



Community Impact Report

2023

sc&h
make it rewarding

Letter From Our CEO

At SC&H, creating opportunities for our people to give back isn't just something we value – it's a part of our DNA. As I reflect on our impact in 2023, I'm struck by how our colleagues continue to go the extra mile for their communities. Their generosity knows no bounds, and it is refreshing to see the genuine compassion our team shares for those around them.

Our team went above and beyond in 2023, devoting 5,959 hours across 153 organizations. While I'm blown away by these impressive numbers, I'm even more excited about how the relationships we've built will foster new opportunities in the future. This is all thanks to the passionate, caring, and dedicated individuals here at SC&H.

I want to take a moment to express my sincere gratitude to our colleagues, business partners, and community collaborators. None of our success would be possible without their selflessness and dedication to uplifting others. I cannot wait to see how we continue to serve our communities in 2024 and what exciting advancements we can achieve together.

Pritpal Kalsi

CHIEF EXECUTIVE OFFICER

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A Year in Review

We're proud to share that our colleagues served more than 153 different organizations and dedicated 5,959 hours of service directly to their communities in 2023. Through initiatives like our annual Day of Service, holiday gift drives, and employee-led volunteer events, we empowered our team to come together and support causes they care about.

Our 2023 Community Impact Report highlights the mission-driven organizations we've had the privilege to serve and the experiences that fill us with pride as SC&Hers. We can't wait to share these stories with you.



Charitable Contributions

We provide financial support for several community organizations, focusing on four primary causes: human services, health, youth services, and the environment.



Nonprofit Board Service

Many SC&Hers serve on nonprofit boards in their communities to help guide the organization's future, ensure adequate resources, and recruit others to get involved.



Volunteering

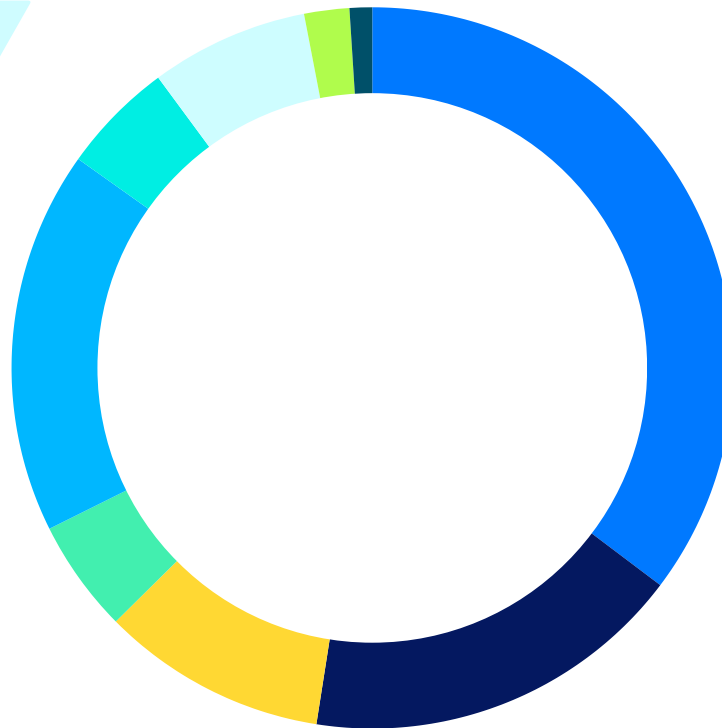
We encourage our team to be catalysts for good both during and outside of work hours, actively creating and sharing opportunities to get involved.

Impact by the Numbers

Since 2019, we have intentionally tracked our firm's community efforts to help us measure the overall success of our impact initiatives and set the bar higher each year. SC&H gathers this data from our team members through an annual firm-wide survey. By remaining transparent and sharing our data, we hope to showcase the work of some outstanding organizations, recognize colleagues' contributions, and encourage others to get involved.

