

2021 Community Impact Report



***Powerful Minds.
Passionate Teams.
Proven Results.***



Letter From Our CEO

Giving back to the community shows up differently for every person. Like a fingerprint, it's unique to the individual, their passions, and their values. As it has been since our start and as it will always be, our commitment to community at SC&H starts with our people.

As I reflect on our impact in 2021, I am proud of our team's meaningful contributions over these last 12 months. 6,513 service hours across 158 unique organizations—and for us, it's not just about the metrics but about the stories and connections we make along the way. It's learning about the causes we're supporting, getting to know the people we're impacting, and gaining awareness about how we can truly make a difference.

Despite having to evolve and adjust the ways in which we show up for our community throughout this pandemic, we have not let obstacles prevent us from bringing about positive change. As a result, we've found new and different ways to do good that we share with you in this year's 2021 Community Impact Report. Whether being a constant and reliable resource for our clients, volunteering virtually with our community partners, or rolling up our sleeves and doing the work with our colleagues, we continue to hold true to our promise to contribute to causes bigger than us.

I am truly honored to be a part of a team that cares deeply and gives selflessly to help strengthen the communities where we live and work. I want to take a moment to acknowledge our colleagues and say thank you for always delivering remarkable results and staying focused on what matters most. And to our business partners and community collaborators, we could not do what we do without you. Thank you for supporting our efforts and being part of our journey.

This past year has taught us that the right combination of optimism and perseverance are the keys to success in uncertain times. We will carry those sentiments into 2022 and continue to find more ways to meaningfully engage with our community.

Pritpal Kalsi

CHIEF EXECUTIVE OFFICER



Year in Review



Community is just one of three cornerstones at SC&H, and it is one that we hold near and dear to our hearts. Serving as a vital source of social connection, and for many, providing a sense of belonging, community is the glue that holds us together in good times and in bad. Since our start in 1991, we've committed to giving back to the community in meaningful and intentional ways and supporting organizations who share our mission to elevate and enhance the communities that make us whole.

Three decades in, and as we celebrate 30 years as a firm, we remain dedicated to making our communities better, healthier, and stronger with the help of our incredible colleagues and valued clients. **Our 2021 Community Impact Report** highlights the stories and data from the past year as well as a brief history of our impact over the years. We are so proud of what our team has accomplished, and we will continue to raise the bar for the ultimate benefit of our community.

2021 *A Year of Perseverance*



Despite various obstacles from the Covid-19 pandemic, our dedication to giving back did not waiver. This year marked the return of in-person volunteer opportunities for the SC&H team—including our annual Day of Service—and we were grateful for the facetime and hands-on experiences. The level of camaraderie and teamwork that can only be achieved when physically working alongside one another to bring about positive change only heightened the volunteer experience.

At the top of the year, given the uncertainty of what laid ahead, we solicited input from our team to understand how we could make it easier for our colleagues to get involved with causes that matter to them and actively participate in community events. As a result, and based on direct feedback, we made more virtual and skilled volunteer opportunities available to our team—allowing us to make an even greater impact on our communities in 2021. We saw a 48% increase in total hours donated by our colleagues and 158 unique organizations benefited from their efforts.

Making Our Impact Count

SC&H Group is committed to making our communities a better place to live through a variety of Corporate Social Responsibility (CSR) initiatives that include volunteering, nonprofit board service, and charitable contributions. Given the importance of these initiatives, SC&H tracks information related to our community engagement activities and measurable impact. Additionally, we solicit input from our team using an annual survey to better understand how each of our colleagues gives back at the individual level.



Volunteering

All SC&H team members are encouraged to give back to the community by donating a valuable and limited resource—their time. Each year, SC&H team members contribute thousands of volunteering hours to support the nonprofit organizations in our communities that matter most to them. Our firm supports their endeavors by also creating, sharing, and facilitating opportunities where they can get involved.



Nonprofit Board Service

SC&H's trusted advisors lend their expertise and experience to nonprofit organizations by serving on their Board of Directors. In doing so, we can help steer the sustainable future of these organizations, advance their mission, ensure adequate resources and connections are available, and contribute and recruit others to contribute in meaningful ways.



Charitable Contributions

SC&H invests in organizations that strive to make our communities better with sustainable and measurable results. Providing financial support to many organizations, we focus on our primary cause areas:

Human Services // Health // Education // Youth Services

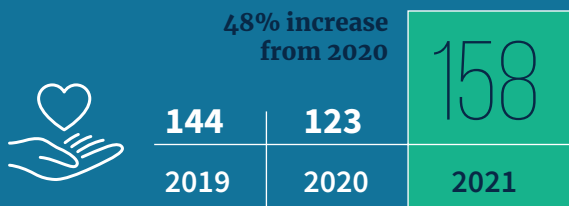
We evaluate existing and new partnerships based on how their missions align with these four areas.

