

2025 Annual Impact Report



WILLIS F. DUNBAR
HALL

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A Letter From Our Vice Presidents

Reflecting on 2025

In 2025, Catalyst Partners reached a significant milestone with the integration of Energy Studio, expanding both our team and our ability to deliver highly technical, data-driven solutions across the full lifecycle of high-performance buildings.

Our work remains centered on helping partners make informed decisions that result in more efficient, lower-carbon, healthier, and more resilient buildings. Over the past year, we observed a clear market shift: clients are no longer focused solely on meeting requirements, but on optimizing outcomes—balancing energy and carbon, navigating electrification, and aligning with broader ESG goals.

We are encouraged by the growing adoption of whole-building life cycle assessments, integrated design, and robust materials tracking. What was once aspirational is quickly becoming standard practice, driven by increased accountability and a focus on risk management as decarbonization and resiliency take priority. The adoption of USGBC's LEED v5 rating system further reflects this shift, elevating expectations around holistic carbon reduction and climate risk.

As both advisors and third-party reviewers, we bring a unique perspective—identifying where projects succeed, where challenges arise, and where opportunities are missed. In 2025, we leveraged these insights to help teams move beyond compliance toward measurable performance.

Our impact expanded across sectors and geographies, supported by an integrated approach that combines sustainability consulting, energy modeling, certification, and commissioning to deliver coordinated, high-performing outcomes.

Looking Ahead to 2026

As the built environment plays an increasingly critical role in addressing climate goals and grid reliability, our role is to provide clarity amid complexity. We will continue to help partners evaluate trade-offs and prioritize strategies grounded in data and long-term performance.

Most importantly, we remain committed to being a trusted partner—bringing technical expertise, practical insight, and collaboration to every project.



A handwritten signature in blue ink that reads "Sharon Sargo".

Sharon Sargo
Vice President
Certifications



A handwritten signature in blue ink that reads "Amanda Bogner".

Amanda Bogner
Vice President
Consulting

A close-up photograph of two pink roses with bright yellow centers, set against a background of green leaves. The roses are in full bloom, and the image is slightly blurred to create a soft, artistic feel.

Our Purpose and Practice



About Catalyst Partners

An inspiration and driving force for building performance.

Catalyst Partners is a leading consultancy dedicated to advancing sustainability, high-performance design, and regenerative building practices. Since our founding in 2002, we have brought together a team of architects, engineers, and sustainability experts to drive meaningful change in the built environment. Our mission is to help organizations optimize building performance, align with industry-leading sustainability standards, and create healthier, more resilient spaces.

As thought leaders in the field, we have played a pivotal role in shaping green building certifications and sustainability strategies, including co-authoring the LEED for Commercial Interiors rating system in collaboration with the U.S. Green Building Council. Our expertise spans multiple industries, supporting a wide array of clients in navigating complex challenges and achieving measurable environmental and social impact.



LEED v2.2 New Construction & Major Renovation Platinum



LEED O+M for Existing Buildings v4 Platinum



LEED O+M for Existing Buildings v4.1 Platinum (pending)



Our Transparency Journey

Just.



2016

First B Impact Assessment submitted and completed

2016-2019

Best for the World: Overall for 3 years in a row. Score of 132 in 2017

2021

JUST Certified with a Score of 42

2022

B Corp Recertified at 137.1 Points

2023

JUST Recertified with a score of 62

2024

First Catalyst Partners Impact Report Created

2025

B Corp Recertified at 137.3 Points; WBE and WOSB Certified

B Corp and JUST Score

At Catalyst Partners, we believe organizations have a responsibility to create lasting, positive impact—for people, communities, and the environment. That’s why we’ve committed to being both a Certified B Corporation and a JUST organization, holding ourselves accountable to the highest standards of performance, transparency, and equity. These designations reflect not only what we value, but how we operate—prioritizing people, strengthening communities, and delivering measurable outcomes for our clients. Through this commitment, we help our partners advance their own sustainability and equity goals with clarity and confidence.



Best for the World

Each year, B Lab releases lists honoring the top performing Certified B Corporations overall as well as within each Impact Area.

Best for the World: Environment	2021
Best for the World: Environment	2019
Best for the World: Overall	2019
Best for the World: Environment	2018
Best for the World: Overall	2018
Best for the World: Community	2017
Best for the World: Environment	2017
Best for the World: Overall	2017
Best for the World: Community	2016
Best for the World: Environment	2016
Best for the World: Overall	2016

Overall B Impact Score

Based on the B Impact assessment, Catalyst Partners earned an overall score of 132.0. The median score for ordinary businesses who complete the assessment is currently 50.9.



