

Charitable Committee

Annual Report

2022–23



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Disclaimer: The material contained in this report is general commentary and pertains only to Pitcher Partners Melbourne. None of the material is, or should be regarded as, advice. Efforts have been made to maintain accuracy at the date of publication. Pitcher Partners, its Principal and agents accept no responsibility for any error or omission, or for any loss arising from the use of this information.

Note: Pitcher Partners Melbourne is not a registered not-for-profit organisation. The activities outlined in this report form part of the firm's Corporate Social Responsibility program, and all financial contributions are made in conjunction with registered charities and not-for-profit organisations. Any use of the term Pitcher Partners refers to Pitcher Partners Melbourne firm.

Chair's report

Pitcher Partners Melbourne is pleased to present its fifth annual Charitable Committee report, detailing the firm's collective efforts to support the community.

At Pitcher Partners, we believe in making business personal, which means supporting our people, our clients and our communities where we can make the most difference.

Cost-of-living and economic pressures have continued since our last report. And while many people are feeling the burden of making ends meet, digging deep to continue helping and supporting those in need is especially important in these times. Over the last financial year, we have been fortunate to continue supporting local charities. Whether it was volunteering time to prepare food for vulnerable people or working with charities that provide safe housing, we donated our resources to help those who need it most.

The Committee's commitment to supporting eligible clients and causes through both pro bono and low bono work continues. This gives our people the opportunity to provide our services and advice to help eligible organisations continue their important work. In addition, paid volunteer days and several fundraising initiatives, including the Pitcher Partners Charitable Fund, which supports disadvantaged individuals to access further education give our people further ways to help those in need.

The next 12 months present many opportunities for the Committee to give back. While we'll continue to pursue opportunities to extend the impact of our contributions, we will focus our efforts on key causes and educational opportunities. This will allow us to maximise the positive impact of our contributions and support young people interested in a career in accounting and advisory through scholarships awarded through the Pitcher Partners Charitable Fund.

Continuing our work through the Pitcher Partners Charitable Committee (PPCC) is a collective effort. We're grateful for the support of our people, clients, industry partners, and the numerous not-for-profit organisations and volunteers that we have worked with this financial year. You all play an important role in making a difference. Thank you for your contributions.

Mark Harrison

Mark Harrison
Chair – Charitable Committee



About us

The Pitcher Partners Charitable Committee was established to provide the governance structure to the Melbourne firm's community-based projects and initiatives on behalf of the Pitcher Partners Melbourne partnership.

Vision

Our vision is for Pitcher Partners Melbourne to continue operating with integrity not only in the business community, but through making a meaningful impact on the people, organisations, and communities in which we operate.

Purpose

The Pitcher Partners Charitable Committee (PPCC) supports initiatives and organisations that make a positive difference in the community. The extent of this support is monitored and presented in this annual report.

The role of the PPCC is to ensure all contributions are made within agreed operating principles and guidelines. The scope of the Committee includes oversight of all charitable contributions including:

- Pro bono and low bono engagements
- Corporate Social Responsibility (CSR) initiatives
- Pitcher Partners Charitable Fund donations, scholarships and grants
- Other community support related programs

Our target

For every hour worked by people in Pitcher Partners Melbourne firm, the firm contributes the equivalent of \$1 to supporting worthwhile community initiatives. **The goal in 2022–23 was to contribute \$1.19m in support, and we achieved \$1.107m.**



Values

As a firm and a committee, our values drive everything we do:



ENERGY

Find a way and make it happen



CARE

Put people at the heart of everything we do



COURAGE

Make brave choices and challenge the status quo



HONESTY

Build trust and do what is right



ONE FIRM

Work and lead as one team

Supporting community

Pitcher Partners invests in a variety of projects and initiatives that support the community.

Pro bono, fundraising and other activities are designed to provide access to education, shelter, food and other basic support for disadvantaged members of the community.

