



Pitcher Partners Melbourne

Charitable Committee Annual Report



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Cover image: Giant Steps and Pitcher Partners Melbourne collaborating at Melbourne's in-house cafe.

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*

We're pleased to share Pitcher Partners Melbourne's annual Charitable Committee report – a snapshot of how we're turning our 'making business personal' philosophy into meaningful community impact.

The past year has brought continued economic pressure across our communities, making our commitment to giving back more vital than ever. We've responded by expanding our support through pro bono and low bono professional services, enabling local charities to drive impactful change while giving our team meaningful opportunities to contribute their expertise.

Our people have embraced hands-on volunteering through paid volunteer days, from blood donations and supporting charity events, to shifts in the FareShare kitchen.

Our Pitcher Partners Charitable Fund continues supporting the next generation through scholarships for aspiring accounting and advisory professionals.

Looking ahead, we're focused on deepening our impact by partnering with charities supporting those who need it most during the challenges of this cost of living crisis. And we will establish a new scholarship with RMIT in honour of David Thomson, a recently retired partner who lost his battle with cancer earlier this year.

This report celebrates not just our achievements, but the collective effort of our people, clients, partners, and the incredible not-for-profit organisations who make this work rewarding.

Together, we're proving that business can be a powerful force for positive change in our community.

Mark Harrison

Mark Harrison

Chair – Charitable Committee





About *us*

The Pitcher Partners Charitable Committee (PPCC) was established to provide the governance structure to our Melbourne firm's community impact efforts. The projects and support that we deliver are driven by the goals of Pitcher Partners Melbourne and its leaders.

Vision

Our vision is simple: operate with integrity while creating meaningful community impact. We're big picture thinkers who understand that sustainable change requires a strategic approach – one that puts care at the centre and empowers good people to achieve great outcomes.

Purpose

The PPCC supports initiatives and organisations that make a positive difference in the community. We're committed to supporting initiatives that matter to the people, places, and causes close to our hearts.

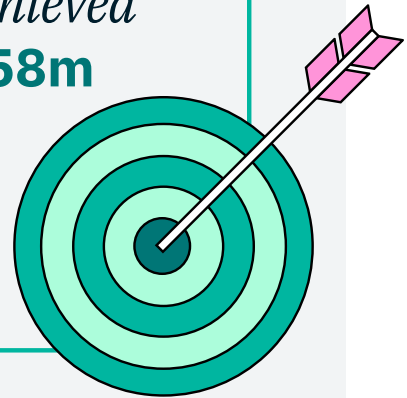
The role of the PPCC is to ensure all contributions align with our values, and agreed operating principles and guidelines. The Committee oversees the full scope of our charitable contributions including:

- Pro bono and low bono work
- 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 our people, Pitcher Partners Melbourne aims to contribute \$1 toward impactful community initiatives. **The goal in 2024-25 was to contribute \$1.21m in support, and we achieved \$1.258m.**