- 132 Overall B Impact Score
- 80 Qualifies for B Corp Certification
- 50.9 Median Score for Ordinary Businesses



Organization Name: Catalyst Partners
Organization Type: Sustainability
Headquarters: Grand Rapids, MI
Location(s) Covered: Grand Rapids, MI - Omaha, NE
Number of Employees: 29

SOCIAL JUSTICE & EQUITY INDICATORS

Diversity

- ■ ■ ■ Racial & Ethnic Diversity
- ■ ■ ■ Gender Diversity
- ■ ■ ■ Recruitment

Health

- ■ ■ ■ Physical Health + Safety
- ■ ■ ■ Well-Being

Inclusion

- ■ ■ ■ Belonging
- ■ ■ ■ Accessibility
- ■ ■ ■ Engagement
- ■ ■ ■ Workforce Empowerment

Benefits

- ■ ■ ■ Health Care
- ■ ■ ■ Retirement
- ■ ■ ■ Family/Medical Leave
- ■ ■ ■ Professional Development

Compensation

- ■ ■ ■ Living Wage
- ■ ■ ■ Pay Scale Equity
- ■ ■ ■ Racial & Ethnic Pay Equity
- ■ ■ ■ Gender Pay Equity

Stewardship

- ■ ■ ■ Community Connections
- ■ ■ ■ Volunteering
- ■ ■ ■ Charitable Giving
- ■ ■ ■ Procurement

THE JUST LABEL 3.0

CTP-003
 EXP. 05/01/2028



JUST Label Improvements

Category	2021 2.0	2023 2.0	2025 3.0
Gender Diversity	2	4	4
Ethnic Diversity/ Racial & Ethnic Diversity*	1	1	1
Inclusion/ Belonging*	0	1	
Accessibility*	-	-	1
Engagement	4	4	2
Full-Time Employment/ Recruitment*	3	4	3
Pay-Scale Equity	4	4	4
Freedom of Association/ Workforce Empowerment*	0	4	4
Living Wage	1	3	2
Gender Pay Equity	3	4	2
Racial & Ethnic Pay Equity*	-	-	2
Physical Health/ Physical Health + Safety*	1	4	1
Well-Being	0	4	1
Healthcare	3	3	2
Retirement Provision	1	1	1
Family/Medical Leave	2	2	2
Training/Education/ Professional Development*	4	4	3
Local Communities/ Community Connections*	3	2	1
Volunteering	3	4	4
Animal Welfare	0	1	-
Charitable Giving	1	2	2
Positive Products	4	4	-
Equitable Purchasing/ Procurement*	2	1	1
Supply Chain	0	1	-
Total	42	62	47

Catalyst Partners is proud to have renewed our JUST Label under JUST 3.0, a more rigorous framework introduced by the International Living Future Institute in 2024 that emphasizes measurable outcomes, transparency, and demonstrated impact.

While our overall score decreased compared to 2023, this reflects a higher standard of evaluation rather than a reduction in our efforts. JUST 3.0 requires organizations to go beyond policy commitments and provide clear evidence of implementation and results, reshaping how performance is measured across areas such as well-being, equity, and employee engagement.

This transition provides a clearer roadmap for continuous improvement. Over the next two years, we are focused on strengthening employee well-being, advancing pay equity transparency, enhancing health and benefits accessibility, and deepening our community impact. Renewing under this elevated framework is a meaningful achievement and reinforces our commitment to building a more just and equitable workplace.



Catalyst Partners Headquarters

Grand Rapids, Michigan

Project Highlights

- LEED v2.2 New Construction Platinum certification
- MEP and Building Envelope commissioning and testing on window and wall systems
- LEED v4 O+M Platinum certification
- LEED v4.1 O+M Platinum recertification
- On track to achieve Zero Net Energy performance

Project Overview

"We don't preach, we practice."

With that in mind, our President, Keith Winn, purchased 502 Second Street in 2009, and began extensive renovations to the building to eventually serve as our office, but more importantly to serve as a living laboratory and a catalyst for sustainable and restorative development. In 2012, upon completion of the extensive renovations, our 4,000 square foot office space achieved LEED Platinum certification for New Construction, and now uses 60% less energy and 45% less water; has zero stormwater discharge; and provides native landscape habitat for a variety of birds and insects. All this was delivered at a typical market rate of \$125 per gross square foot. In 2019, to demonstrate continued performance, the team also pursued and achieved LEED v4 Platinum certification for Building Operations and Maintenance (O+M), with a LEED v4.1 Platinum recertification in 2023.