During 2022–23 more than **\$1,107,000** in charitable support was provided in the following areas:



- \$122,000** CSR
- \$820,000** Professional support
- \$55,000** Educational support
- \$110,000** Other initiatives

Melbourne

Pitcher Partners Charitable Committee



Corporate Social Responsibility

\$122,000

contributed to worthwhile causes through internal fundraising initiatives



Educational support

\$55,000

the Pitcher Partners Charitable Fund raises funds to provide education support to disadvantaged members of the community



Professional support

\$820,000

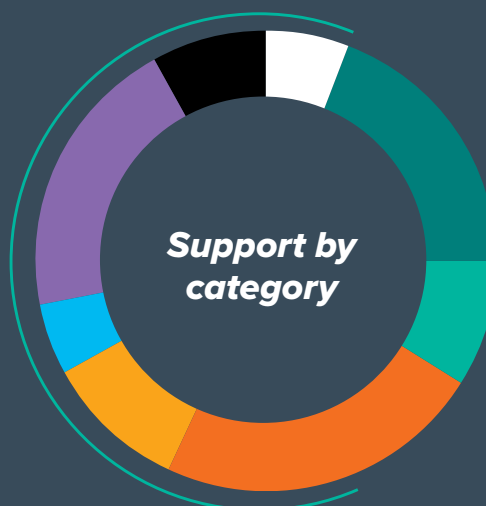
contributed in pro bono and low bono work



Other support

\$110,000

employees donated 335 hours of support to eligible organisations and causes during paid work hours



- 6%** Environment
- 19%** Community
- 9%** Education
- 22%** Health
- 10%** Financial disability
- 5%** Disability
- 20%** Youth at risk
- 8%** Other



Making business personal

Pro bono and low bono support

Pitcher Partners people are empowered to donate both their time and expertise through a range of initiatives including pro bono and low bono work.

We provide free and discounted (up to 90%) business and specialist advice of the highest standard to support organisations within our community.

During the 2022–23 period, Pitcher Partners Melbourne provided pro bono and/or low bono support services to more than 60 not-for-profit organisations valued at \$820,000.



Some of the organisations supported included:

Australian Women Donors Network	Rehab4rehab
Fareshare	Sea Shepherd Australia
Geelong Youth Engagement	Smiling Mind
Kindilan Society	Sweet Justice
Kindred Spirits Enterprises	The Bridge of Hope Foundation
Kinfolk Enterprise	The Grace Tame Foundation
Lady Gowrie Child Centre	The Venny
Lighthouse Foundation <i>see charity profile on page 12</i>	The Victorian Homeless Fund
My Room Childrens Cancer Charity	Tour De Cure
Muscular Dystrophy Association	Wallara Australia
Pancare Foundation	Western Community Legal Centre

Corporate Social Responsibility

Pitcher Partners provided financial support to a range of social causes during the financial year.

Over 25 different charitable organisations were supported through our CSR activities, resulting in staff donations totalling over \$122,000. People contributed through:



Christmas raffle and Hub ice cream

All raffle ticket sale proceeds and \$1 from every ice cream sold supported fundraising efforts for The Smith Family.



International Womens Day

Staff made donations to guess the number of lollies in the jar, with funds raised for the St Kilda Gatehouse.



"We're back Pitchers!"

Social club event celebrating the first event since COVID-19, raising funds for Fight MND.

In addition, Pitcher Partners Melbourne contributed a further \$30,000 to eligible causes and \$55,000 to the Pitcher Partners Foundation. In the 2023–24 financial year, total support through CSR activities equated to more than \$207,000.