Impact by the Numbers

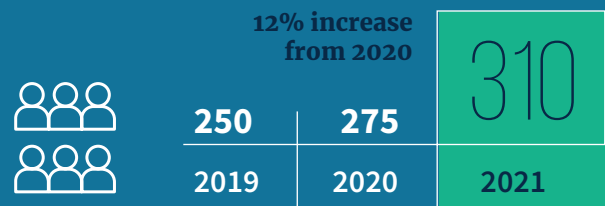


In 2019, our team started to intentionally track our impact metrics. Understanding the outcomes of our give back efforts has allowed us to recognize patterns, set the bar higher each year, and increase overall engagement across our firm. Most importantly, the data we collect helps us to measure the effectiveness of our community impact programs, initiatives, and partnerships which is vital to continuing to make improvements and introducing new opportunities. Additionally, sharing our metrics over time offers transparency for our clients, colleagues, and community which we believe can inspire new ideas, motivate others to get involved, spread positive change across even more communities, and touch more lives.

Unique Organizations Served



Headcount for Volunteers

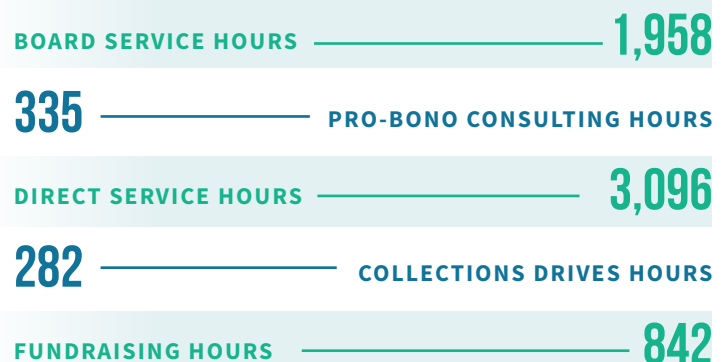
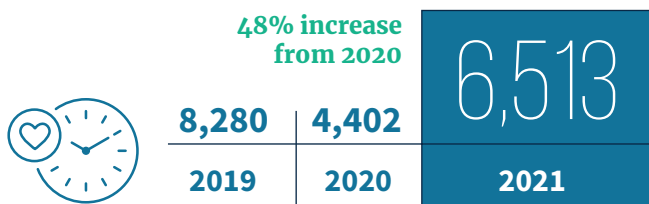


\$1,150,750 Total Infused into the Community in 2021

Includes the value of skilled labor (board and pro-bono hours - \$195 / hour per taproot foundation), value of direct service / collections / fundraising hours (\$28.54 per Independent Sector), value of firm contributions and sponsorships to charitable organizations, and financial contributions to charities made by our team members. Since 2019, we've infused a grand total of \$3,520,207 into our communities.

Total Hours Donated

Offered a mix of direct service, skilled and virtual volunteer opportunities for team members



2021 Highlights



99.3%

of our employees agree their direct supervisor supports their engagement in the community



98.6%

of our employees agree they are proud to work for a company that gives back to the community

Average Employee Contribution

\$3,712 PER EMPLOYEE

Boards Served



54

Primary Cause Areas





Day of Service

In July, 190 SC&H volunteers came together to support six nonprofits across Maryland and Virginia during our annual Day of Service. For 13 years, we've partnered with Business Volunteers Maryland to facilitate these annual, firm-wide experiences that enable us to impact so many important initiatives in our communities. After more than 18 months of working remotely, the unbridled joy and excitement to be volunteering in-person and giving back alongside our colleagues and peers was palpable—making the day even more special! Despite 2020's setbacks (which continued into 2021) the team's never-ending commitment to community was astounding and their readiness and willingness to pick up where we had to leave off was only amplified.

“ Thank you, SC&H Group, for your commitment to your Clients, Colleagues, and Community and for being a collaborative, engaged, and always thoughtful partner. Your yearly Community Day with Business Volunteers Maryland was as exciting as it was rewarding. The impact each of your volunteers had on these nonprofits was much needed and appreciated. We are grateful for your partnership and look forward to our continued efforts to do good.”

