the CFP® designation and FPA membership for all advisors.

**Bogart Wealth**, an RIA with just over \$3B in AUM, offers employees PTO plus two weeks of paid family leave to care for their families. While in the office, employees earn "Bogart Bucks" for going above and beyond to buy company swag. They also provide certification support for designation dues and cover the cost of the CFP® exams.

## Recognize Work/Life Balance

Bogart recognizes that prioritizing work-life balance is critical for today's workforce. Outside of their traditional health and financial benefits, they offer paid time off based on total years of industry/role experience, not just employment with the firm; two weeks of family leave to care for any member of the employee's family including children, spouses and parents; and flexible work arrangements to attend children's events, pursue outside hobbies like coaching sports, volunteer, or attend doctor visits. The firm hosts a monthly Lunch and Learn session on

assorted topics as requested by employees and offers frequent opportunities for team building.

**Meira Wealth** focuses on work-life integration with a flexible unlimited paid time off policy. They are a hybrid team, and they encourage a minimum of several weeks per year of time off to fully disconnect and recharge. They also encourage giving back in their communities and embrace the ability to take days off from work to support a local charitable giving cause or missionary work.

**U**

**WELCOME TO THE TEAM**

**CHRISTIAN CARRION-VERA**

Impact Investment  
Summer Associate

Columbia  
Business  
School

*Uplifting Capital's Newest Fellow: Christian Carrion-Vera*

## Best Practices to Support Team Members and the Greater Workforce

- Consider formalized feedback programs to improve company practices.
- Fund industry certification programs to ensure your employees are up-to-date with the latest workforce training and designations.
- Find opportunities to partner with local universities to attract new talent.
- Subsidize continued education opportunities and necessary financial designations to improve your team's talent.
- Research unique ways to set your firm apart by getting creative with benefits and flexible work schedules.



## PILLAR 2: The Planet/Environment

*Examining your impact on the planet can make a real difference.*

Sustainability is central to the long-term well-being of our planet, and firms can play a crucial role in environmental stewardship. This pillar is about intentional efforts to minimize your environmental footprint. Are you implementing green office practices, reducing energy consumption, or partnering with environmental organizations? Consider how you can reduce waste, promote recycling, and support broader sustainability initiatives, such as eco-friendly investment strategies or corporate social responsibility programs. Every small step towards environmental responsibility can make a significant impact.

### Embrace a Low Carbon Footprint

Since 2020, **Perigon Wealth** has operated its Carbon Conversation program. As the firm continues to expand nationwide, it has maintained its remote and hybrid work environment. With 97% of the company having the flexibility to work fully remote or a hybrid schedule, the San Francisco-based company has kept a relatively low carbon footprint. The company's headquarters at [201 Mission Street](#) in San Francisco is both Energy Star certified and was awarded LEED (Leadership in Energy and Environmental Design) Gold certification in 2020 because it uses less water, energy, and reduces greenhouse gas emissions. Additionally, Perigon Wealth can utilize its travel management platform not only to track the company's emissions when traveling but to understand and offset its carbon footprint, allowing the company to make more sustainable choices.

**The Result?** This intentional focus on sustainability has resulted in a reduction of the firm's overall carbon footprint.

*"Perigon's core purpose is to support our clients, employees, and families while living our values of positivity, authenticity, accountability, and collaboration. At the heart of this is a commitment to enhancing the well-being of those across our firm and contributing meaningfully to our industry and communities."*

**Arthur Ambarik, CFP<sup>®</sup>, CEO**

Perigon Wealth Management

### Show your Commitment to the Environment

**First Pacific** has been certified as a B Corporation since

December 2020. Through this process, the firm has developed a clear organizational commitment to environmental stewardship. Their policies and practices focus on sustainable operations, with targeted efforts to reduce environmental footprints across business activities. Whether through resource conservation, responsible sourcing, or measurable sustainability initiatives, they prioritize ecological responsibility as an integrated part of their mission and reporting standards. This dedication aligns both employee expectations and corporate practices with broader environmental goals.