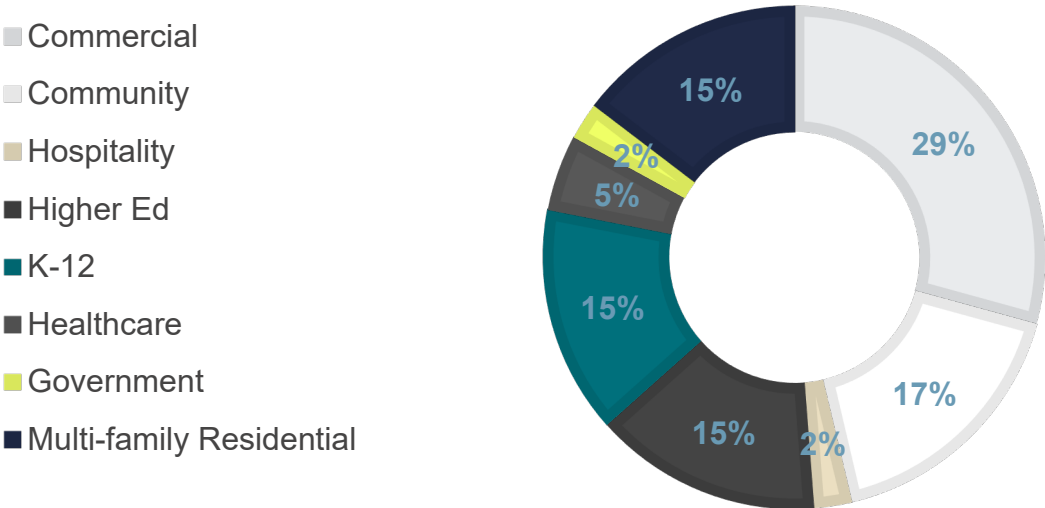


Our Environmental Impact

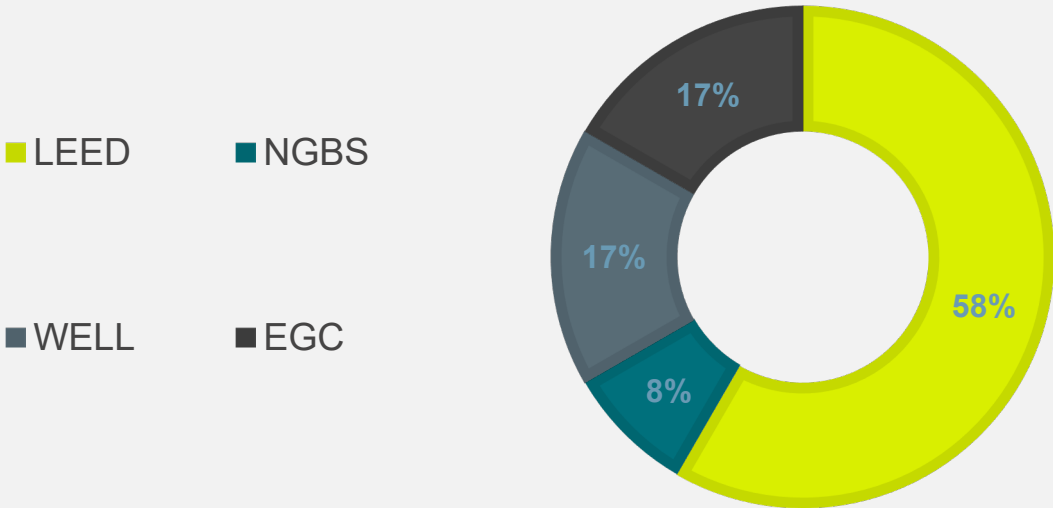
Our Project Impact

In 2025, Catalyst Partners continued to advance high-performance design through projects that reflect our commitment to innovation, resilience, and human-centered sustainability. At Western Michigan University’s Dunbar Hall, we supported a transformative academic renovation that elevates building performance while fostering an engaging, future-ready learning environment. Through integrated design strategies and rigorous certification guidance, the project exemplifies how institutional spaces can reduce environmental impact while enhancing occupant experience. Additionally, our work with Hej!Workshop reimaged the modern workplace—blending flexibility, wellness, and sustainability into a dynamic coworking environment. By aligning ambitious sustainability goals with thoughtful design execution, both projects demonstrate how Catalyst Partners helps clients achieve meaningful, measurable impact. Through collaboration, technical expertise, and a forward-thinking mindset, we continue to shape spaces that support both people and the planet.

2025 Completed Projects By Sector



2025 Completed Projects By Rating System



Completed Projects Snapshot

In 2025, Catalyst Partners expanded both the breadth and depth of its impact through a diverse portfolio of completed projects spanning sustainability consulting, certification administration, energy modeling, and building performance services. The integration of Energy Studio strengthened our in-house energy modeling capabilities, enabling more comprehensive, data-driven support. Collectively, our project work reflects a more integrated approach to high-performance building delivery and reinforces our commitment to advancing sustainable and resilient built environments.

Hej!Workshop

*LEED ID+C v4 Gold
San Francisco, California
46,470 GSF*

Walnut Hills Library

*LEED-NC v4
Cincinnati, Ohio
17,700 GSF*

FedEx ANCA Facility

*Energy Modeling
Anchorage Alaska
186,000 GSF*

Ladd Elementary School

*Energy Modeling
Kansas City, Missouri
11,500 GSF*

Left Field Buildings A & B

*NGBS 2020 Silver
Detroit, Michigan
113 Total Units*

Kansas National Guard JFHQ

*Energy Modeling
Topeka, Kansas
58,800 GSF*

Wayne County Airport Authority FedEx Facility

*LEED-NC v4
Detroit, Michigan
275,000 GSF*

Western Michigan University Dunbar Hall

*LEED-NC v4 - Commissioning
Kalamazoo, Michigan
78,000 GSF*

University of Wisconsin-Madison Science Hall

*LEED-NC v4 Silver – Energy Modeling
Brookings, South Dakota
15,466 GSF*



2025 USGBC Leadership Awards

In 2025, Catalyst Partners was honored with a Leadership Award for Organizational Excellence by the U.S. Green Building Council, recognizing our continued commitment to advancing high-performance, sustainable buildings. As highlighted in the official USGBC announcement, this award reflects our leadership in delivering impactful, integrative design solutions and supporting a growing portfolio of LEED-certified projects nationwide. This recognition reinforces our role in driving meaningful progress toward a more resilient, low-carbon built environment.