–Julie Kernan // PRESIDENT & CEO, BUSINESS VOLUNTEERS MARYLAND

Lake Fairfax Park

[Lake Fairfax Park](#) is a destination location providing 476 acres of parkland. You'll find a wide range of family-friendly activities, where visitors can enjoy the Water Mine family water park, family and group campgrounds, a skate park, a pump track, several hiking and biking trails, and athletic fields. Lake Fairfax is also home to a wide variety of classes, camps, and special events.

Our volunteers:

- Tended to and cleared the park trails
- Painted the entry gates and added reflectors for safety
- Cut and moved tree branches and brush



Chesapeake Therapeutic Riding (CTR)



[Chesapeake Therapeutic Riding](#) is a nonprofit organization whose mission is to deliver healing and learning to individuals and groups with differing abilities, senior citizens, at-risk youth, and veterans with the help of 10 horses. Some of their services include therapeutic riding, educational classes for Pre-K to 8th grade students, and riding lessons for adults 55+.

SC&H helped CTR with a much needed “spring cleaning” that was long overdue because of the pandemic and the resulting lack of volunteers.

Our volunteers:

- Wiped down the wooden stall fronts with Murphy's oil soap
- Scrubbed bird droppings off the barn walls
- Weeded the grounds, pruned shrubs, and laid mulch
- Refurbished the gardens in front of the farm

“ Thank you! It’s been two long years since we had any community service groups at the farm. We love having people enjoy the peaceful beauty of CTR. My heart was full after spending time with such wonderful people. Thank you for sharing your enthusiasm and positive energy!”

–Cathy Schmidt // EXECUTIVE DIRECTOR, CHESAPEAKE THERAPEUTIC RIDING

“Your group was an absolute pleasure to work with and completely **CRUSHED IT!** So thankful for your help. We look forward to future opportunities to work with your team!”

—Jenn Gillespie // DIRECTOR OF COMMUNICATIONS,
FIRST FRUITS FARM



First Fruits Farm

[First Fruits Farm](#) has over 100 acres of farmland and is dedicated to growing fresh fruits and vegetables to feed the hungry. Refrigerated trucks from the Mid-Atlantic Gleaning Network and the Maryland Food Bank help to transport their harvest to soup kitchens, food banks, and shelters on the East Coast and beyond. They also deliver directly to a variety of food banks, shelters, and missions. Since 2004, over 3.8 million pounds of fresh produce have been provided to the hungry.



Our volunteers:

- Harvested 13,500 pounds of cabbage (equivalent to 27,000 half-pound servings)
- Boxed 15,000 pounds of green beans (equivalent to 30,000 half-pound servings)
- Hand-made inspirational signs and cards for students returning to school in partnership with United Way in Central Maryland

The team had so much fun on the farm that we returned for another visit in September, this time with SC&H family members as part of the crew. Children, spouses, siblings, and more rolled up their sleeves and chucked some cabbages—and a new SC&H give back tradition was born!





Strength to Love II

[Strength to Love II](#) is an organization that provides agricultural training and job opportunities for workforce development participants and citizens returning from incarceration. Using environmentally sustainable methods, they grow and sell produce to a diverse set of retail, restaurant, institutional, and individual customers in the Baltimore community. With 1.5 acres and 16 tunnel hoop houses, this urban farm is addressing community food apartheid issues and serving local community residents.

Our volunteers:

- Pulled covers over two tunnel hoop houses to shade produce
- Weeded soil beds to prepare them for new lettuces
- Cleared debris for compost

“The entire event was amazing! The team leader came out a week early and discussed the plans for the following week. This was great because my assistant had to fill in for me, but due to the advanced planning we were prepared. The help the group provided was amazing. My staff enjoyed participating in the work with the group. We sometimes have people out who may not want to work and sweat but this group did so much more than we planned.”

–Bryan Wright

SUSTAINABLE AGRICULTURAL PROGRAM DIRECTOR,
STRENGTH TO LOVE II

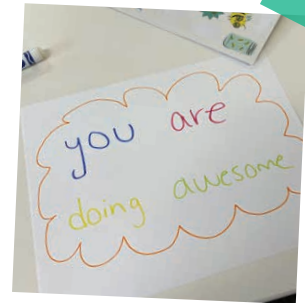
Ronald McDonald House Charities

[Ronald McDonald House Charities](#) is a nonprofit that helps reduce physical, emotional, and financial stress for families when they must travel far to access medical care for their child. By providing a home-away-from-home, they create spaces for families to stay together, grow stronger, and all be part of the solution for the sick child.