Causes supported	
Anglicare Foundation	Rainbow Baby Project
Australian Sports Foundation	Reach Foundation
Big Group Hug Ltd	Red Dust
Children's Cancer Foundation	Salvation Army
Epworth Medical Foundation	Sisterworks Incorporated
Fareshare	St Kilda Gatehouse <i>see charity profile on page 8</i>
Fight MND	Sydney Children's Hospital Foundation
Koorie Academy Basketball <i>see charity profile on page 7</i>	The Smith Family
Lighthouse Foundation	Tour De Cure
My Room Children's Cancer Charity	Very Special Kids
National Stroke Foundation	Victoria Gold Foundation
Ocean Mind	Wind of Change (Omni House Project)
Property Industry Foundation	World Vision





Koorie Academy

Basketball

Support provided: scholarships to support students playing representative basketball

The Koorie Academy is a not-for-profit organisation that provides Aboriginal and Torres Strait Islander kids with opportunities to play sport. Through running events such as basketball clinics and other life skills workshops, the Koorie Academy's aim is to provide opportunities for connection and fun experiences.

Hosting programs and events alongside Aboriginal elders and local Aboriginal and Torres Strait Islander leaders, local Government Authorities, and sporting associations across Australia, this provides kids with opportunities to connect with their communities in positive and healthy ways. By diverting participants from potential negative interactions and harmful situations, they get the opportunity to learn skills to help them in pursuing a pathway to higher education and employment.

Since Koorie Academy's partnership with Pitcher Partners started, the Academy has paid for 15 young Aboriginal people's sporting fees. The Academy's workshops and clinics are available to Aboriginal and Torres Strait Islander kids of all ages and skill levels.

“The Koorie Academy are very grateful to have partnered with Pitcher Partners to be able to help pay sporting fees for the Victorian Aboriginal kids. When you're struggling to pay for rent and food, the last thing on your mind is sports for kids. And all the benefits that flow are immeasurable. So being able to give kids who come from low socio-economic backgrounds opportunities to play sport is a very special thing to be able to do. We look forward to working with Pitcher Partners for many years to come.”

Rick Baldwin | CEO – Koorie Academy

"Our Young Women's Program supports young people navigating the damaging experience of child sexual exploitation. These young women are some of the bravest humans we know. With the support of Pitcher Partners, we have assisted thirty-four young people this year with specialised outreach, advocacy and opportunities that have led to young people building confidence and personal skills, and as one young person recently said, "you've given me a place in the world."

Stacey Aslangul | CEO – St Kilda Gatehouse



St Kilda Gatehouse

Support provided:
charity donations

St Kilda Gatehouse provides safe spaces and belonging for women who are reliant on street-based sex work in St Kilda and young people affected by sexual exploitation. The organisation supports people who are often dealing with complex issues, such as addiction, homelessness, mental illness, poverty, domestic violence, abuse and social isolation. Care and tailored support are critical to help these people feel safe.

Starting in 1992 by serving tea from a van and providing connection to some of the most vulnerable people in St Kilda, the organisation has expanded to help the community in more ways. The St Kilda Drop-In Centre opened in 1993. The Centre provides food, clothing, toiletries, referrals, and a safe place to rest and connect with the community.

The Young Women's Program launched in 2015. The Program is an early intervention initiative that supports young women, like Sarah, who have experienced sexual exploitation. The aim is for the young women to gain insight and feel empowered.

St Kilda Gatehouse

“ Sarah's story

Sarah* is 14 years' old and living in foster care. Slowly over time she began disconnecting from her foster family, friends and school and began participating in unsafe behaviour online. This raised concern with child protection and caused conflict in her house with her foster carer resulting in Sarah's phone and internet being confiscated.

Sarah was referred to the Young Women's Program (YWP) and for the past year has engaged positively with her outreach worker. The YWP worker has helped Sarah understand the importance of both on and offline safety, healthy relationships, and boundaries.

The YWP uses a trauma informed and strengths-based approach to support young people. It is in these sessions that Sarah is learning about emotional regulation, developing coping strategies, and beginning to set personal goals.

During her time with the YWP, Sarah has continued to grow in confidence, improve her general wellbeing, and has ceased the unsafe online behaviour. With the support of her YWP outreach worker, Sarah has now reconnected with her cultural heritage and her relationship with her foster carer has improved dramatically. She has her phone now and internet access.