Primary Cause Areas

- 35% / HUMAN SERVICES
- 17% / HEALTH
- 17% / EDUCATION
- 11% / YOUTH SERVICES
- 7% / ENVIRONMENT
- 5% / ANIMALS
- 5% / RELIGIOUS INSTITUTION
- 2% / ECONOMIC DEVELOPMENT
- 1% / ARTS & CULTURE



153

Organizations Served

354

Total Volunteers

5,959

Total Hours Donated

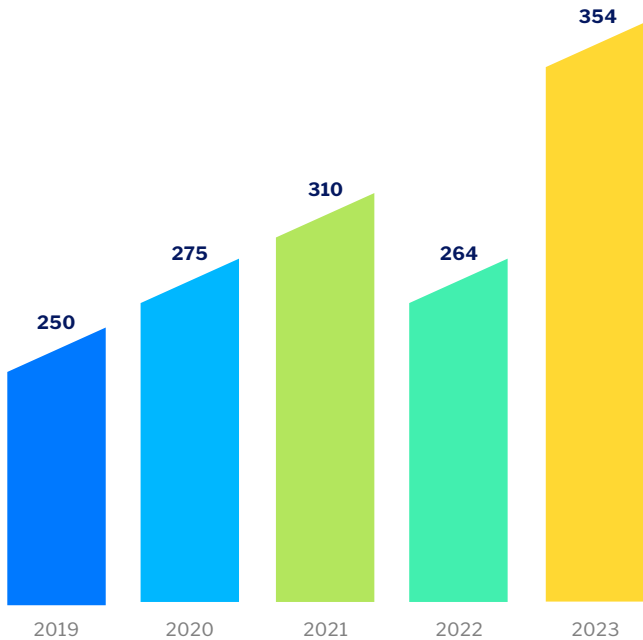


\$1,060,251

Total Infused into the Community in 2023

Includes the value of skilled labor (board and pro-bono hours - \$245 / hour per taproot foundation), value of direct service / collections / fundraising hours (\$31.80 per Independent Sector), value of firm contributions and sponsorships to charitable organizations, and financial contributions to charities made by our team members.

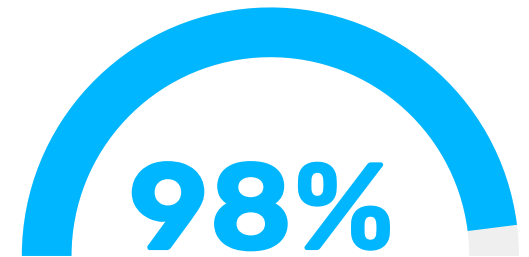
Since 2019, we've
infused a grand total of
\$5.7M into our communities.



Volunteer Headcount Year Over Year



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



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

17

Average Hours Volunteered Per Employee

\$2,995

Average Employee Contribution

1,880

Board Service Hours

63

Pro-Bono Consulting Hours

3,303

Direct Service Hours

599

Fundraising Hours

//

Being part of a community service-oriented firm connects me with people who share my values. **We share a vision of making the world a better place** and we devote our time and energy to causes that inspire us."

Lindsay Baublitz // PRINCIPAL



Day of Service

In June 2023, 255 SC&H volunteers - the highest participation on record - came together to support ten nonprofits across Maryland and Virginia during our annual Day of Service (DOS). This event is an opportunity for our team to get out of the office and into their local community. From picking up trash and weeding gardens to collecting food and making kids' care packages, we totaled a record-breaking 1,020 hours of service and infused \$32,436 into the community.

For 15 years, we've partnered with Business Volunteers Maryland to facilitate these annual, firm-wide experiences. We are so thankful to the organizations that welcomed us with open arms—it's truly a privilege to serve our neighbors and uplift our surrounding community.

2023 Organizations Served



SHAREBABY



living
classrooms
est. 1985
learning
by doing

MARYLAND
ZOO



LITTLE PORTION
FARM



The Baltimore Toolbank

[The Baltimore Community ToolBank](#) is a nonprofit that provides community-based organizations with the necessary tools, equipment, and expertise at just 4% of retail value to support their ambitious goals. Beyond lending tools, the organization actively manages sustainable features at its warehouse, which are used in educational initiatives such as stormwater management and rain garden maintenance.

Our Volunteers:

- » Helped with warehouse-based tasks like tool branding, organizing, and inventory
- » Maintained the surrounding gardens and picked up litter

“From branding and inventory projects to weeding our rain garden and picking up litter on our block, the team was flexible and productive.”