Our volunteers:

- Created 50 cubby stuffers
- Assembled 40 toiletry bags
- Packed 20 lunches of love
- Crafted 40 welcome home signs



“ *It was so nice to see volunteers in person. I felt like it was great energy from the group and everyone was excited to be there.”*

–Kim Davis // DIRECTOR OF VOLUNTEER ENGAGEMENT, RONALD MCDONALD HOUSE





“ All of our volunteers were eager to help in any way that they could! With over 200 children visiting our camp each week, it’s important to maintain our camps for their safety and enjoyment. Our volunteers built raised garden beds which will help teach students about gardening, they also re-mulched our camp areas. All with smiles on their faces in the 90+ degree weather!”

–Shannon Kowal

PROGRAM MANAGER,
THE Y OF CENTRAL MARYLAND

The Y of Central Maryland



The Y is a charitable organization in Central Maryland dedicated to providing family oriented, affordable,

high-quality programs that lead to developing the full potential of every individual through programs that build a healthy spirit, mind, and body for all. They provide a range of activities from swimming lessons and therapeutic exercises to first aid training and certification courses.

Our volunteers:

- Helped revitalize the campus
- Built water misters
- Built raised plant beds
- Mulched and planted flowers
- Repaired a storage shed

Other Impact Initiatives

Junior Achievement



3DE Case Challenge // May 2021

Junior Achievement's [3DE](#) re-engineers high school education to be more relevant, experiential, and authentically connected to the complexities of the real world in order to more fully prepare today's students for the demands of tomorrow's economy. Bringing real-life case challenges from some of the top brands in the world into the classroom, they create immersive and engaging educational experiences.

SC&H volunteers participated in a virtual Shark Tank, where students from Frederick Douglas High School in Baltimore, MD, were asked by Delta Airlines to solve for this challenge:



How can we improve the gate experience for customers, especially those who are beginning to travel again during the pandemic?

Our participants listened to students present their case recommendations and then provided constructive feedback that considered different angles, perspectives, approaches, and tactics. They asked tough but thoughtful questions about the potential products or services they pitched.

Summer Company Program, Virtual Shark Tank // July 2021

The virtual 3DE volunteer experience was well received and such a success that our team signed up to help Junior Achievement with their 2nd annual virtual summer [Company Program](#). Students were introduced to the key elements involved in organizing and operating a business and empowered to solve problems and address local needs through the entrepreneurial spirit.

Students participated in an exhilarating idea phase to prepare for our very own mock Shark Tank then presented their potential ideas to a panel of SC&H volunteers ("sharks"). Our sharks provided their constructive feedback and perspectives, asked tough questions, and offered recommendations. With this new feedback in mind, the students selected their final business idea for the company program and implemented their plans throughout the balance of the camp.



Salvation Army Elf Week // December 3, 2021

Each year, the Salvation Army [Angel Tree program](#) collects and distributes toys and clothing to thousands of children during the holidays. With the help of Business Volunteers Maryland, hundreds of volunteers are recruited to be part of it all. In 2021, more than 3,000 children from 1,200 families had registered for the program in the Maryland area.

Thousands of donations poured into the Salvation Army and SC&H team members helped sort the gifts for each child or “Angel” to brighten their days during the holidays.

Cool Kids Campaign // December 11, 2021

[Cool Kids Campaign](#) is devoted to improving the quality of life for pediatric oncology patients, survivors, and their families by focusing on the academic, social, and emotional needs brought on by a cancer diagnosis.



On December 11th, Cool Kids Campaign hosted its Cruisin’ with Santa event where gifts collected from donors were distributed to attending children who are battling cancer. Prior to the event, SC&H volunteers gathered at the Cool Kids Clubhouse in Towson, MD to wrap gifts.

Holiday Gift Drives for Families in Need // December 2021

SC&H team members sponsored two families during challenging times in their respective lives. Our Tysons Corner office adopted a family in the Northern Virginia area to support them in their time of need while our Ellicott City and Sparks offices joined forces to sponsor a family being supported by The Ulman Foundation. [The Ulman Foundation](#) is dedicated to creating a community of support for young adults impacted by cancer and their loved ones.



Our volunteers donated and purchased gifts for either family, gathered to wrap the gifts, then hand-delivered them to families ahead of the holidays.



SC&H PARTICIPANTS RAISED
WITH 40 DONATIONS AND 10 VIRTUAL PLUNGES!

\$5,781



VIEW
ARNOLD'S
PLUNGE

**Special
Olympics**
Maryland



Special Olympics Maryland Virtual Polar Bear Plunge

// December 1 – February 28, 2021

While a virtual plunge wasn't what anyone had in mind—after all, freezing is part of the fun—the health and safety of the [Special Olympics Maryland](#) community was top priority. This annual event raises funds to support the 8,716 Special Olympics athletes across Maryland.

