

2022

Community Impact Report

Powerful Minds. Passionate Teams. Proven Results.

SC&H

G R O U P

Letter From Our CEO

Empowering, inspiring, and creating opportunities for our people to give back in our communities has always been a core pillar at SC&H. As I reflect on our firm's community impact in 2022, I am reminded of the powerful effects generosity has on everyone, and how infectious the compassion we hold for those around us truly is. It is remarkable to see the impact our team has had across 134 organizations and the 5,818 hours they devoted in both their personal and professional lives to the community. Not only are these numbers inspiring, but the lasting connections that have been created through our teamwork and partnerships will lead to new ideas and stronger relationships down the road.

Our success can truly be attributed to the passionate, caring, and dedicated people here at SC&H. Without them, our mission to continuously contribute to meaningful change would not have been possible. I would like to take this opportunity to share my gratitude towards our colleagues, our business partners, and our community collaborators for their selflessness, unyielding dedication to the long-term vitality of our communities, and commitment to advancing our mission. Here's to another year serving our community in even bigger and better ways.

Pritpal Kalsi

**CHIEF EXECUTIVE
OFFICER**



2022 A Year in Review

In the last 12 months, the SC&H team was able to make a diverse contribution to the surrounding communities through its time and money. We're thrilled to share that we served more than 134 different organizations in 2022!

Through our annual Day of Service and countless employee-led activities, we've continued to help strengthen the neighborhoods around us. This 2022 Community Impact Report shares our top highlights, many of the mission-driven organizations with which we had the privilege to serve, and the experiences that make us proud to be SC&Hers. We are incredibly pleased by what our team accomplished in just one year, and we can't wait to see what more we can achieve in the future.

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A Momentous Close to an Impactful Year

At the Baltimore Business Journal's inaugural Middle Market Leaders Awards, SC&H Group was not only recognized for revenue growth and industry impact as the 25th fastest-growing middle market organization in the region but also honored with the Truist Caring Impact Award for our give back initiatives.



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

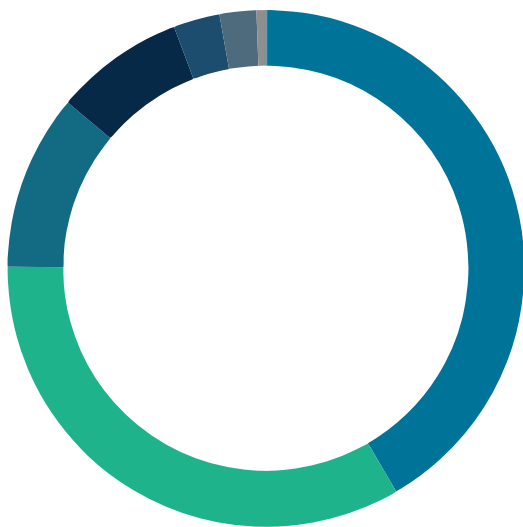
SC&H invests in organizations that strive to make our communities better with sustainable and measurable results. Providing financial support to many organizations, we focus on our primary cause areas:

Human Services // Health // Youth Services // Environment

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

Impact by the Numbers

Every year, our team intentionally tracks our firm's impact metrics to identify patterns, quantify our outcomes, and measure the success of our community impact programs, initiatives, and partnerships. We are thrilled to share our metrics with you, and hope our data and stories inspire new ideas, motivate others to get involved, and shed light on a few truly incredible organizations.



Primary Cause Areas

39% HUMAN SERVICES	9% ENVIRONMENT
19% HEALTH	7% ANIMALS
12% EDUCATION	3% ARTS & CULTURE
10% YOUTH SERVICES	1% RELIGIOUS INST.

95% of our employees agree their direct supervisor **supports their engagement in the community**

96% of our employees agree they are **proud to work for a company that gives back to the community**



134

Organizations Served



264

Total Volunteers



42

Boards Served

\$1,166,355

Total Infused into the Community in 2022

*Includes the value of skilled labor (board and pro-bono hours - \$245 / hour per taproot foundation), value of direct service / collections / fundraising hours (\$29.95 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 \$4,686,562 into our communities.***



Average Employee Contribution

\$3,762



Total Hours Donated

5,818

1,835

BOARD SERVICE HOURS

102

PRO-BONO CONSULTING HOURS

2,623

DIRECT SERVICE HOURS

1,258

FUNDRAISING HOURS

Day of Service

In June 2022, SC&H volunteers came together to support eight nonprofits across Maryland and Virginia during our annual Day of Service (DOS). This is a full day dedicated to strengthening the communities in which we live and work, while simultaneously deepening our relationships with coworkers. Together, we totaled 856 hours of service and infused \$25,637 into the community making this year's DOS a great success.