We achieved
\$1.258m



Our *values*



Energy

Find a way to 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



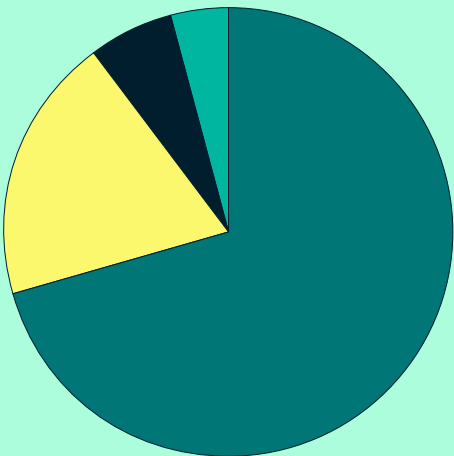
One firm

Work and lead as one team

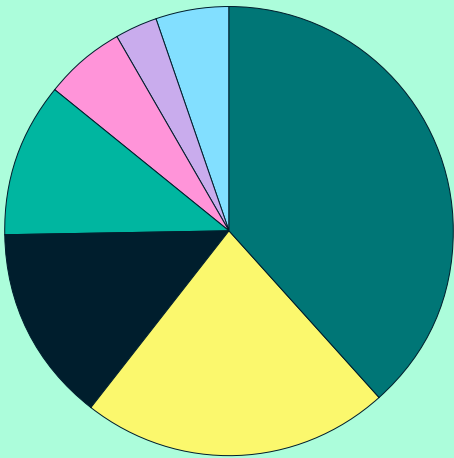
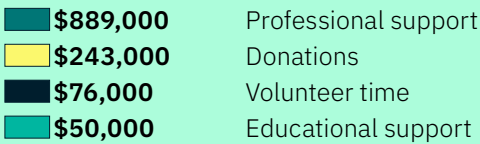
Supporting *community*

We support our community through pro bono work, fundraising, and community volunteering, with the aim of supporting those organisations providing disadvantaged community members with access to education, shelter, food, and vital support services.

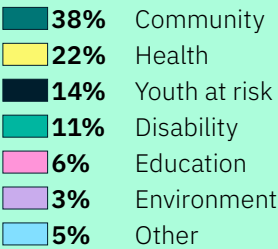
How we *give back*



Throughout 2024–25 the firm provided more than **\$1.258m** in charitable support.



Support by category



Professional support

\$889,000

Sharing our expertise at no or low cost with organisations doing great work



Donations

\$243,000

Providing financial support and essential supplies for those in need, raised through office events or direct contributions from our people, partners and clients



Volunteer time

\$76,000

Lending a helping hand to worthy organisations and causes, during paid work hours



Educational support

\$50,000

Providing scholarships for the next generation, for those facing hardship



Pro bono and low bono *support*

Our people are empowered to make a difference by donating their time and expertise through pro bono and low bono work.

Charitable organisations have a significant impact shaping communities and supporting people in need. We aim to amplify that impact by providing our professional services free, or at significantly discounted rates (up to 90% reduced), freeing up their funds to focus on what matters most – fulfilling their mission.



During the 2024–25 period, we provided pro bono and/or low bono services to *more than 70* not-for-profit organisations valued at *\$889,000*.

Some of the organisations supported included:

Australian Women Donors Network	Scleroderma Victoria Incorporated
Cure EB Foundation	Smiling Mind
FareShare Australia	Snowdome Foundation
Kindred Spirits Enterprises	The Bridge of Hope Foundation
Koorie Academy Basketball	The Council to Homeless Persons
Lighthouse Foundation	The Grace Tame Foundation
Learning for Life Autism Centre	The Venny
Meals with Impact (<i>see charity profile on page 05</i>)	Uncle Bob's Club (<i>see charity profile on page 06</i>)
Mick Fanning Foundation	Wallara Australia
Muscular Dystrophy Australia	Well Thanks Foundation
My Room Children's Cancer Charity	Western Community Legal Centre
Refugee Migrant Children's Centre	Youth Junction Incorporated
Sea Shepherd Australia	

Meals with Impact

Charity
profile

Meals with Impact is a social enterprise that exists to empower women from migrant and refugee backgrounds by creating opportunities for employment and connection, while providing food relief to local communities.

It was founded by experienced Chef Harris Ryan, who witnessed first-hand the limitations of Victoria's food relief system in providing culturally appropriate food during the COVID pandemic. However, he saw beyond just food relief and recognised the opportunity to provide meaningful employment to migrant and refugee women, who despite bringing incredible skills, resilience, and cultural knowledge, were facing systemic barriers in accessing good jobs in Australia.

Everyone deserves equitable opportunities for meaningful work, and Meals with Impact is doing vital work to break down these barriers while addressing food insecurity in local communities.