Sarah continues to blossom, is making positive choices, attending school on a regular basis and hopes to one day be a nurse.

* name changed for privacy reasons



Community leave

Community leave is a core part of giving back in Pitcher Partners Melbourne firm. All permanent staff are entitled to one day per year of paid community leave. Throughout this financial year, our people supported a range of organisations from Fareshare to the Property Industry Foundation (The Foundation). By providing our people with opportunities to give back and make a difference, we hope they will find experiences that are just as rewarding for them as it is for the organisations and causes that we support.

Property Industry Foundation

Haven House Boronia working bee

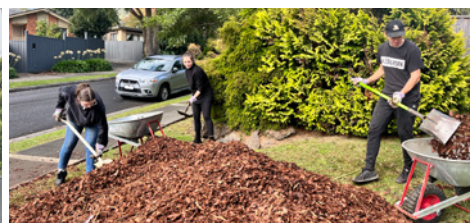
The Property Industry Foundation builds homes for well-established youth homelessness charities which then operate them. Some of our people used their community leave to volunteer at Haven House Boronia in Victoria, run by the Lighthouse Foundation, for a working bee. The team was asked to assist with a “garden blitz” at Haven House Boronia, with plant wholesaler, Plantmark also volunteering and donating plants for the gardens. Haven House Boronia is a transitional home that supports young people to develop essential life skills such as cooking and helping with household chores.



“I loved the opportunity to volunteer at the worker bee. On the day we were supported by the Foundation, the Lighthouse Foundation and Plantmark. They walked us through a lot of the important work they do and explained how we fit into it. We worked on a house in Boronia that supports homeless youth. It had a large front and back garden that needed some TLC. We spent the day pulling weeds, shovelling soil and mulch, and planting some beautiful new plants.

As a person who has never done any gardening before, the task felt mammoth, but I was blown away with how much we got done working together and how pleased we were with the result. The chance to get out and make a tangible contribution to such an important cause made the day very fulfilling and I think it made a difference, even a small one, to the quality of life in the home. Overall, the experience was incredibly rewarding, and it was a great day to be out in nature with the team. I’m grateful to PP for giving us the support we need to be able to get more involved in community.”

Tatiana Vaudeu Houte | Analyst – Tax Advisory



GIVING
BACK

Fareshare



Pitcher Partners graduates spent a day volunteering at Fareshare, helping to make healthy meals for those in need. Not only did the team enjoy giving back to the community, but it helped strengthen the team too as all the tasks required to make and package hundreds of meals can only be done with organisation and teamwork.



"In May 2023, I had the wonderful opportunity to participate in a shift at Fareshare's temporary kitchen at the Alphington Farmers Market. Despite the smaller setup, the team worked together to make a significant impact.

Throughout the day, we engaged in various tasks, such as packaging muffins to be sent to a local school, portioning 240 serves of vegetable soup, and chopping freshly grown sweet potatoes from the garden. The sense of teamwork and purpose was truly inspiring, and it was heart-warming to witness the dedication of everyone involved.

During our break, we had the privilege of hearing from Marcus Godhino, Fareshare's CEO. His words shed light on the increasing demand for meals in the community and the unfortunate rise in food insecurity over the years. This conversation made us realise the significance of our actions and how they could positively impact those who are struggling.

Visiting Fareshare was a humbling experience that allowed us to step back from our everyday lives and appreciate the power of giving back to the community. It reminded us that amidst the mundane and everyday annoyances, there are people who could benefit greatly from our support and kindness.

Overall, my day at Fareshare was a fantastic experience. It brought us together as a team, connected us with our community, and instilled in us the desire to continue making a positive difference in the lives of others. I left the kitchen feeling fulfilled and grateful for the opportunity to contribute to such a meaningful cause."