For 14 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. It was a privilege to volunteer at the incredible organizations we mention on the proceeding pages. From preparing art projects and weeding to making PB&J sandwiches and cleaning, our team showed their passion for making a difference in our communities.



“SC&H has always been a community-minded organization, and it has been inspiring to see its impact grow and deepen over the last few years. We are grateful for SC&H’s partnership and to collaborate with them throughout the year, especially during their annual Day of Service. Just one day of volunteering can have far-reaching benefits on nonprofits all year long. Thank you, SC&H Group, for doing good better!”

– Julie Kernan // PRESIDENT & CEO
BUSINESS VOLUNTEERS MARYLAND



ART WITH A HEART

Art with a Heart is an organization dedicated to enhancing the lives of people in need through visual art. They provide hands-on, interactive, and educational visual arts classes in schools, community centers, group homes, shelters, permanent housing facilities, veteran's facilities, hospitals, senior facilities, and more.

Our Volunteers:

- Prepared canvases for toddler art projects
- Cut out paper shapes for a future collage
- Painted hearts for their retail store

“

SC&H volunteers participated in a two-hour community service at Art with a Heart where individuals engaged in arts-related community service, such as assisting with pieces for murals, preparing materials for visual art classes in Baltimore city, and completing products for HeARTwares, our social enterprise store.”

– Art with a Heart



Friends of Great Kids Farm supports Baltimore City Public School's Great Kids Farm and Farm to School programming. Through various programs, Friends helps children eat well and enjoy nutritious foods, learn rigorous academic content, experience the joy of learning and the peace of nature, develop career skills to help them lead healthy, successful lives, and connect with and preserve their natural environment.

Our Volunteers:

- Weeded the surrounding area
- Revitalized the herb and tea garden

“ In one day, we completely rejuvenated our herb and tea garden and prepared for summer camp and school year experiences. Thank you! This group worked hard, had fun, and were overall a pleasure to work with.”

– Great Kids Farms





FRIENDS OF PATUXENT

Friends of Patuxent Wildlife Research Center and Patuxent Research Refuge support and promote the missions, programs, habitats, and ecology of the Patuxent Research Refuge and Patuxent Wildlife Research Center. They raise funds for educational programs, exhibits, and research, as well as other refuge and Eastern Ecological Science Center projects.

Our Volunteers:

- Cut down invading vines from growing trees
- Weeded the surrounding area



The SC&H volunteer group jumped right in helping to clear invasive species and overgrown weeds. In 3 hours, they accomplished what would have taken our small staff weeks to accomplish. Thank you, SC&H Group!"

– Friends of Patuxent Wildlife Research Center



The Humane Society of Harford County promotes the humane treatment of homeless, stray, and abandoned animals by providing shelter, care, adoptions, and community education. They provide the animals in their care with the food, shelter, warmth, medical care, and loving attention they desperately need.

Our Volunteers:

- Cleaned kennels
- Played with the kittens
- Washed animal carriers
- Power washed property's fence

“ It was clear the team from SC&H is passionate about animals. They helped deep clean our shelter including power washing the facility. One SC&H volunteer even reached out to a family member about one of our special needs dogs and they came out the same afternoon and adopted the dog. The team was great and helped us so much in just a few hours.”

– The Humane Society of Harford County





Irvine Nature Center is a leader among Maryland's environmental education centers, with 211 acres of woodlands, wetlands, and meadows. They provide more than 800 environmental education program sessions annually to 95,000 children and adults, all with the goal of driving home the importance of environmental stewardship.

Our Volunteers:

- Planted trees at Wedding Point
- Cut invasive species and vines growing on the property's fence
- Mulched and worked on the upkeep of the Native American Site

“The group was incredibly organized, hardworking, and friendly. They all came wearing matching blue shirts that said “volunteer” in huge letters on the front that our Marketing Director absolutely loved! We so greatly appreciate the way that SC&H engaged and helped amplify Irvine’s brand.”