Our People

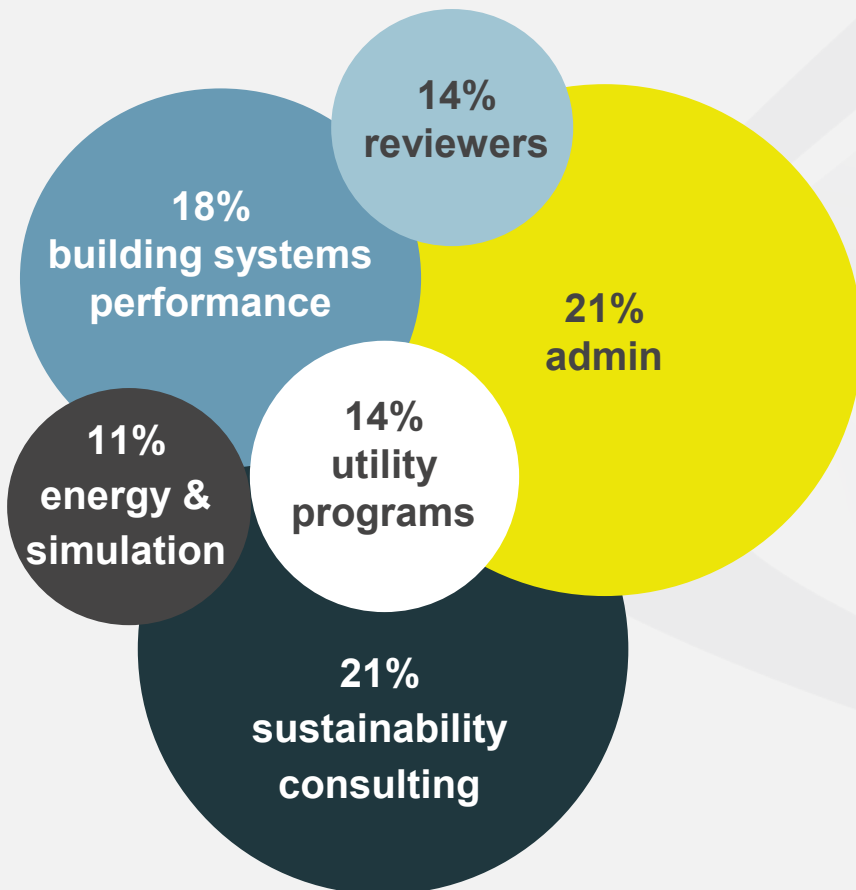


Our Commitment to Equity and Belonging

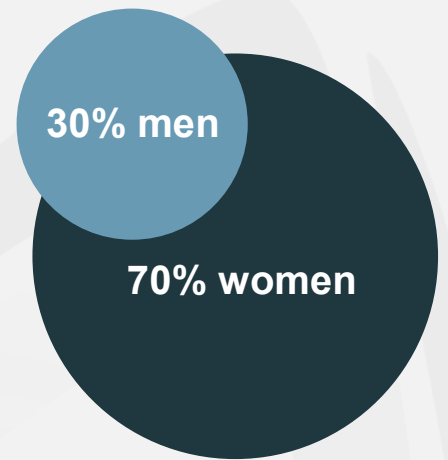
We believe in a culture that **fosters a sense of purpose and belonging**: our commitment to inclusivity drives our desire to evolve and imagine a future that works toward equity in the built environment. While green building certifications help to support social equity, sustainability professionals and organizations have the added responsibility to advocate for more equitable practices in green building projects that greatly impact underserved and underrepresented communities.

Women-Business Enterprise & Women-Owned Small Business

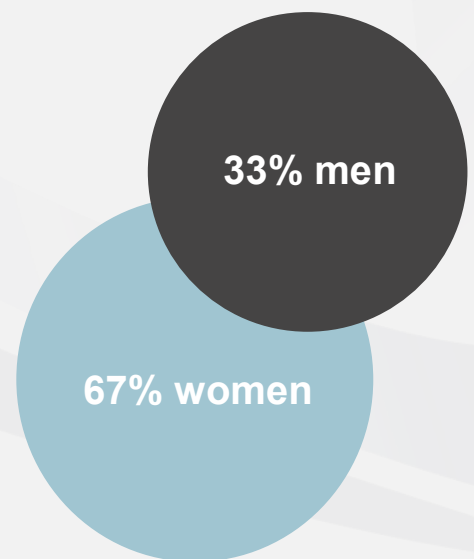
We have taken our commitment to inclusivity one step further and recently became a certified Women Business Enterprise (WBE) as well as a Women-Owned Small Business (WOSB). Our leadership team is comprised of 70% women while our team at large is 67% women. The way we see it, our gender and racial diversity only strengthens our team and the product we deliver to each and every client.



Full Company by Service



Our Leadership



Our Team

Our Credentials + Designations

AIA

ASHRAE Fellow

ASID Fellow

B Consultant – NEW!

Building Commissioning Associate (BCxA)

Building Energy Modeling Professional (BEMP) – NEW!