Support provided:
Pro bono professional services

Pitcher Partners has played a pivotal role in the growth and success of Meals with Impact Foundation. Their team is consistently accessible, whether at Partner level or through service providers with no enquiry ever too small. Their strategic guidance has been instrumental, and it's fair to say we may not exist today without their support. Beyond professional services, they actively engage with our mission through catering and volunteer programs, demonstrating a genuine commitment to social impact.

Harris Ryan
Managing Director – Meals with Impact



Charity profile



UBC's mission extends beyond fundraising. It reflects a deep, long-term commitment to improving healthcare outcomes and strengthening community wellbeing. When seeking an independent financial and business advisory firm, it was essential for us to find a partner whose values aligned with ours – someone who shares our passion for creating meaningful, lasting impact in Victorian communities.

Our partnership with Pitcher Partners has been instrumental in helping us grow with confidence. Their expert guidance in governance, compliance, and financial management has allowed us to stay focused on what matters most: delivering tangible, measurable outcomes for children's health.

Paul Etherington
State President – UBC Victoria

Uncle Bob's Club Victoria

Uncle Bob's Club (UBC) Victoria is a charitable organisation dedicated to supporting children's health initiatives across Victoria. For more than 83 years, they have championed projects that enhance medical care, fund essential equipment, and support vital research – making a lasting difference for children and families in need across Victoria.



Donations

Connection is at the core of Pitcher Partners and this year our team found some wonderfully creative ways to bring people together to make a difference. Working alongside our CSR Committee, we turned everyday moments into opportunities for impact – and the results speak to the generosity of our people.

Together, we raised over \$10,000 through:



Christmas raffle

Nearly **\$4,000** was raised through raffle ticket sales, and donated to The Smith Family to help disadvantaged children celebrate Christmas.



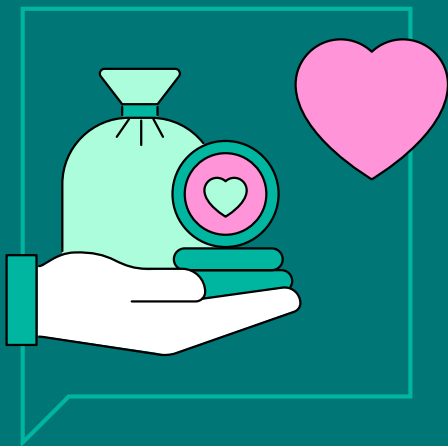
Daffodil Day

Over **\$7,000** donated, thanks to the generous contributions of our people, which has been matched by the partners.



Shrove Tuesday

Our people came together to enjoy a delicious pancake morning tea while supporting an important cause. Over **\$300** was raised for *It's the Little Things Community* who deliver home-style meals and kindness to vulnerable, displaced, and disadvantaged people.



\$243,000+
was donated through *CSR activities*
in the 2024–25 financial year.

In addition to the \$10,000 through fundraising, Pitcher Partners Melbourne contributed **\$120,000**, plus a range of essential supplies to eligible causes, and **\$112,000** to the Pitcher Partners Charitable Fund.

Causes supported:

Cancer Council Victoria	Lighthouse Foundation
Cure Brain Cancer Foundation	Property Industry Foundation
Epworth Medical Foundation	Salvation Army
FareShare	St Kilda Gatehouse
Giant Steps Melbourne	The Smith Family
Guide Dogs	Vision Australia Seeing Eye Dogs



Community *leave*

Community leave is a core part of giving back at the firm. All permanent staff are entitled to one day per year of paid community leave. Throughout this financial year, our people rolled up their sleeves (sometimes literally) to donate their time and help out at a range of different organisations.

FareShare – *CSR team day*



Swapping the office for the FareShare kitchen was a truly rewarding and enjoyable experience. It was a privilege to contribute to preparing meals for those doing it tough in our community, while learning about FareShare's inspiring mission to ensure everyone has access to a nutritious meal every day, regardless of their circumstances. As a graduate cohort, we had a great time connecting, having fun, and working together to assemble and package over 800 meals that went directly to people in need. It was a meaningful way to give back and make a tangible impact.