– Irvine Nature Center



Martha's Table is a community-led organization committed to advancing a more equitable Washington D.C. through the operation of nationally accredited education programs, pairing healthy food access with physical and mental health services, and promoting family success by investing in family leaders.

Our Volunteers:

- Prepared 529 peanut butter and jelly sandwiches

“Volunteers provided amazing service and enough food for one full day of service.”

– Martha's Table





THE LOADING DOCK

A NON-PROFIT BUILDING MATERIALS REUSE CENTER

The Loading Dock, Inc. (TLD) is a nonprofit organization that redirects landfill-bound, reusable materials to low-to-moderate income households and other members who would otherwise be unable to complete improvement projects due to the price of materials. Since 1984, TLD has saved the greater Baltimore community over \$58 million.

Our Volunteers:

- Moved sinks, flooring, tiles, and other material
- Packaged up reusable materials

“

We had 36 volunteers from SC&H Group come for service from 12:00 – 3:30 on Friday, June 10th. That is equivalent to 144 volunteer hours! With their help, we were able to make a huge impact on the neighborhood, the store, our clients, and our donors!”

– The Loading Dock



Taking the Lead's mission is to use the therapeutic power of animals to help people with disabilities succeed in life. Through hippotherapy, therapeutic horseback riding, and their Heroes & Horses programs, individuals can meet physical and emotional goals, learn to ride a horse independently, and veterans/military members can reach goals of self-efficacy and self-actualization.

Our Volunteers:

- Trimmed hedges and trees
- Planted a pizza and peanut garden
- Cleared sensory trails
- Power-washed the stable
- Cleaned the chicken coop and fenced an outdoor run for new chicks

“ SC&H is a mighty group of volunteers! I really enjoyed the ability to work so closely with a local business. Thank you for making our indoor arena and outside areas shine ... Your group worked well together, and it was a pleasure to work alongside everyone.”

– Taking the Lead



SC&H in the Community



Special Olympics of Maryland Polar Bear Plunge

In 2022 our team was able to bear the cold in person once again! SC&H raised \$20,242 with the help of 33 members and countless donations. This annual event raises funds to support the 6,102 [Special Olympics](#) athletes across Maryland and furthers SOMD's mission of creating inclusive environments through sport for our family, friends, and neighbors with intellectual disabilities.



First Fruits Farms Family Day

September is National Hunger Awareness Month, so, on a beautiful fall day, SC&Hers joined [First Fruits Farm](#) to harvest local produce in support of various food banks, including the Maryland Food Bank. As our second annual family volunteer day, our team volunteered with their families to gather more than 9,000 pounds of corn to be delivered to individuals and families battling food insecurity.



Giving back is something that means a great deal to me personally. Having an employer that makes it easy and possible to balance these opportunities that often take place during a regularly scheduled work day is wonderful.” – SC&H Employee



United Way of Central Maryland 30|30 Experience

In October, SC&H’s Community Service Committee coordinated efforts with the Diversity, Equity, and Inclusion Committee and the Training Committee to participate in [United Way’s 30|30 Experience](#). This virtual, immersive, 90-minute session allowed a group of SC&Hers to put themselves in the shoes of a low-income head of household to navigate 30 days of difficult, life-altering decisions. The experience centered around building awareness and empathy in four core areas:

- Childcare
- Education
- Housing
- Mental Health

Through the 30|30 Experience, participants were left better equipped to understand the challenges and choices low-income households face every day. It additionally provided motivation for SC&Hers to take action through the firm’s variety of holiday giving and volunteer opportunities.

Junior Achievement (JA) BizTown

Children rarely have opportunities to experience real-life economic, workplace, and personal finance challenges to help prepare them for the real world. [JA BizTown](#), designed to reflect the importance of workplace performance and financial decisions in an authentic economy, is changing that. Students participate in several weeks of in-classroom coursework and are then selected for a job in the JA facility that simulates a typical day in the life of an adult.