Eliza Osborn

Analyst – Business Advisory and Assurance



The Lighthouse Foundation

**Support provided: pro bono professional services,
corporate volunteering and charity donations**

The Lighthouse Foundation provides support to kids and families who are experiencing homelessness or trauma. Through the organisation's support, people are able to break the cycle of homelessness and get the support they need to live a healthy life. Support is provided through the Foundation's homes and therapeutic care programs. These programs include foster care and family support, therapeutic homes, and community programs through Lighthouse's Community Connect Program.

Importantly, the Lighthouse Foundation ensures that it provides further support for those at risk of homelessness if it is needed after a young person moves on from a Lighthouse home. Through their program, "On for Life," the Lighthouse Foundation provides access to therapeutic case management, community events and goods (food, clothing, furniture, and sanitary items). Through this ongoing support, Lighthouse ensures that young people can live safe and meaningful independent lives.

"Pitcher Partners has been an unwavering pillar of support for Lighthouse Foundation for 22 years, enabling us to make a profound impact in the lives of young people at risk of or experiencing homelessness. The commitment they have provided to our cause through annual pro bono auditing of our financials and as a trusted advisor, has enabled us to focus our funds on driving positive change. Pitcher Partners has been a valuable ally to Lighthouse, enabling us to deliver the vital care and support traumatised young people need in order to heal, thrive and achieve a lifelong sense of belonging"

Dr. Eamonn McCarthy | CEO

Pitcher Partners Charitable Fund

The Melbourne partnership sought an appropriate vehicle through which it could reinvest in the profession that gave them such rewarding careers and opportunities.

It determined that the best way to do this would be to assist talented members of our community who were at risk of dropping out of their tertiary education studies due to financial hardship.

The Pitcher Partners Charitable Fund was established in 2014, as the vehicle to build capital to provide the funds to support aspiring individuals in obtaining qualifications in accounting and related professions. The scholarships are currently administered in conjunction with Deakin University to whom we are most grateful. Up to three scholarships are made available each year.

Funding for the scholarship program is provided through:

- contributions by the Melbourne partnership
- fundraising initiatives supported by the firm, clients and staff

In 2022–23, Pitcher Partners contributed a total of \$55,000 to the fund. One of the goals of the Pitcher Partners Charitable Fund is to give young people the opportunity to establish a career in accounting and advisory. Some of the scholarship recipients have even gone on to work with Pitcher Partners, including Sophie Hood, an Analyst in our Tax Advisory team.

“ Sophie's story

Sophie received a scholarship through the Pitcher Partners Charitable Fund, and graduated from Deakin with a Bachelor of Commerce (Finance and Accounting) in February 2022. In March 2022, she started in the Pitcher Partners Graduate Program.

Since starting in the Graduate Program, Sophie has had experience working in the Private Business and Family Advisory and Business Advisory and Assurance teams. She is currently working in the Tax Advisory team. Tax has been Sophie's favourite accounting work so far, and she's looking forward to developing her skills in this area. She started studying toward her Chartered Accountant qualification earlier this year.

Apart from the broad experiences she has gained in the Graduate Program so far, Sophie enjoys the friendly and supportive culture at Pitcher Partners. She loves spending lunchtimes in the Hub (the firm's social area) chatting with the other graduates and values the relationships she's building across the business. Since Sophie started with Pitcher Partners, she's worked with some of the partners and even participated in a client's charity golf day.

Sophie's world outside of work is focused on renovating the house that her and her partner bought earlier this year. They've been renovating it since they settled, and she's hoping it'll be done very soon. One of the final touches includes puppy-proofing the garden before they move in.

Sophie hasn't decided on one specific career goal just yet, although her strong work ethic and enthusiasm to learn holds her in good stead for a bright future.

“The PPCC Scholarship enabled me to spend more time studying to achieve the results I was after. I graduated with Distinction, which was my goal. Coming into the Pitcher Partners Graduate Program, I had no idea what area of accounting I wanted to work in. Although I'm still deciding, I have definitely narrowed down my choices. I don't believe I would have had the opportunity to explore different areas of accounting as easily as I have in the Pitcher Partners Graduate Program. The supportive culture and enthusiasm of people helping me to learn and develop my skills has been invaluable.”