Jesse Grants
Analyst



Our volunteering day at FareShare was incredibly rewarding. Not just for the meals prepared, but for the energy, compassion, and teamwork we shared. Our team rolled up their sleeves, put aprons on, and got to work prepping meals for those in need, chopping, stirring, and packing with purpose.

Whether you were dicing vegetables or packing boxes, each task helped brighten someone's day. It's days like these that show the strength of our community and the impact of collective kindness.



Jacinta Peronace
Analyst

Property Industry Foundation – *Steps for Homeless Youth*



This year, I used my Community Leave to support the Property Industry Foundation's (PIF) Steps for Homeless Youth, a fundraising event for The Haven Project. The Haven Project builds homes for well-established youth homelessness charities which then operate them. Since PIF was founded, they have built 252 bedrooms, providing safe accommodation for homeless youth.

Steps brought together over 680 participants to walk or run laps around Albert Park Lake. As a member of PIF's Future Leaders Committee, I helped with organising the event, as well as volunteering on the day assisting with registrations and raffle ticket sales. In the weeks before the event, we had a number of staff sign up to the Pitcher Partners team and fundraise. It was fantastic to see our people on the day, and especially exciting when one of our team members placed third in the 10km run! It was a great opportunity to connect with like-minded people and contribute to a cause that makes a real difference.

I am grateful to be supported by Pitcher Partners and that my volunteering efforts go towards initiatives which make a real impact. Supporting PIF means helping young people find stability and safety, and I am proud to be part of that.

Brigette Jones
Practice Manager – Tax Advisory



Charity
profile



Giant Steps



Giant Steps

Giant Steps

Charity profile

Support provided: employment and skills building program

Giant Steps was established to bring world's best practice in the education and support of children with autism to Australia. Their schools provide a transdisciplinary approach to education combining music, occupational and speech therapy, while their Adult Autism Services provide adults with a relevant and engaging learning and recreational post-school environment.



Support provided: *Pro bono professional services*

Pitcher Partners partnership with Giant Steps Melbourne has empowered young autistic adults through meaningful employment and skill-building opportunities. Their inclusive approach, openness to learning, and commitment to collaboration have created a supportive environment where our participants thrive, working in the Pitcher Partners Hub Café, gaining confidence, and becoming valued team members. This rich collaboration will be showcased globally at the Asia Pacific Autism Conference in Perth, celebrating our joint success in creating enduring workplaces for individuals on the autism spectrum with complex needs. Raising the bar on inclusion, purpose, and impact, setting a powerful example for corporate Australia and beyond.

Davina Bate
Principal – Giant Steps Melbourne



The Pitcher Partners *Charitable Fund*

Developing talent is at the heart of Pitcher Partners and we're committed to supporting meaningful careers and nurturing the next generation of professionals.

This commitment inspired the creation of the Pitcher Partners Charitable Fund in 2014, designed to provide scholarships for aspiring accountants and other industry professionals. In partnership with Deakin University, we offer up to three scholarships each year to aspiring accountants and industry professionals who are facing challenging circumstances which impact their study.

Funding for the scholarship program is provided through:

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

In the 2024-25 financial year, we distributed \$50,000 in scholarship funds to our recipients. It's our way of giving back to the industry, and helping future professionals get the best start. Many of our scholarship recipients go on to join our early careers programs, paving the way for an impactful career.

The legacy of *our people*

Our scholarships are named in the memory of two former employees who had an extraordinary impact on the firm:



Jeaneth Bautista

Jeaneth was a long serving and cherished member of the Finance and Operations team, whose generous nature meant she spent much of her time helping others.



Warren Galgut

Warren was a highly valued member of the Corporate Finance team who was known as a patient mentor to junior staff.

The Jeaneth Bautista and Warren Galgut scholarships are a way for us to honour the legacy of each of these exceptional people and to continue their good work.