Noah Smock // EXECUTIVE DIRECTOR



Ladew Gardens

[Ladew Topiary Gardens](#) strives to uphold and advance the gardens, house, and associated facilities in alignment with the vision and mission of Harvey S. Ladew. The organization is dedicated to serving the public interest by fostering educational, scientific, and cultural endeavors within the enchanting landscape it maintains.

Our Volunteers:

- » Pruned and weeded invasive plants from various locations on the property
- » Mulched newly cleared areas

"The horticulture team was extremely thankful for the amount of work SC&H volunteers were able to complete. They saved the staff about a week's worth of tasks!"

Lori Spencer // VOLUNTEER COORDINATOR



ShareBaby

[ShareBaby](#) is an organization dedicated to serving the most vulnerable young children in the community by offering free baby essentials, including diapers, gently used clothing, and various baby gear. The organization operates a full pantry of baby supplies, allowing over 60 community partners to shop weekly and supporting families facing challenging times. Through their efforts, ShareBaby has expanded its capacity to reach thousands of vulnerable young citizens across Baltimore City.

Our Volunteers:

- » Completed warehouse-based tasks such as quality checking, counting, sorting, and general inventory

“We had planned specifically for SC&H to help with our full warehouse inventory count. Boy, were we right to do so! The volunteers were amazing!”

Alicia Singlinger // VOLUNTEER COORDINATOR



Living Classrooms

[Living Classrooms](#) empowers communities through comprehensive education, workforce development, and community programs. Specializing in hands-on experiential learning, the organization transforms dynamic spaces such as athletic fields, environmental campuses, and historic ships into living classrooms. They strive to uplift individuals of all ages through a holistic approach to community development.

Our Volunteers:

- » Helped weed, prune, mow down grass, and garden
- » Sorted tools
- » Painted benches for their Harbor East Campus

"I appreciate both BVM and SC&H's flexibility and adaptability. Thanks to your group, our campus looks beautiful!"

Amber Briggs // VOLUNTEER COORDINATOR



Maryland Zoo in Baltimore

[The Maryland Zoo in Baltimore](#) connects individuals with the marvels of the living world to instill empathy and cultivate wildlife conservation, featuring natural habitat exhibits of more than 1,500 animals that span nearly 200 species. Offering conservation initiatives, educational programs, and guest experiences, the Zoo offers a lively and captivating destination for visitors, volunteers, and staff alike.

Our Volunteers:

- » Diligently collected litter within and around the zoo premises

“Everyone from SC&H was so pleasant to work with; they were all very positive and willing to do the dirty work. I have nothing but good things to say about them!”

Katie Walker // VOLUNTEER SUPERVISOR



Little Portion Farm

[Little Portion Farm](#) is a 3-acre farm and ministry dedicated to providing fresh food to those in need through sustainable, restorative farming practices. Beyond donating its harvest to the Franciscan Center in Baltimore, the farm also serves as a community hub to foster a deeper connection to the natural world and promote the Catholic values of serving the vulnerable.

Our Volunteers:

- » Sorted seeds and harvested crops
- » Helped with weeding
- » Moved wheelbarrows of mulch and compost

“Send us more great groups like SC&H! We have plenty of weeds!”

Kelly Neale // [VOLUNTEER COORDINATOR](#)



Heaven on Earth NOW

[Heaven on Earth NOW](#) is an organization dedicated to addressing hunger in America by providing healthy food and offering new beginnings to individuals emerging from homelessness. The organization focuses on teaching healthy values while embodying the principles of grace and love. In Baltimore City and County, they collaborate with local partners to deliver “Good for You Groceries” to those in need.

Our Volunteers:

- » Assisted with general organizing, sorting, and other miscellaneous duties
- » Assembled “Good for You” bags

“SC&H was the best of the best! We would love to work with them throughout the year, individually or as small, medium, or large size groups. LOVED THEM!!”

