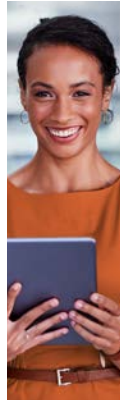


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# **COMMUNITY INVOLVEMENT STUDY 2023**

## **FAST FACTS**

# COMMUNITY INVOLVEMENT 2023

The **Community Involvement Study 2023** demonstrates how companies have stepped forward to lead social impact efforts. Community involvement initiatives continue to be important for engaging employees and connecting to communities. It is an important facet of business that enables companies to address pressing issues in our operating contexts.

The study explores shifting trends in employee volunteering, corporate giving, and other means of corporate community involvement. The Boston College Center for Corporate Citizenship has conducted this research for more than 25 years.

We are providing this appendix to our corporate members to supplement the data in the report. Use the following tables to benchmark your key performance indicators in employee volunteering, corporate, and more against companies of similar size.

To learn more about membership, visit [ccc.bc.edu](http://ccc.bc.edu).

# COMMUNITY INVOLVEMENT 2023

## FAST FACTS

Type of program	Measure	Average	Minimum	25th percentile	Median	75th percentile	Maximum	# Respondents
<b>EMPLOYEE VOLUNTEER PROGRAMS</b>								
Employee volunteer programs <sup>1</sup>	Annual operating budget for prior fiscal year	\$340,553	\$15,000	\$45,000	<b>\$100,000</b>	\$287,500	\$4,700,000	n=55
Paid time off for volunteering program (PTO)	Number of hours offered to employees for the most recently ended fiscal year <sup>2</sup>	16	4	8	<b>16</b>	23	48	n=63
	Percentage of employees who logged at least one hour during the most recently ended fiscal year	24%	1%	10%	<b>17%</b>	32%	82%	n=40
Employee volunteer programs	Percentage of employees who volunteered in the most recently ended fiscal year <sup>3</sup>	30%	1%	10%	<b>24%</b>	50%	100%	n=107
	Percentage of employees who participated in company-sponsored events	28%	1%	10%	<b>20%</b>	40%	100%	n=37
	Percentage of employees who participated in team-based events	22%	1%	N/A	<b>14%</b>	N/A	100%	n=22
	Percentage of employees who participated during work time	33%	1%	12%	<b>25%</b>	44%	100%	n=35
	Percentage of employees who participated outside of work time	20%	1%	N/A	<b>10%</b>	N/A	90%	n=25
Employee volunteer programs - Participation by revenue	Percentage of employees who volunteered in the most recently ended fiscal year - Companies with less than \$1 billion in annual revenue <sup>4</sup>	41%	5%	20%	<b>33%</b>	59%	100%	n=30
	Percentage of employees who volunteered in the most recently ended fiscal year - Companies with \$1 billion to less than \$5 billion in annual revenue <sup>4</sup>	29%	1%	14%	<b>25%</b>	45%	69%	n=29
	Percentage of employees who volunteered in the most recently ended fiscal year - Companies with \$5 billion or more in annual revenue <sup>4</sup>	24%	1%	7%	<b>17%</b>	42%	92%	n=48