*"At First Pacific, we take pride in our commitment to the environment. Our team has collaboratively developed a multi-layered system that takes all aspects of our business into consideration, encompassing everything from impact investing to recycling. We are continuously asking ourselves what we can do to make our world better."*

**Taryn McCauley, COO**  
First Pacific

**Uplifting Capital** has launched a Sustainable Operations and Office Footprint Reduction program. This initiative adopts a remote-first operating model, intentionally reducing the environmental impact of everyday business activities. As a result, the company significantly decreases emissions related to commuting, as well as energy usage and resource consumption.

Effective January 2025, the firm further solidified this commitment by downsizing to a smaller, more efficient office space in San Rafael, thereby reducing its physical footprint

and associated emissions. As Uplifting Capital grows, it aims to integrate sustainability into all operational decisions, including workspace design, vendor selection, and travel practices.

**The Results?** Approximately 75% reduction in office square footage and associated utilities.

### Support Impact Investing

For over three years, **Guiding Wealth** has helped clients align their investments with values by designing customized portfolios that reflect their environmental, social, and governance (ESG) preferences. By integrating ESG principles into investment strategies, the firm empowers clients to make a positive impact while pursuing their financial goals.

### Best Practices to Support the Environment

- Don't stop short on your in-office efficiencies; create a targeted and robust checklist that showcases how you can deepen your environmental impact.
- Look into LEED (Leadership in Energy and Environmental Design) certification programs.
- Offer remote and hybrid work schedules to accommodate personal needs and reduce carbon footprints.
- Utilize travel services to track emissions.



## PILLAR 3: Community

*Let creativity and flexibility drive your firm's community impact.*

A firm's impact reaches beyond its office walls and extends into the broader community. This pillar encourages firms to support local communities and important causes through charitable giving, volunteering, or partnerships with nonprofit organizations. Whether your firm rallies around a specific charity or supports the causes important to individual team members, being active in the community fosters goodwill and strengthens the firm's public image. By actively engaging in initiatives that matter to the community, you're not only making a positive difference but also creating a sense of pride and purpose within your organization.

### Facilitate Community Educational Discussions

Uplifting Capital's Impact Convening Program, founded in 2022, brings together investors, fund managers, policymakers, nonprofit leaders, and wealth advisors to engage in deep dialogue around key impact themes. To date, notable convenings include a [criminal justice reform dinner](#) with REFORM Alliance to explore pathways to equity in public safety and the justice system, and a [housing-focused event with Catalyst Housing Group](#), which reviewed collaborative solutions for affordable housing.



"At Uplifting Capital, our vision of being a net positive firm is rooted in our mission: to create a better world by expanding access to for-profit private impact investments that generate meaningful benefits for people, the planet, and the global economy. We believe that responsible capital allocation can and should do more than generate financial returns—it should drive lasting, positive change. Through our investments, we support progress across nine key themes, from climate solutions and education to affordable housing and small business development. As a growing firm, we are committed to building our operations, culture, and governance practices in alignment with this vision. Being net positive means giving more than we take—contributing positively to our team, our stakeholders, our communities, and the broader ecosystem we're part of. We see this as both a guiding principle and a long-term commitment to continuous learning, collaboration, and impact."

**Touissant Bailey, Founder, Managing Partner**  
Uplifting Capital

## Engage in Pro-Bono Planning Efforts

For seven years, **Meira Wealth**'s advisors have utilized their financial planning skills to provide financial advice to underserved communities. The firm has volunteered for organizations like [Catalyst Miami](#), where they offered free tax preparation services, at the [Miami Dade Public Library/FPA Financial Literacy webinars](#), [Savvy Ladies](#), and [Minority Wealth Gap](#). More recently, Meira team member Debbie Badillo and her peers at FPA Miami have been recognized by FPA National with the Power of Financial Planning Award for their incredible commitment to pro bono financial planning.

For over eight years, **Guiding Wealth** has offered pro bono financial planning services to individuals and families who would otherwise lack access to professional guidance. Depending on their needs, clients receive either one-time financial plans or ongoing support to help them navigate key financial decisions and build a more secure future.

**The Results?** The firm's pro bono planning has empowered clients to take meaningful steps toward financial stability. Clients have started investing for the first time, created multi-year budgets, developed strategies for managing student loans, and built plans for first-time home ownership.

## Support Non-Profits

**Perigon Wealth** is involved with the [Pledge 1%](#) initiative, a structured corporate philanthropy program designed to encourage organizations to support local nonprofits. This initiative invites companies to contribute 1% of their services, 1% of their profits, or 1% of their time, or a combination of these.