Building Enclosure Commissioning Authority (BECx)

Building Enclosure Commissioning Process Provider (BECxP)

Building Operator Certification (BOC)

Level II

Certified Construction Document Technologist (CDT) – NEW!

Certified Decarbonization Professional (CDP) – NEW!

Certified Interior Designer (CID)

Certified Public Accountant (CPA)

Commissioning Authority (CxA)

Certified Energy Manager (CEM)

Engineer In Training (EIT)

Fundamentals of Sustainability Accounting (FSA)

Fundamentals of Engineering (FE)

Green Rater

Landscape Architect (LA)

LEED AP Building Design + Construction

LEED AP Interior Design + Construction

LEED AP Operations + Maintenance

LEED Fellow

LEED Green Associate (GA)

LEED Accredited Professional (AP) Homes

Living Future Accredited (LFA)

Master of Business Administration (MBA)

National Council of Architectural

Registration Boards (NCARB)

National Green Building Standard (NGBS) Verifier – NEW!

Professional Engineer (PE)

Qualified Commissioning Process Provider (QCxP)

Rating Field Inspector (RFI)

Registered Architect (RA)

SITES Accredited Professional (AP)

TRUE Advisor – NEW!

WELL Accredited Professional (AP)

WELL Performance Testing Agent

WELL Subject Matter Expert

Employee Benefits

Healthcare

- 78% Employer Paid (Including Dependents)
- Two Plan Options
- Employer HSA Contributions
- 100% Paid Dental
- 100% Paid Vision
- 100% Paid \$50K Life Insurance Policy
- 100% Paid Long-term Disability
- Auxiliary Benefits Available: Life, AD&D, STD, LTD, FSA
- Medical Opt-Out Stipend of \$2,400 per year

Retirement

- 3-Month Waiting Period
- Offered to ALL Employees (Even Part-Time)
- 3-4% Gradual Match

Stipends

- \$250 for Wellness for Gym Memberships, Exercise Equipment, etc.
- \$960 for Phone/Internet

Professional Development

- \$500 for Professional Credentials
- \$2,000 for Professional Development

PTO

- 3-5 Weeks Vacation Depending on Tenure
- 11 Paid Holidays to be Used at Employee's Discretion
- 2 Sick Days for New Employees (with less PTO overall)
- 24 hours of Volunteer Time to be Used at Employee's Discretion
- 4 Paid Days for Winter Wellness Break
- PTO Cashout Options

FMLA

- 6 Weeks Paid and 6 Weeks Unpaid for Health-Related Issues
- 6 Weeks Paid and 6 Weeks Unpaid for Birth of a Child (including non-birth-giving parents)
- Additional 2 Weeks Paid Parental Leave to Any Parent During the First Year of the Child's Life
- Flexible Schedule and Remote Work Options Available

What our Team Says

Mostly, I think we have fabulous employees who really care about each other.

Interactions with coworkers feel friendly.

We honestly have them (workplace initiatives that encourage wellbeing). Good healthcare, access to time off, work flexibility, professional development all provided. Even non-birthing parent leave!

I appreciate Catalyst Partners' commitment to improvement and always getting feedback from the team. I feel seen and heard as an integral part of the company.

We have good feedback loops that allow me to voice concerns non-anonymously.

Employee Spotlight

At Catalyst Partners, *our team is passionate about making a positive impact*, not just in our professional lives, but also within our broader communities. This year, we're proud to spotlight the volunteer efforts of two of our dedicated employees, showcasing the diverse ways our team gives back.



Jessica Renner

Director, Energy & Environmental Modeling

Jessica volunteers as Regional Vice Chair of Government Affairs for ASHRAE, supporting local chapters across a wide-ranging region from Montana to Omaha to El Paso. She helps organize Government Outreach events, contributes to ASHRAE's public policy initiatives, and advocates for building energy code adoptions that make a real difference. Whether she's helping chapters prepare for outreach or speaking with legislators at Day on the Hill events, Jessica enjoys helping bridge the gap between technical expertise and real-world impact. A proud ASHRAE member for 20 years, Jessica also brings her talents to the stage as a guitarist and vocalist for *The Psychrometrics*, an ASHRAE member band known to make appearances at regional and national conferences.



Rachel Ware

Sustainability Consultant

As a member of the Oklahoma Chapter of the American Society of Landscape Architects (OKASLA), Rachel serves on the Executive Committee and is actively engaged in advancing the profession and promoting sustainable, resilient design across the state. Through leadership, advocacy, and meaningful connections, she supports initiatives that elevate the role of landscape architecture at the intersection of the natural and built environments. From collaborating on educational programming and industry events to contributing to discussions around ecological stewardship and responsible land use, Rachel is passionate about shaping spaces that are both functional and environmentally regenerative. Her involvement with OKASLA reflects a deep commitment to sustainability, thoughtful design, and fostering a stronger connection between communities and the landscapes they inhabit.