\* Includes data from survey and CSR reports

† Includes data from survey and the Foundation Directory Online

‡ Includes data from survey and Sustainable

§ Includes data from publicly available sources

Type of program	Measure	Average	Minimum	25th percentile	Median	75th percentile	Maximum	# Respondents
Employee volunteer programs - Companies that track all volunteering	Percentage of employees who volunteered in the most recently ended fiscal year	33%	1%	10%	<b>25%</b>	50%	100%	n=45
Employee volunteer programs - Companies that track only company-sponsored volunteering	Percentage of employees who volunteered in the most recently ended fiscal year	21%	2%	11%	<b>18%</b>	30%	50%	n=28
<b>WORKPLACE GIVING PROGRAMS</b>								
Giving campaign - Companies that offer their employees a match only	Percentage match <sup>†</sup>	112%	50%	100%	<b>100%</b>	100%	300%	n=65
	Minimum gift amount	\$12	\$0.01	N/A	<b>\$1</b>	N/A	\$100	n=21
	Maximum gift amount <sup>‡iii</sup>	\$4,953	\$100	\$1,000	<b>\$2,500</b>	\$5,000	\$30,000	n=78
	Percentage of employees who participated in the most recently ended fiscal year <sup>†</sup>	38%	2%	13%	<b>35%</b>	50%	100%	n=51
Disaster relief - Companies that offer their employees a match only	Percentage match	124%	100%	N/A	<b>100%</b>	N/A	200%	n=21
	Minimum gift amount	\$20	\$0.01	N/A	<b>\$25</b>	N/A	\$50	n=13
	Maximum gift amount <sup>iv</sup>	\$5,346	\$500	N/A	<b>\$1,500</b>	N/A	\$25,000	n=13
	Percentage of employees who participated in the most recently ended fiscal year	19%	1%	N/A	<b>7%</b>	N/A	100%	n=15
Year-round employee giving program - Companies that offer their employees a match only	Percentage match	103%	100%	100%	<b>100%</b>	100%	200%	n=37
	Minimum gift amount	\$31	\$0.01	N/A	<b>\$25</b>	N/A	\$250	n=25
	Maximum gift amount <sup>v</sup>	\$4,185	\$250	\$1,000	<b>\$2,000</b>	\$5,000	\$25,000	n=30
	Percentage of employees who participated in the most recently ended fiscal year	33%	5%	N/A	<b>30%</b>	N/A	100%	n=27
Dollars for Doers program (individual grants)	Minimum employee volunteer hours annually to qualify for a gift <sup>vi</sup>	11	0.25	1	<b>7</b>	20	50	n=36
	Minimum gift amount <sup>vii</sup>	\$227	\$1	\$25	<b>\$100</b>	\$250	\$2,500	n=32
	Maximum employee volunteer hours annually to qualify for a gift	92	10	40	<b>50</b>	100	500	n=28
	Maximum gift amount	\$699	\$100	\$300	<b>\$500</b>	\$1,000	\$2,500	n=33
	Percentage of employees who participated in Dollars for Doers in the most recently ended fiscal year	14%	0.01%	2%	<b>5%</b>	17%	80%	n=30

\* Includes data from survey and CSR reports

‡ Includes data from survey and the Foundation Directory Online

† Includes data from survey and Sustainable

§ Includes data from publicly available sources

Type of program	Measure	Average	Minimum	25th percentile	Median	75th percentile	Maximum	# Respondents
<b>CORPORATE GIVING</b>								
Corporate giving <sup>viii</sup>	Annual operating budget for prior fiscal year	\$2,027,906	\$25,000	\$325,000	<b>\$750,000</b>	\$1,680,000	\$28,000,000	n=61
Total giving <sup>ix</sup>	Cash giving, including through the foundation, and non-cash contributions for a 12-month period. <sup>†‡</sup>	\$35,320,228	\$20,000	\$1,500,000	<b>\$5,895,000</b>	\$27,000,000	\$2,776,800,000	n=338
Companies with less than \$1 billion in annual revenue								
Total giving <sup>ix</sup>	Cash giving, including through the foundation, and non-cash contributions for a 12-month period. <sup>†‡</sup>	\$2,012,932	\$20,000	\$500,000	<b>\$1,093,270</b>	\$2,000,000	\$20,500,000	n=58
Giving direct from the company	Cash giving direct from the company (funds disbursed during a 12-month period) for the most recently ended fiscal year <sup>†</sup>	\$859,258	\$20,000	\$265,000	<b>\$830,523</b>	\$1,300,000	\$2,792,720	n=31
Giving through the foundation (if applicable)	Cash giving through the company's foundation for a year's time period <sup>‡</sup>	\$947,730	\$50,000	N/A	<b>\$608,090</b>	N/A	\$2,700,000	n=10
Noncash contributions	Company's noncash contributions given during a 12-month period (e.g., merchandise, pro bono service, and office supplies) for the most recently ended fiscal year; typically assessed at Fair Market Value (FMV) <sup>§</sup>	\$850,979	\$20,000	\$40,771	<b>\$100,000</b>	\$575,000	\$6,500,000	n=11
Companies with \$1 billion to less than \$5 billion in annual revenue								
Total giving <sup>ix</sup>	Cash giving, including through the foundation, and non-cash contributions for a 12-month period. <sup>†‡</sup>	\$16,864,811	\$73,500	\$1,000,000	<b>\$2,755,572</b>	\$6,100,000	\$927,000,000	n=99
Giving direct from the company	Cash giving direct from the company (funds disbursed during a 12-month period) for the most recently ended fiscal year <sup>†</sup>	\$7,592,719	\$50,000	\$667,500	<b>\$1,600,000</b>	\$4,410,000	\$189,587,066	n=39
Giving through the foundation (if applicable)	Cash giving through the company's foundation for a year's time period <sup>‡</sup>	\$5,615,714	\$55,000	\$600,000	<b>\$2,767,357</b>	\$5,000,000	\$48,000,000	n=32
Noncash contributions	Company's noncash contributions given during a 12-month period (e.g., merchandise, pro bono service, and office supplies) for the most recently ended fiscal year; typically assessed at Fair Market Value (FMV) <sup>§</sup>	\$2,246,598	\$65,000	N/A	<b>\$400,000</b>	N/A	\$23,629,201	n=13