Receiving the scholarship filled me with a deep sense of gratitude. It was a moment that made me reflect on all the work I've put into studying and the support I've received along the way. This scholarship drives me to pursue my aspiration of becoming an accountant, and I believe it will help shape my future in ways I can't yet imagine.

Poppy Smith
Pitcher Partners Jeaneth Bautista Scholarship Recipient

Poppy Smith

Bachelor of Commerce – Melbourne Burwood Campus

Last year, Poppy Smith made the big move to Melbourne to start her journey studying Commerce at Deakin University. She has always been drawn to financial subjects, as she studied them in high school and finds them fascinating.

When Poppy started senior school, she chose to take a business-related class, marking the beginning of her interest in the industry. In this class she met her teacher who had previously worked as an accountant. The teacher became a mentor to Poppy, and that support played an integral role in her decision to pursue commerce.

The benefit of this scholarship will have a significant impact on Poppy's life – not only alleviating some of the pressures that come with living out of home while studying full time but also allowing her to focus more on her studies and personal growth. Poppy is working to graduate in 2026 with high grades and pursue a career in accounting. With this support, she can dedicate more time to learning and reaching these academic and work-related goals without the worry of constant financial constraints.

Tristan Noorman

Bachelor of Commerce – Geelong Waterfront Campus

Tristan Noorman has always been drawn to numbers and problem-solving, whether it was excelling in school, tutoring students, or taking on leadership roles, he found fulfilment in learning and helping others grow. Currently pursuing a degree in Commerce with a major in Accounting and Finance, Tristan has gained valuable experience through roles in financial operations and sports data analysis, sharpening analytical skills and adaptability.

A passionate runner, Tristan finds parallels between the discipline required in athletic training and the dedication needed for academic and professional success. This connection has also fostered involvement in community events such as volunteering at the Melbourne Marathon.

Tristan's ambition is to become a Chartered Accountant, contributing to businesses by optimising financial strategies and decision-making processes. The scholarship has helped ease financial constraints and provided him with the capacity to focus on studies, gain industry experience, and broaden his professional horizons. Tristan is excited by the opportunities that working within finance can offer, with the combination of analytical challenges and practical applications being his ideal fit. He is eager to develop the technical skills needed to understand and navigate the complexities of the business world, and with his enthusiasm and knowledgeable skillset, the future certainly looks bright.



When I received the scholarship offer, I felt incredibly grateful and excited. The scholarship not only alleviates the financial burden of my studies but also motivates me to continue striving for excellence in everything I do. This scholarship is a significant step in helping me achieve my goals and pursue a career as a Chartered Accountant. I will work hard to ensure that I make the most of this opportunity, both in my studies and future career. Thankyou for investing in my education and my future.

Tristan Noorman
Pitcher Partners Warren Galgut Scholarship Recipient

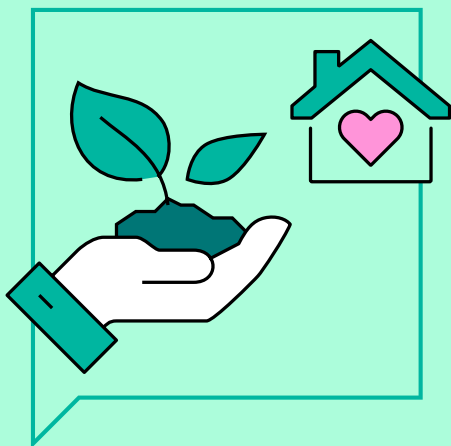


Impact *summary*

We've achieved a lot this year, and over the last few – and we couldn't do it without the help of our people.