Our Foundation

Keith Winn

For more than four decades, Keith Winn has been a leader in sustainable design and green building innovation. As the founder of Catalyst Partners, he has championed high-performance, restorative design while helping shape national standards as a founding member of the U.S. Green Building Council, and contributor to the LEED for Commercial Interiors rating system. His earlier work at Herman Miller, where he launched the Design for Environment Program, and his recognition as a LEED Fellow reflect a career defined by industry leadership and impact. At Catalyst Partners, Keith built a collaborative, mission-driven firm that has grown into a multidisciplinary team delivering sustainability consulting, energy modeling, commissioning, and certification services. He guided the company through key milestones, including the transition to employee ownership and the acquisition of Energy Studio, positioning the organization for long-term success. Now serving as President Emeritus, Keith continues to inspire the firm and leaves a lasting legacy rooted in innovation, collaboration, and a commitment to a more sustainable built environment.

A portrait of Keith Winn, an older man with glasses and a goatee, wearing a light-colored corduroy shirt, standing with his arms crossed in front of a dark, leafy background.

KEITH WINN
2025 NOTABLE LEADER
IN SUSTAINABILITY
BY CRAIN'S GRAND RAPIDS BUSINESS





Every year our team comes together for an energizing multi-day annual retreat. Our team has always worked in a very hybrid fashion, so anytime we have the chance to come together and reconnect it's a real treat! In 2025 our retreat was combined with a strategic planning seminar where we identified the following priorities to implement:

- Unified Project Management
- Proposal Process Improvement
- Optimize Project Delivery
- Internal Process Optimization & Performance Metrics
- Define Gold Standard Client Experience



Giving Back to Our Community

Health and Wellbeing

Positive Impact?

- o Air quality - not smell like a pet facility
- o Comfort
- o Daylight
 - large space
 - roof monitors
 - right tubes
 - deceitful windows
- o Connection to Nature
 - large
 - with trees exposure

What is a healthy Community?

- o Safe space for community to connect
- o + space for the community to go
- o Encourage all people to learn water safety
 - > Water safety day
 - > in day camps

Charitable Contributions and Volunteering

Catalyst Partners is committed to giving back. In 2025, we proudly donated 1.0% of our total profits to a range of charitable organizations, supporting causes that align with our values and make a meaningful impact in our communities. In addition to these financial contributions, Catalyst Partners employees dedicated a combined total of 271 volunteer hours to organizations and initiatives that strengthen the communities we serve. Whether through local initiatives or national nonprofits, we believe in using our success, expertise, and time to help build a better, more equitable future. Here are the beneficiary organizations for 2025:





Education and Sponsorships

In 2025, Catalyst Partners actively engaged in educational speaking opportunities and industry sponsorships to promote sustainable building practices and share their expertise. Team members presented at regional and national conferences, including sessions on LEED v5, building performance, and the Inflation Reduction Act's impact on energy efficiency. Catalyst Partners also sponsored key events such as the USGBC's Building Transformation Forum, Women in Green, AIA Grand Rapids and SustainSC, reinforcing our commitment to thought leadership and collaboration within the green building community.



2025 Detroit Green Circle
"Embracing LEED v5"



2025 USGBC Women in Green, Royal Oak MI



2025 USGBC Building Transformation Forum



2025 AIA Grand Rapids Golf Scramble



Our Governance



Becoming a **Women-Owned Small Business (WOSB)** and **Women's Business Enterprise (WBE)**

Strengthening Our Commitment to Equity, Excellence, and Client Impact

Catalyst Partners is proud to announce that we have officially been certified as both a Women Business Enterprise (WBE) and a Women-Owned Small Business (WOSB)! These milestones reflect who we are today and where we are headed as we continue to grow: a firm shaped by diverse leadership, grounded in purpose, and committed to delivering exceptional value to our clients.

Why These Milestones Matter

Earning WBE and WOSB certifications is more than receiving new designations—it is a formal recognition of how Catalyst Partners already operates.