Continued on next page

\* Includes data from survey and CSR reports

† Includes data from survey and Sustainable

‡ Includes data from survey and the Foundation Directory Online

§ Includes data from publicly available sources

Type of program	Measure	Average	Minimum	25th percentile	Median	75th percentile	Maximum	# Respondents
Companies with \$5 billion or more in annual revenue								
Total giving <sup>x</sup>	Cash giving, including through the foundation, and non-cash contributions for a 12-month period. <sup>††‡</sup>	\$56,319,722	\$100,000	\$6,000,000	<b>\$20,000,000</b>	\$64,600,000	\$2,776,800,000	n=181
Giving direct from the company	Cash giving direct from the company (funds disbursed during a 12-month period) for the most recently ended fiscal year <sup>§</sup>	\$41,068,168	\$250,000	\$3,000,000	<b>\$9,941,935</b>	\$37,000,000	\$500,000,000	n=54
Giving through the foundation (if applicable)	Cash giving through the company's foundation for a year's time period <sup>‡‡</sup>	\$51,378,925	\$37,707	\$4,895,000	<b>\$18,650,000</b>	\$46,683,516	\$489,000,000	n=72
Noncash contributions <sup>x</sup>	Company's noncash contributions given during a 12-month period (e.g., merchandise, pro bono service, and office supplies) for the most recently ended fiscal year; typically assessed at Fair Market Value (FMV) <sup>‡</sup>	\$12,007,787	\$36,063	\$533,912	<b>\$1,500,000</b>	\$2,688,123	\$2,480,000,000	n=29
Multi-year grant commitments <sup>xi</sup>	Multi-year commitments by companies and/or corporate foundations <sup>¶</sup>	\$271,545,909	\$965,000	\$9,450,000	<b>\$25,000,000</b>	\$150,000,000	\$430,000,000,000	n=35

- i Extreme outliers are excluded.
- ii Two companies do not have a specific limit on the number of hours offered to each employee for PTO.
- iii Four companies have no limit on their maximum amount for giving campaigns.
- iv Three companies do not have a limit on their maximum amount for disaster relief gifts.
- v One company does not have a limit on their maximum amount for year-round giving.
- vi One company does not have a minimum on the number of hours for their Dollars for Doers program.
- vii One company does not have a minimum gift amount for their Dollars for Doers program.
- viii For the operating budget and the different types of corporate giving, extreme outliers are excluded, in addition to companies that do not offer that type of giving.
- ix Total giving averages, including by revenue, have values of \$1 billion or more excluded.
- x Noncash contributions of \$1 billion or more are excluded from the average calculation.
- xi Multi-year commitments of \$40 billion or more are excluded from the average calculation.

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# KNOW MORE. DO MORE. ACHIEVE MORE.

Based in the **Carroll School of Management**, the Boston College Center for Corporate Citizenship combines the most valuable aspects of a professional community and the resources of a leading academic institution for our members. We integrate the perspectives and experience of some of the leading corporate citizenship professionals in the field today with management best practices, helping you align your corporate citizenship objectives and business goals. Center resources support positive outcomes for your functional area, your organization as a whole, and for you as a leader.

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