Impact Lunch-and-Learns // Featured Partner: Maryland Food Bank

As a part of our ongoing strategic initiative around community engagement, SC&H's Community Service Committee launched a lunch-and-learn series to spotlight a selected nonprofit organization supported by our firm, their mission, and how our volunteers can get involved.



**MARYLAND
FOOD BANK**

Our series kicked off on September 30th and featured [Maryland Food Bank](#). It's estimated that more than two million Marylanders will experience food insecurity in the coming year. Food justice advocate and senior manager, Doug Vitro joined us to talk about the ways in which food insecurity is impacting Marylanders, the root causes of the issue, how this crisis is becoming more dire as a result of the pandemic, and the innovative programs Maryland Food Bank offers to combat this problem.

Programs like FoodWorks, a 12-week culinary training and job readiness program offered to low-income individuals, help participants move towards financial stability. As of March 2020, the program has produced 333 graduates and nearly 1.3 million meals for Marylanders in need. In 2021, the FoodWorks program expanded into Baltimore City through a partnership with the American Heart Association at the UA House at Fayette Community Center.

Doug also reiterated that September is Hunger Action Month in America. Alongside [Feeding America](#), a nationwide network of food banks to fight hunger, people all over the United States share, volunteer, pledge, fundraise, and donate to spread the word and take action to fight food insecurities. The Maryland Food Bank shared this and opportunities where we can help make a difference.

The presentation ended with a call to action, where the SC&H team was invited to the Maryland Food Bank's headquarters in Halethorpe to sort donated food items. With the help of volunteers from SC&H and many other organizations, the Maryland Food Bank is distributing over 60 million meals to Marylanders in need each year.

Community Service Committee Spotlight with Jeff Klima



At SC&H, we strive to continually foster an engaged and collaborative workplace where our team promotes the initiatives that are important to them and to the success of our firm. To ensure this always remains top of mind, we developed and launched a series of employee-led culture committees.

Each committee is responsible for identifying and progressing strategic objectives that align with our firm's core values, enriching relationships and partnerships, and providing opportunities for our people to advance their leadership skills. **Community Service is just one of our [six culture committees](#).**

For more than 30 years, SC&H has empowered its team members to pursue their passions—especially when those passions align with and help to elevate our clients, colleagues, and community. This was the case when I started at the firm in 2001 and it still rings true today. The unconditional support of SC&H leadership is what inspired my give back mission all those years ago and it continues to be the mainstay that drives our community-focused initiatives every year. I feel honored and privileged to champion our Community Service Committee and to work alongside teammates who help lead the incredible work we do.



“ *It has always been a life goal to be a good citizen, and I believe one of the fundamental elements of being a good citizen is giving back to the community and helping to lift others up.” –Jeff Klima*

Our primary objective is to increase our team's community involvement by initiating new projects in cause areas that are important to SC&H, developing lasting partnerships, and making meaningful connections. Together, we help to create clear pathways for our team to engage in community-based activities and effectively communicate how they can be part of ongoing and sustainable change. From encouraging and supporting team members looking to implement new community service initiatives to serving as a centralized resource to make connections inside and outside of our firm, we are always focused on uplifting the communities where we work and live.

The work of the Community Service Committee doesn't end there. Our collaborations with other culture committees are a big part of our collective success and allow us to double down on the partnerships and efforts that accelerate our impact and help us reach our goals. Two internal committees we work closely with are the Wellness Committee and the Diversity, Equity, and Inclusion Committee. Provided our synergies and shared partners, working in tandem with one another enables us to broaden our reach, deepen our partnerships, and enhance our positive impact on even more lives.

We look forward to what lies ahead for all our culture committees and can't wait to make an even bigger impact in 2022!





About SC&H

SC&H Group is a nationally recognized management consulting, audit, and tax firm serving clients across the globe, from rapidly growing startups to world-renowned Fortune 500 companies. As a diversified consultancy and professional services firm with expertise in 11 practices and more than 320 employees, we help individuals and organizations prepare, innovate, and evolve their business and financial needs in this complex and highly competitive landscape.

Since the beginning, we have structured ourselves around three pillars: Powerful Minds, Passionate Teams, and Proven Results. These core concepts provide the composition for all the work we do for and with our clients, colleagues, and community—ensuring we deliver unparalleled advice and expertise to those whom we are privileged to serve.

Learn more at schgroup.com