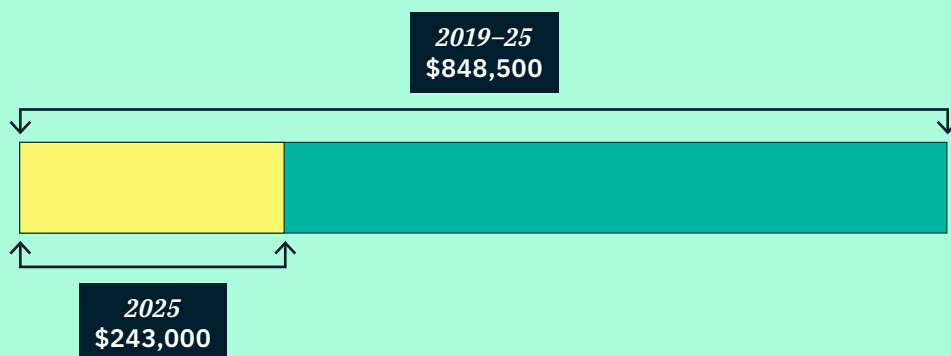
Support summary

Initiatives	2024–25	Support	2019–25
Donations (including contributions to the Pitcher Partners Charitable Fund)	\$243,000	Check out our summary on page 07	\$848,500
Professional support (pro and low bono)	\$889,000	70+ organisations supported	\$5,002,700
Educational support (our scholarships)	\$50,000	See Poppy and Tristan's stories on page 13	\$212,500
Volunteering time (community leave)	\$76,000	Nearly 100 staff provided more than 360 hours of volunteer work to a range of causes	\$554,800
Total	\$1,258,000		\$6,618,500

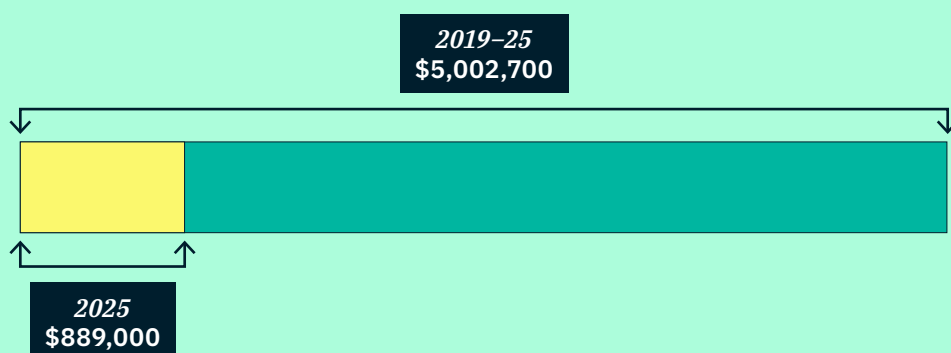


This report stands as a testament to what can be achieved when good people unite around a common purpose. Thank you to everyone who shares our vision for a *stronger, more resilient community*.