Molly Cottrill // EXECUTIVE DIRECTOR



Casey Cares Foundation

[The Casey Cares Foundation](#) is an organization dedicated to providing uplifting programs for critically ill children and their families. Recognizing the profound impact these illnesses have on both the sick child and the entire family, Casey Cares implements six different programs to provide comprehensive support and assistance.

Our Volunteers:

- » Rolled pajamas for Casey Cares' "Kami's Jammies" program, which donates pajamas to overnight hospital patients

"SC&H volunteers rolled more than 1,000 pairs of pajamas to send to critically ill, hospitalized children! The group was super happy and engaged!"

Erin Ritter // DEPUTY DIRECTOR



Baltimore Leadership School of Young Women

[The Baltimore Leadership School for Young Women \(BLSYW\)](#) is a public charter school in Baltimore City, dedicated to preparing girls in grades 6-12 for success in college and life. Through academics and social emotional learning, BLSYW students are taught to develop a strong sense of self, leadership skills, compassion, and good decision-making.

Our Volunteers:

- » Organized laundry
- » Cleaned the hallways and bulletin boards
- » Sorted supplies

“The team from SC&H was terrific! Organized, friendly, and hard-working!”

Carrie Stickel // DIRECTOR OF DEVELOPMENT



Fairfax County Park Authority

A team from our Tysons Corner, Virginia office collaborated with the Invasive Management Area (IMA) Volunteer Program under the [Fairfax County Park Authority](#). This community-based initiative is dedicated to mitigating the impact of invasive plants in our parklands. Beyond plant removal, the program emphasizes habitat restoration and a long-term commitment to our parks through the reintroduction of native plants.

Our Volunteers:

- » Cleared invasive species at Lewinsville Park in McLean

“The volunteers from SC&H were wonderful. They worked for four hours with great energy and enthusiasm removing invasive species from the front of one of McLean’s major parks.”

Carol Wolter // [CHAIR, MCLEAN TREES FOUNDATION](#)



“

Working for a community service-focused firm is important because I believe it's our collective duty as a community to support those with less. We can't truly thrive if members of our community still aren't having their basic needs met. **By giving back and uplifting the community, we not only address immediate needs but also create a positive ripple effect.**”

Steph Stone // MANAGER



SC&H in the Community

Special Olympics of Maryland

Polar Bear Plunge

In 2023, our team took on the [Special Olympics Maryland](#) Polar Bear Plunge once again! SC&H successfully raised a total of \$33,892 thanks to the dedication of 38 team members and numerous generous donations. Arnold Farmer took his commitment to the cause one step further by plunging every hour for 24 hours in an event called the Super Plunge! This annual event is crucial in supporting 15,588 athletes and unified teammates throughout Maryland and fostering inclusive environments through sports for individuals with intellectual disabilities.



First Fruits Farms

Family Day

For our third annual family volunteer day in September, SC&Hers joined [First Fruits Farm](#) to harvest local produce used to support various food banks, including the Maryland Food Bank. Given September is National Hunger Awareness Month, it was extra meaningful to be able to help make a difference to individuals and families battling food insecurity.



Junior Achievement (JA) Leading Ladies

A group of women from SC&H had a fantastic time at this year's JA Leading Ladies event, an annual gathering organized by [Junior Achievement of Central Maryland](#). It serves as a platform to connect businesswomen with exceptional female high school students in the Baltimore area. The event aims to celebrate successes, nurture talents, explore new opportunities, and inspire the next generation of women leaders.



Ronald McDonald House Charities Monthly Dinners

On a monthly basis, our SC&H volunteers plan, cook, and serve a wholesome meal at the [Ronald McDonald House](#) in downtown Baltimore City. Before the event, volunteers collaborate on the menu and determine assignments. On the designated day, they carpool to the house, collectively prepare the home-cooked meal, and connect with the families while they eat. We find sharing a home-cooked meal and good conversation with families in need is always a fulfilling experience.



Salvation Army Elf Week

Every year, the [Angel Tree initiative](#) by the Salvation Army gathers and distributes toys and clothing to underprivileged children during the holiday season. Dedicated volunteers from SC&H participated in this initiative by organizing the generous contributions that flooded into the Salvation Army's central hub and choosing gifts based on a child's wish list. This continues to be a highly anticipated event for us each year, as we can contribute to positively impacting the lives of children in need, particularly during the joyous holiday season. This year, the Angel Tree program ensured that gifts for over 3,000 children were distributed to families in need.