Since 2015, Perigon Wealth has organized group volunteer opportunities for its employees to fulfill its commitment of

giving 1% of its time to the local community. As the firm has grown, these efforts have expanded to include activities such as volunteering at soup kitchens, planting trees in urban areas, and packing academic supplies for donation. Perigon Wealth aims to host several volunteer events each year in the communities surrounding its 20 office locations.

To further contribute 1% of its proceeds, Perigon Wealth's partners periodically select various charities and organizations to support, making donations several times a year from its donor-advised fund.

## Best Practices to Support the Community

- Consider hosting in-person events around timely topics that bring together key stakeholders.
- Offer pro-bono financial planning to individuals and families in need with the goal of developing long-term, lasting habits.
- Benchmark your firm's philanthropic goals.
- Join [Pledge 1%](#).
- Join forces with local nonprofit organizations to amplify your impact.



## PILLAR 4: Client

*Addressing the needs of current and future clients through education, philanthropy, partnerships, and offerings.*

Firms should consider how they can facilitate making a net positive impact for their clients. This pillar encourages firms to focus on client education and support, particularly around themes such as financial literacy, impact investing, and charitable giving. By educating clients on how their investments can align with social good or how they can incorporate philanthropic goals into their financial planning, you're helping them build meaningful legacies. Empowering clients with knowledge also strengthens trust and deepens relationships, showing that your firm is invested in their long-term success and well-being.

### Provide Structured Financial Education

For over 15 years, **Meira Wealth** has hosted a Client University. This initiative provides clients with programs on relevant topics to enhance their understanding and empower them to make informed, life-changing decisions. Recently, Meira Wealth offered an interactive lecture series on Dementia and Alzheimer's disease to its clients.

"At Meira Wealth, we strive to leave the world a better place than we found it. We believe true wealth is more than financial returns and transcends into educating and elevating clients and our communities, embraces sustainable environmental practices, and supports health and wellbeing across generations. We believe in not only managing and growing financial wealth, but to multiply its potential for a lasting legacy – creating ripple effects of prosperity, equity, and well-being for generations to come."

**Jorge Padilla, CFP®, CEO, Senior Client Advisor**  
Meira Wealth

### Rigorous Impact Investing Evaluations

**First Pacific** is dedicated to offering ESG (Environmental, Social, and Governance) investing. The firm has in-house staff dedicated to evaluating the social and environmental performance of potential and current investments. They utilize third-party research and ratings regarding companies' social and environmental performance, and the investment policies take into consideration how a company's ESG performance affects its financial performance and risk profile. The firm creates and shares reports on the social and environmental performance of its portfolio with employees and investors annually through the ESG Handbook and Impact Statements.



*The First Pacific Team*



*The Perigon Wealth Management Team*

## **Best Practices to Support Clients**

- Determine educational opportunities to support the client's understanding of their investments.
- Tie KPIs to your firm's ESG goals.
- Tap in-house resources to evaluate ESG goals and performance.
- Review your firm's policies for ethical marketing, advertising, and customer engagement.



## PILLAR 5: Our Industry

*Investing in our profession for the future.*

The financial services industry thrives on collaboration and the sharing of knowledge. This pillar challenges firms to pay it forward by giving back to the profession that has enabled their success. Whether through mentoring young advisors, offering internships to students, or sharing your knowledge at industry conferences, this pillar is about fostering the next generation of leaders. It's also an opportunity to share expertise and elevate industry standards. By contributing to the advancement of the profession, you help create a sustainable future for financial services while promoting your firm as a leader and role model.

**Guiding Wealth** Owner and Financial Advisor, Hannah Moore, CFP®, has also created Amplified Planning, an effective and cost-effective training company for aspiring and new-to-the-profession planners. By leveraging real client meetings from willing client participants, the firm teaches aspiring and new financial planners how to deliver client-centered financial planning. Through Amplified Planning's CORE subscription and The Externship, they show aspiring and new planners what it's like to work with diverse clientele and navigate scenarios they don't always learn in their registered programs. With these real client scenarios, Amplified Planning provides trainees with a broader understanding of how financial planning can support individuals and families facing unique financial challenges.