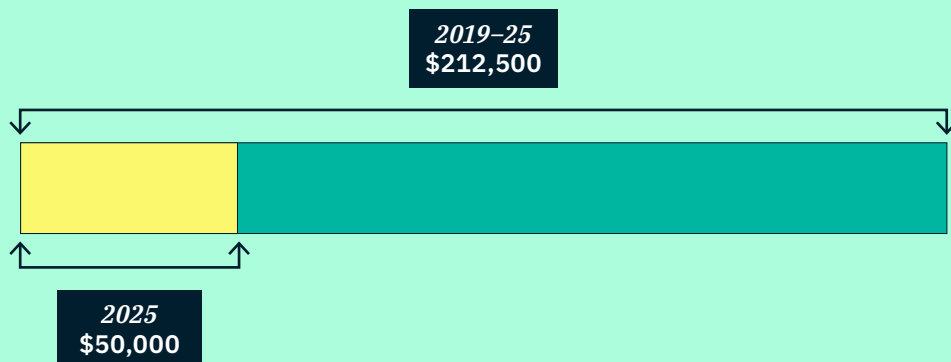
Donations



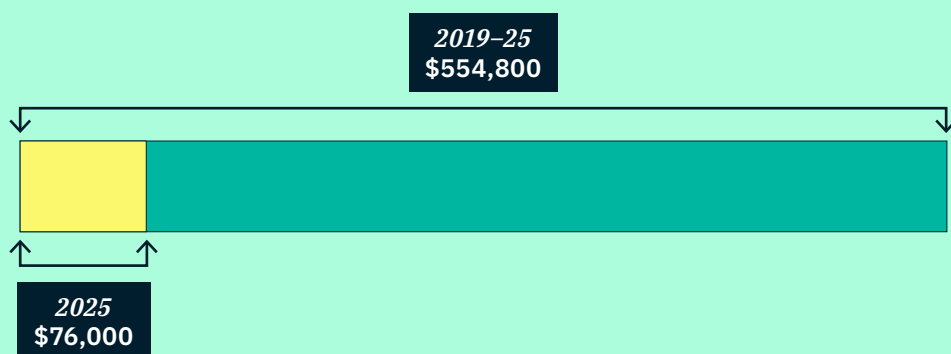
Professional support



Educational support



Volunteering time





Governance

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

Purpose

The Committee acts as a driving force to support our people in making an impact. The role of the PPCC is to ensure all contributions are made within agreed operating principles and guidelines. The Committee oversees the full scope of our charitable contributions.

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 Work Health & Safety and Working with Children checks.

Accountability and responsibility

The Committee is made up of skilled and experienced individuals, all dedicated to steering the Committee to deliver on its purpose and obligations. Committee members are drawn from the Melbourne partnership and the firm's executive team, including representatives from Finance and Client Experience, as well as the firm's CSR Committee.

Duties

Members meet quarterly to discuss the goals and activities of the Committee and how they are tracking against goals. They share the outcomes of their initiatives every year in the Charitable Committee annual report.

Meals with Impact



Meet the teams *driving change*

Pitcher Partners Melbourne's charitable initiatives are driven by dedicated people within the firm and the community. The heart of our charitable work lies in the passionate people who turn good intentions into real impact. Our Charitable Committee and Corporate Social Responsibility Committee members are the driving force behind these initiatives. Their collective efforts are instrumental in enabling the rest of the firm to play a positive role in 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



Brendan Britten

Member

Managing Partner



Kellie Davidson

Member

Partner –
Investment Advisory



Kristian Lawson

Advisor

Chief Strategy Officer



Steven Marcato

Advisor

Director –
Finance and Operations



Aileen O'Carroll

Member

Partner –
Tax Advisory



Toni Wilson

Advisor

Chief Marketing Officer

Corporate Social Responsibility Committee

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



Mark Harrison

Chair

Partner –
Business Advisory and Assurance



Rebecca Koch

Member

Manager –
Business Advisory and Assurance



Viral Mehta

Member

Senior Analyst –
Business Advisory and Assurance



Eliza Osborn

Member

Senior Analyst –
Private Business and Family Advisory

Making business *personal*

We're ready to help you thrive

Since day one we've been helping businesses, families and individuals intelligently frame their goals and make the most of their potential.

Today, we're one of the largest accounting, audit and business advisory firms in Australia. We work with middle market businesses, from family-run companies to renowned industry leaders and iconic brands. And help families and individuals manage their wealth across generations.

If you've got ambition, we're the team you want on your side.

Local knowledge, national footprint

Pitcher Partners is a national association of six independent accounting, audit and business advisory practices.

You'll find our firms in Adelaide, Brisbane, Melbourne, Newcastle and Hunter, Perth and Sydney. Each firm has a unique character, with a strong connection to the local community. Supported by our combined resources, we deliver Australia's most personalised and responsive assurance and advisory services.

And if you're thinking beyond the border, we can support your global operations and ambitions through the Baker Tilly International network.

We'll always make it personal

At the heart of Pitcher Partners is the idea that business is never just business. We're known for the dedication we give to building great relationships, and it's been that way from the start. People first.

Everything we do is grounded in communication and collaboration. We're here for that frank, refreshing and always informed discussion that leads to new ideas and better decisions. And we're here for you. Whatever your goals, we can get there together.

Pitcher Partners. Making business *personal*.