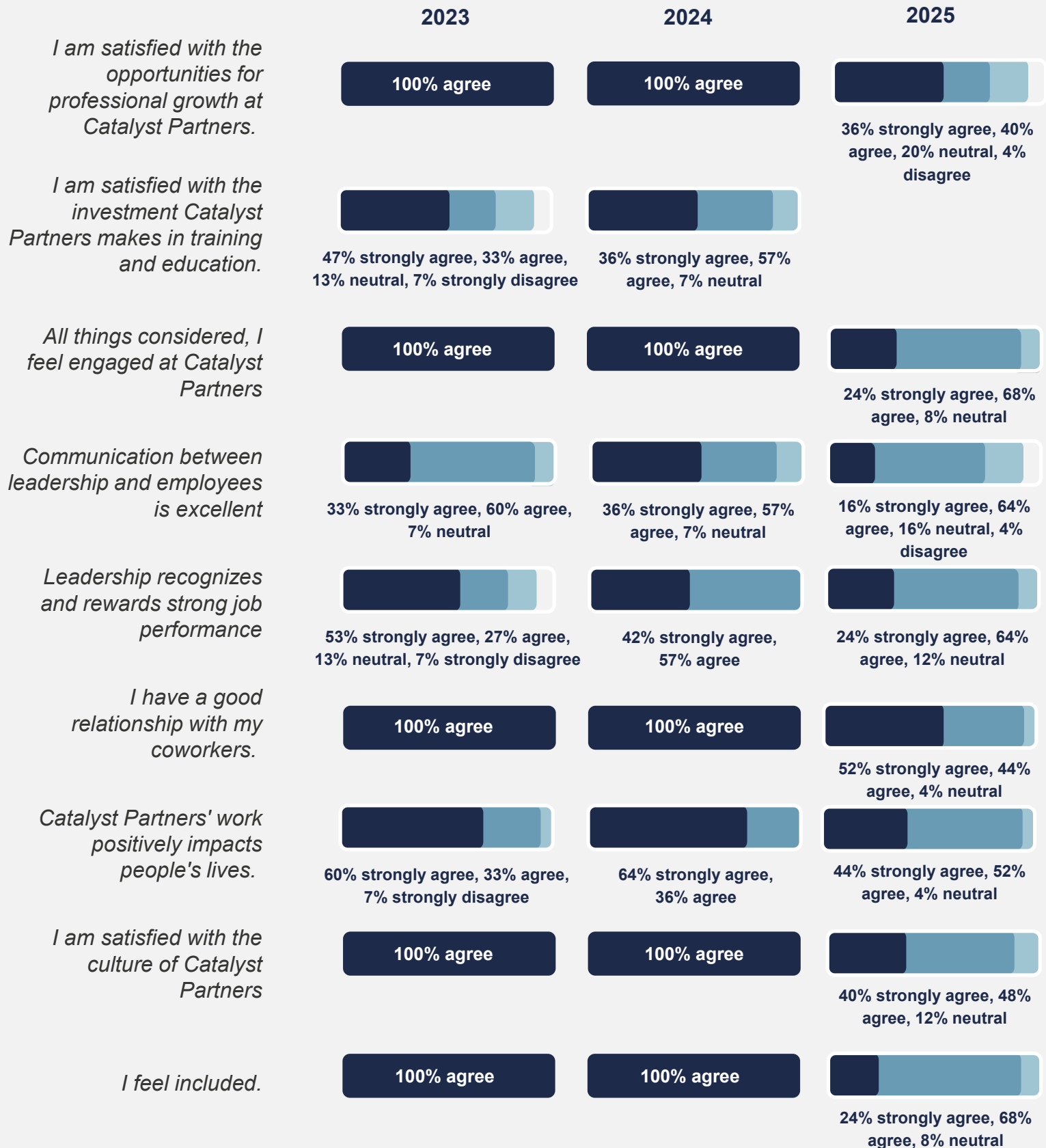
Women make up 56% of our ownership and 70% of leadership, a structure that has long informed our approach to leadership, collaboration, and decision-making.

Together, these certifications reinforce our belief that diverse ownership and leadership lead to better outcomes. Organizations with balanced representation are more resilient, more innovative, and better equipped to solve complex challenges. For a firm rooted in technical excellence, strategic thinking, innovation and long-term impact, this matters.

At its core, these certifications formally recognize a culture we have been building for years—one grounded in trust, curiosity, shared leadership, and the belief that we are stronger when more voices are supported and empowered.

Catalyst Partners' mission has always been to elevate the performance of buildings and communities. Our WBE and WOSB certifications underscore our parallel commitment to elevate the people who deliver that work.

Employee Engagement Survey



Our Clients



Wayne County Airport Authority FedEx Facility

Detroit, Michigan

Project Highlights

- LEED-NC v4 Certified
- Fundamental and Enhanced Commissioning
- Energy Modeling

Project Overview

The Wayne County Airport Authority FedEx Facility project at Detroit Metropolitan Airport is a 350,000 SF multi-building development designed to support efficient logistics operations while meeting ambitious sustainability goals. With a clear objective to achieve LEED v4 certification, the project team navigated complex design, construction, and performance requirements across multiple facilities. Through detailed energy analysis and coordinated documentation, the project achieved optimized building performance aligned with ASHRAE standards and LEED requirements. Commissioning services further ensured that critical systems were installed and operated as intended, resulting in a high-performing, efficient facility that meets the operational needs of the owner while advancing long-term sustainability objectives.



Hej!Workshop with Industrious

San Francisco, California

Project Highlights

- LEED ID+C v4 Gold certified
- Fundamental and Enhanced Commissioning

Project Overview

Hej!Workshop with Industrious is a vibrant, 45,643 SF coworking and meeting space located at 945 Market Street in the heart of downtown San Francisco. Designed to support flexible, collaborative work, the space offers diverse environments and best-in-class amenities that foster creativity and productivity. A unique collaboration between Industrious and Inga Centres, the project achieved LEED v4 ID+C Gold certification, reflecting a shared commitment to healthier workplaces and reimagining how people work within a dynamic urban setting. Catalyst Partners partnered closely with the team to provide certification administration and commissioning services, helping translate ambitious sustainability goals into clear, actionable steps throughout design and construction. Through proactive coordination and thoughtful implementation of LEED strategies, the project team successfully delivered a high-performing interior environment that supports occupant well-being and operational efficiency. Commissioning services further ensured that building systems were optimized and functioning as intended, resulting in a polished, reliable space that meets the needs of both the client and its users.