Sophie Hood | Analyst – Tax Advisory

Impact summary

Below is an overview of Pitcher Partners Melbourne's impact on the community.

Support summary			
Initiatives	2022-23	Support	2019-23
CSR	\$122,000	28 organisations supported	\$381,500
Community leave	\$80,000	83 staff provided more than 335 hours of volunteer work to a range of causes	\$381,800
Educational support	\$55,000	See Sophie's story on page 13.	\$497,100
Pro/low bono	\$820,000	64 organisations supported	\$2,973,700
Direct partner contributions	\$30,000	2 organisations supported	\$30,000
Total	\$1,107,000		\$4,264,100



"Seeing the tangible impact from the actions and contributions of the firm is both humbling and extremely motivating. As a firm dedicated to care, being able to maximise our positive impact within the communities we serve is a team effort."

Mark Harrison | Chair – Charitable Committee



Governance

While Pitcher Partners' Charitable Committee is not a registered charity or not-for-profit, it upholds many of the same governing principles to ensure it acts fairly and in accordance with both best practice and legal and regulatory requirements.

Purpose

The Committee has a clear mandate – to support initiatives and organisations that drive meaningful outcomes in the community. Its role is to ensure all contributions are made within agreed operating principles and guidelines.

Accountability and responsibility

The Committee comprises skilled and experienced individuals to govern the worth of the Committee to meet its purpose and obligations. Committee members are drawn from the Melbourne partnership and the firm's executive, including representatives from Finance and Client Experience, as well as representatives from the firm's CSR Committee.

Compliance

While the Committee is not a registered charity or not-for-profit, it reports on its initiatives annually and ensures Pitcher Partners volunteers and representatives adhere to relevant workplace requirements where necessary, including WH&S and Working with Children checks.

Duties

Members meet quarterly to discuss the strategic merits of the Committee and its works, reporting upon the success of past and future initiatives and the actual and projected impact on communities. These results are reported upon annually in the Charitable Committee annual report.



Meet the teams driving change

Pitcher Partners Melbourne's charitable initiatives are the result of many people within the firm and the community.

In particular, we recognise the commitment of both the Charitable Committee and the Corporate Social Responsibility Committee for the collective efforts in supporting the community.

Pitcher Partners Charitable Committee

The Committee is driven by experienced business professionals, drawn from the Melbourne firm's partnership and senior management teams. The members comprise:



Mark Harrison

Chair
Partner – Business Advisory and Assurance



Matt Wilson

Member
Partner – Consulting



Brendan Britten

Member
Managing Partner



Kellie Davidson

Member
Partner – Investment Advisory



Sue Dahn

Member
Consultant – Investment Advisory
**Retired 30 June 2023*



Aileen O'Carroll

Member
Partner – Tax Advisory



Kristian Lawson

Member
General Manager – PMG



Toni Wilson

Advisor
Director – Brand and Communications



Steven Marcato

Advisor
Director – Finance and Operations

Corporate Social Responsibility Committee

The Committee is driven by leaders from all areas of the Melbourne firm. The members comprise:



Mark Harrison

Member
Partner – Business Advisory and Assurance



Sarah Whelen

Member
National Communications Senior Advisor



Ashley Piper

Member
Manager – Tax Advisory



Bela Attewell

Member
Events and Sponsorship Advisor



Rebecca Koch

Member
Senior Analyst – Business Advisory and Assurance



Viral Mehta

Member
Analyst – Tax Advisory



Eliza Osborn

Member
Analyst – Business Advisory and Assurance



Emily Stallan

Member
National Communications Coordinator



Katy King

Member
Executive Assistant – Business Advisory and Assurance

Making business *personal*

Thank you to Pitcher Partners' people, clients, alumni and industry partners for your ongoing support and drive to effect change in the community. Your commitment and dedication has a real and tangible impact on many lives.

Adelaide Brisbane Melbourne Newcastle Perth Sydney

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