In JA’s brand-new Youth Workforce and Innovation Center, SC&H volunteers helped guide students through the simulated economy while fostering teamwork, critical thinking, and decision-making skills. JA’s Capstone curriculum helps students learn:

- Skills needed to be competitive in the workplace
- How to demonstrate financial responsibility
- The keys to successfully starting and running a business

Ulman Foundation Holiday Gift Drive

The [Ulman Foundation](#)'s goal is to ensure that individuals diagnosed with cancer don't have to face the battle alone. Every year, Ulman collects holiday gifts for families with a family member going through active cancer treatment and experiencing financial hardship. This holiday season, SC&H supported a cancer patient and their family located in Silver Spring, Maryland through the 2022 Ulman Holiday Gift Drive.

Cool Kids Campaign Trees of Hope

[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. In December, our team participated in the Trees of Hope program, where we collected gifts for children fighting cancer. SCHers also gathered at the Cool Kids Campaign Clubhouse location to wrap gifts for the children that attended the Cool Kids Campaign Christmas.



“ *If a firm is focused on community service, it typically leads to a true care about their clients and employees, which leads to an overall positive work environment. As an employee, it creates a deeper respect for one's leaders as you can actively see them helping others.”*

– SC&H Employee



Adopt-A-Family Holiday Program

The [Adopt-A-Family Program](#) through Fairfax County was developed to help families who are in need of food, clothing, and toys during the holidays. They match donors with identified families to make their holidays more joyful.

The Tysons Corner office was joyed to be able to participate in this program this year by sponsoring the “G” family. SC&Hers gathered donations and shopped all day to ensure the family had unique clothing and gifts for each child. We even had enough donations to provide holiday decorations, family games, and gift cards for the guardians!



Ronald McDonald House Charities Monthly Dinners

Every month, a group of SC&H volunteers plan, prepare, and serve a home cooked meal to the guests of the [Ronald McDonald House](#) in downtown Baltimore City. The volunteers meet prior to the dinner date to determine a menu and assign menu items to each volunteer to prepare or bring.

On the date of the dinner, volunteers carpool to the Ronald McDonald House together and prepare the home cooked meal as a group. During this experience, we meet, eat with, and get to know the families and children staying at Ronald McDonald House. It is an incredibly rewarding experience to put a smile on the face of families in need and bond over food and great company.

Salvation Army Elf Week

Each year, the Salvation Army [Angel Tree program](#) collects and distributes toys and clothing to children during the holidays. In 2022, thousands of children registered for the program in the Baltimore area. SC&H volunteers helped sort all the donations that poured into the Salvation Army's main headquarters. This is an event we look forward to every year, it's incredibly rewarding to help children or "angels" in need and brighten their days, especially during the holiday season.

“ There’s just something to be said about helping families that are struggling to give their children the same holiday experience that so many more privileged individuals might take for granted. It’s incredibly humbling and heart-warming to be a part of spreading the holiday spirit.”

– SC&H Employee



Community Service Committee Spotlight

with Jeff Klima

Community service is a firm value that is brought to life by our people. To uphold our commitment to strengthen the neighborhoods around us, we have an employee resource group (ERG) focused entirely on our community service efforts. The Community Service Committee is just [one of seven employee resource groups](#) that provide opportunities for our employees to participate in various initiatives and advance their leadership skills outside of work. The Community Service Committee leads our initiatives to:

- Provide opportunities for our team to get and stay involved in the community
- Empower our people to be leaders of change
- Organize activities supporting our primary cause areas

Jeff Klima, a longtime leader in our Contract Compliance Audit service, has also played an instrumental part in shaping our Community Service Committee. As the current leader of this committee, he has the unique opportunity to help drive home the importance of corporate social responsibility and spearhead new initiatives.

“As with all the services we offer, collaboration across areas of expertise allows us to better accomplish our goals and successfully meet the needs of others. Through our collaboration with other internal committees like our Wellness Committee and our Diversity, Equity, and Inclusion Committee, the Community Service Committee is able to serve a wider variety of initiatives, think through events from different perspectives, and deepen the connections we have with our shared partners.”

– Jeff Klima // DIRECTOR & COMMUNITY SERVICE COMMITTEE CHAIR



About SC&H Group

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 360 employees, the firm helps individuals and organizations prepare, innovate, and evolve their business and financial needs in this complex and highly competitive landscape. It was recently named the ninth fastest-growing firm in the country by Accounting Today, a testament to the firm's commitment to delivering unparalleled advice and expertise to its clients.

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

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