Ulman Foundation Holiday Gift Drive

The mission of the [Ulman Foundation](#) is to provide support for individuals diagnosed with cancer, ensuring they do not have to confront the challenges alone. Every year during the holidays, Ulman gathers gifts for families with a member undergoing active cancer treatment and facing financial difficulties. In 2023, SC&H extended its support to a cancer patient and their family in Silver Spring, Maryland, as part of the Ulman Holiday Gift Drive.



Wreaths Across America

Wreaths Out Event

[Wreaths Across America](#) is committed to commemorating fallen U.S. Veterans, paying tribute to active servicemembers, and instilling in children the importance of freedom. Every year, on National Wreaths Across America Day, they fulfill their mission by organizing a wreath-laying ceremony at Arlington National Cemetery. In the month following the ceremony, a group of SC&Hers joined in the cleanup efforts of the wreaths placed at the cemeteries.

“I have a friend whose dad is buried in the Arlington National Cemetery. After the event, she reached out to me and said, ‘Thank you’. That’s what it’s about; giving back to those who have given up everything for us.”

Angela Meyer // SENIOR

Casey Cares Foundation

Biggest Pajama Party Collection

In the spring, SC&Hers participated in the [Casey Cares Foundation](#)’s 8th annual “Biggest Pajama Party.” This event aimed to collect items for special PJ and movie night buckets, benefiting homebound and hospitalized pediatric patients and their families. These thoughtful collections not only brought joy but also alleviated the sense of isolation experienced by families facing health challenges, providing them with an enjoyable movie night experience.

“It is incredibly heartwarming to know that we have provided some comfort and a sense of normalcy to 1,028 kids and they were able to replace their hospital gowns with a pair of cozy pajamas while undergoing treatment and care. Casey Cares does an incredible job supporting the families and I feel grateful that we’ve been able to truly make a positive impact.”

Hope Fribush // SENIOR CLIENT SERVICE SPECIALIST



“

It makes you take a step back
and truly see how we can all **work
together for the greater good.**”

Justin Acker // PRINCIPAL

2023 Spotlight

Community Service Committee

Our firm's commitment to giving back is deeply ingrained in our core values. This dedication is demonstrated by SC&H's Community Service Committee, a specialized, employee-led Employee Resource Group (ERG) solely focused on impact.

This committee led by Jeff Klima, John German, and Caprice Roché shares and facilitates community service opportunities to encourage active participation from our colleagues. Engaging in these initiatives not only benefits our neighborhoods but also cultivates leadership skills that extend beyond our professional roles, reflecting SC&H's dedication to making a positive impact in the communities we serve.

“SC&H is fortunate to have leaders and team members dedicated to community giving, fostering relationships and supporting great causes. Our service efforts benefit both our communities and our organization, now with opportunities for team members' families to join in, amplifying our impact and fostering connections while teaching the value of giving back to future leaders.”

Jeff Klima // CHAIR

“Community service not only benefits the people and organizations that we support, but also enriches our own personal and professional growth. By volunteering with my colleagues, I have developed stronger bonds with them, learned about issues affecting our community, and gained a deeper sense of purpose and fulfillment.”

John German // CO-CHAIR

“I love working for a firm that not only values community service but prioritizes it. Serving the community is a personal passion and knowing that my firm shares this mentality is really special to me. It's more than a job; it's a shared commitment to making a positive impact.”

Caprice Roché // CO-CHAIR

About SC&H

SC&H is a national consulting and financial services firm driving your business, technology, and teams forward. From strategic advice that propels growth to insightful data that shapes your future, we're humanizing the interactions that matter most to you. Since 1991, we've ditched transactional engagements for rewarding experiences that meet the needs of the middle-market, Fortune 500s, SMBs, and high-net-worth individuals we serve.

These core tenets extend beyond just the clients we serve, and into the communities we call home. Your success is the heartbeat of our commitment, and we're continually sharpening our people-first approach to extend our impact to those who need it most. Learn more at schgroup.com.





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