Left Field Building A

Detroit, Michigan

Project Highlights

- o NGBS 2020 Silver certified

Project Overview

Left Field Building A represents a thoughtfully planned 60-unit multifamily residential development in Detroit designed to support comfortable, high-performing living. Through the pursuit of NGBS 2020 Silver certification, the project team prioritized energy efficiency, durability, and resident well-being, navigating the complexities of multifamily construction with a clear path toward measurable performance outcomes. Catalyst Partners supported the team with verification, energy modeling, and performance testing, helping translate design intent into verified results in the field. By aligning design, construction, and certification efforts, the project achieves a higher standard of quality and efficiency while positioning the development for long-term operational success. The result is a resilient, sustainable community that delivers lasting value for both residents and ownership.



Western Michigan University

Dunbar Hall

Kalamazoo, Michigan

Project Highlights

- MEP and Envelope Commissioning

Project Overview

Western Michigan University's Dunbar Hall renovation presented an opportunity to enhance the performance and durability of a 78,000-square-foot academic facility through a carefully executed building envelope strategy. Throughout design and construction, the team was supported with structured commissioning services that clarified performance expectations, identified risks early, and guided critical decisions impacting air, water, and thermal integrity. By providing detailed reviews, field observations, targeted testing, and ongoing performance verification, the process helped ensure that complex enclosure systems—from roofing to window assemblies—were installed and operating as intended. Beyond construction, long-term monitoring systems were implemented to remotely track building performance, allowing potential issues to be identified early, corrective actions to be recommended, and outcomes to be verified through continued analysis. This proactive and continuous approach resulted in a more resilient, high-performing facility aligned with LEED requirements and optimized for long-term occupant comfort and operational efficiency.



University of Wisconsin-Madison Science Hall

Madison, Wisconsin

Project Highlights

- Energy Modeling

Project Overview

The renovation of Science Hall at the University of Wisconsin–Madison called for a careful balance between preserving a landmark 1887 historic building and advancing the University’s carbon neutrality goals. Before merging with Catalyst Partners, Energy Studio developed a comprehensive energy model to evaluate how the facility could evolve—testing multiple HVAC system pathways, including campus systems, geothermal integration, and heat recovery strategies. Through iterative analysis and life cycle cost comparisons, we translated complex performance, cost, and emissions data into clear insights that guided early design decisions. By aligning system performance with long-term operational value, the modeling effort helped the team identify practical, forward-looking solutions. The result was a data-driven roadmap that supports both preservation and meaningful reductions in energy use and greenhouse gas emissions.

In The News

Grand Rapids Public Schools Breaks Ground on New Northeast Side School

October 2025



Blog: Lessons Learned in Building Envelope Commissioning

May 2025

Catalyst Partners Expands Footprint and Deepens Energy Modeling Expertise with Acquisition of Energy Studio

February 2025



Blog: Unlocking Synergies: Why Dual Certification Boosts Sustainability

January 2025

West Michigan Hispanic Chamber's New \$9.3M HQ Set to Break Ground

January 2025





2026 and Beyond

What We Did, What's Ahead

What We Did

2025 marked the beginning of a shift.

Expectations rose. Markets grew uncertain. The path forward wasn't always clear. So, we focused on what we could control: how we show up, how we work, and how we deliver impact every day, on every project, for every client.

This past year, we became more intentional. We strengthened our technical capabilities by bringing energy modeling into the core of our work. This allowed us to integrate energy use and conservation strategies directly into design conversations as real-time decision-making tools, helping project teams move beyond theoretical performance toward measurable outcomes.

At the same time, we deepened our role as stewards in guiding certification pathways, testing systems, and helping clients navigate tradeoffs. Our focus was on making complexity actionable and within reach.

Our commitment extended internally. We invested in our people through expanded benefits and more equitable policies, and we renewed our Just label to hold ourselves accountable. We believe strong outcomes are rooted in the wellbeing of our team.

We also reached key milestones. Achieving WBE and WOSB certifications formalized what has long been true: we are a team shaped by diverse perspectives and grounded in purpose.

We continued to engage with our industry and communities by contributing to conversations on low-carbon design, adaptive reuse, financial drivers of sustainability, and LEED v5. We shared insights, volunteered over 270 hours, and built relationships that extend our impact beyond individual projects.

In 2025, progress meant doing the right things—more intentionally.

What's Ahead

If 2025 was about being intentional, the next few years will be about courage.

The built environment is changing quickly, and standards are continuing to evolve. Expectations will continue rising, and uncertainty isn't going away. This is where the door opens to opportunity.

We believe the firms that will lead in this next chapter are the ones that can connect the dots between sustainability and value, design and operations, ambition and execution. In the year ahead, we will continue to sharpen how we deliver impact. Not by expanding in every direction, but by going deeper where it matters most.

We are investing in systems and governance that make impact repeatable. Not by being dependent on individuals, but by being embedded in how we operate. And we're leaning into our beliefs.

Not because we have all the answers, but because this moment requires more transparency, more honesty, and more leadership across the industry.

The crystal ball is murky, but we are clear on this:

- We will continue to build a company that is accountable to its impact.
- We will continue to do work that holds up technically, financially, and environmentally.
- And we will continue to show up as a steady partner for our clients and for each other.

Because how we work matters just as much as what we deliver.



2025 Annual Impact Report

 catalystpartners