**The Results?** To date, over 6,500 new and aspiring financial planners have been trained through Amplified Planning CORE and Externship, gaining firsthand insights by observing real client meetings. In addition to training, they conduct research on the talent entering the profession and share insights with

firms to help them attract and retain a new generation of planners. The work actively reduces barriers to entry, creating a more vibrant and sustainable profession that reaches entirely new demographics. The diversity within the firm's programs is already two times the industry average in gender representation, and 3-4 times the industry average in racial representation. These programs demonstrate Hannah's and Guiding Wealth's commitment to building a more inclusive and representative financial planning community.



*Hannah Moore, Guiding Wealth Owner and Financial Advisor*

"At Guiding Wealth, we envision a financial planning profession that is more accessible, inclusive, and client-centered. By integrating pro bono services into our practice, we ensure financial guidance reaches those who need it most. At the same time, we use our client work as a platform for training the next generation of financial planners, providing them with hands-on experience, mentorship, and the skills to serve clients holistically. Through this commitment, we're able to support individuals and the profession as a whole, fostering a future where financial planning is not only a service but a force for good."

**Hannah Moore, CFP®, President, Financial Advisor**  
Guiding Wealth

### Institute Programs that Support NextGen Talent

**Bogart Wealth** hosts an [Advisor Growth Track – Next Gen Talent](#) program that starts with its formal internship program for rising college seniors, designed to build both competence and confidence. Two interns participate in an eight-week summer rotation program, where they spend two weeks shadowing each of the various departments, including client service, financial planning, investment management, and business development. If the firm determines that there is a good fit, it may offer the interns a position in its "AGT" program after graduation.

Bogart's "AGT" program is a structured pathway designed to help the next generation transition into advisory roles. Typically, two to three candidates join Bogart Wealth during the summer following their graduation. They typically start in client service for one year, where they learn essential functions such as

account opening, money movement, client support, and other administrative tasks.

After completing their first year, the new "AGT" candidates rotate into the financial planning department, investment management, or business development, replacing the current "AGT" candidates in those areas. In financial planning, they learn how to conduct discovery meetings and develop and present financial plans. In portfolio management, they gain insights into how the firm's models are constructed, how cash is managed, and how to discuss markets and investments with clients. In business development, they learn methods to fine-tune their presentation skills and grow their book of business.

"AGT" staff must prove practical proficiency in each department prior to advancing to the next rotation. Upon successful completion of required rotations and achieving the CFP® designation, the "AGT" experience typically leads to participation in client meetings. Based on their practical proficiency, they will graduate to the position of Associate Financial Advisor to be mentored under a lead advisor until they are ready to advance to a Financial Advisor role.

Starting in 2025, **Uplifting Capital** actively supports industry learning through participation in the Turner MIINT competition at Wharton, University of Pennsylvania. This competition is the leading global pitch competition for impact investing. Uplifting Capital will serve as a judge and investment committee member, helping to train future allocators and advisors in rigorous, impact-centered due diligence.

**The Results?** 10 MBA Fellows were placed from leading institutions in 2024, many from backgrounds underrepresented in finance. Alumni accepted full-time offers at Allocate, Visa, Cambridge Associates, and others. The firm served as an active judge and investment committee member for Turner MIINT (Wharton / Bridges Impact Foundation).

### Best Practices to Support the Industry

- Consider broad participation in industry events, such as serving as a judge for a pitch competition.
- Host highly-rated third-party programs at your firm, which take the burden out of creating them from scratch.



*Net Positive Consortium at the 2025 WealthManagement.com Industry Awards*

# Join the Net Positive Journey.

Wealth management firms must innovate to grow, redefine their purpose, and create impactful change in both the industry and their communities. Firms that commit to the Net Positive Consortium can help the entire RIA industry and the wealth management ecosystem thrive.

Future clients and employees are increasingly seeking this type of company culture in the firms they choose to work with. By taking a few additional steps, you can demonstrate your intention to become net positive and join one of the most innovative groups in the industry dedicated to achieving meaningful and measurable change.

Together, we can create lasting positive impacts for our industry and our communities. Join us in this mission.

**Join us in this mission.**

**INTERESTED IN LEARNING MORE ABOUT THE  
NET POSITIVE CONSORTIUM IN WEALTH MANAGEMENT?**

Visit [www.netpositivewealth.com](http://www.netpositivewealth.com) to get more information  
and to see if you qualify to become a member.

