

Community Growth Spirit

Giant Steps
Impact Report 2023



We acknowledge the traditional custodians of country through Australia and across waters where we gather to meet, teach and support.



Receiving the blessings and sharing stories of the local Boon Wurrung and Bunurong community from Lionel and Hudson from Living Culture during NAIDOC week.

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“We are the
new idea
or ‘let’s try
another way’
as our children
find their
way in the
community.”

Letter From the Chairman

In life, it is always important to reflect on moments that matter, moments of achievement, moments of challenge, moments of joy and sadness, moments of vulnerability. At Giant Steps Melbourne we always remember that the most important things we share with our students in primary and secondary school and our participants in our post school program and their families are our knowledge and understanding of autism and our care and support.

At Giant Steps we always recognise the importance of individualised education and therapy programs. Working with our students and families our highly trained teachers, music, speech and occupational therapists, psychologist and educators design and implement programs that recognise the learning style of each student, creating opportunities to learn and develop skills that see them being active participants in family and community life, reaching their potential, enjoying the wonderful moments and overcoming the challenges that life inevitably brings.

Giant Steps Melbourne continues to grow. Our waiting list is long and we of course want to help as many children and young adults impacted by autism and their families as we can. Giant Steps has always created programs and learning spaces that are joyful and uplifting. We have believed in “finding a way”. It would not be possible without the help of our many friends and supporters. Help comes in many forms. Donations, supporting events, sharing skills, no matter how help arrives the one thing that is certain at Giant Steps is that your help makes a wonderful difference. On behalf of our students at primary and secondary school, our participants in post school and their families we thank you for your care and support with all our hearts.

Chairman,
Barry Irvin AM

We are the ‘thumbs up’ and smile
celebrating achievement.

We are the encouraging voice
as new tasks are attempted.

We are the calm voice when the world
seems too difficult and confusing.

We are the hand to hold in moments
of fear and anxiety.

We are the new idea or ‘let’s try another
way’ as our children find their way
in the community.

We are beside our families
in times of trouble.



A Message from our Principal

Each time I take a moment to pause and reflect, I am reminded of the deep sense of generosity and commitment of our community. Our families, our directors and of course the energised and compassionate staff who turn up each day to do whatever it takes to ensure our students and young adults have a safe, successful and engaged day. It is a privilege to work alongside a community who go above and beyond every day in every way, whether that be by getting stuck in when the buses need cleaning, the grass needs cutting or the sandpit filling. Raising much needed funds to enable the organisation to continue to operate. Making connections and reaching out in times of need but also by way of improving opportunities for students and participants, by celebrating when a skill is mastered, or simply embracing and sharing a moment of joy. This is the Giant Steps spirit. It can't be seen, it's difficult to describe but it can be felt in every exchange. It's the heartbeat of the organisation, it's why we're here.

Supporting families to navigate the bumps in the road is one of our most important roles, often the point of contact for families when times get tough. A little extra care and kindness as we work alongside families in the hope we can ease the stress and make life feel more manageable. This year we have provided extra special care and attention to a number of families when they have needed it the most. We have prepared, accompanied and supported students through specialist outpatient appointments, assisted with the development and preparation of forewarnings and visuals to support interstate and international travel plans, liaised and supported during emergency situations and provided pick up and drop off services when needed.

Empowerment, Innovation and Growth has been our overarching theme this year as we focus on embedding best practices and prepare for the future and expansion of Giant Steps Melbourne. With final touches being made to our new school design, the team continues to review learning and engagement across the organisation, strengthening pathways and opportunities that are flexible enough to meet the evolving needs of our cohorts from foundation to adulthood.

Prioritising culture and capturing the Giant Steps spirit is an ongoing project with author and educator, Tracey Ezard, that has led to curiosity, reflection and rich conversations about what it is that makes Giant Steps unique. This year we created the Giant Steps Culture Keys, our shared non-negotiables that underpin the way that we work to create the conditions for students and young people, and staff to thrive.

This is the continued theme for the next 12-18 months as we firmly embed our culture keys into practice encompassed within a framework of growth and innovation, as we become the culture carriers for the next phase of Giant Steps Melbourne.

Principal,
Davina Bate



Culture Keys



Collaboration
Celebration
Spirit
Inclusion
Growth



Giant Steps Spirit

Giant Steps Melbourne exists to provide a safe learning environment for a cohort of our community that experience challenging social, emotional and language barriers that mainstream schooling simply can't support.

Our vision is to continue to be recognised as a centre of excellence for the creation, implementation and dissemination of innovative and effective programs and services for children with complex autism and their families.

Giant Steps is a community of teachers, educators, professionals, supporters and committed families that come together to encourage our children and young adults to learn and live to their fullest. Our program is designed to develop the students' engagement and social connectivity, as well as skills and knowledge.

Giant Steps Melbourne was established due to the overwhelming demand for the education and therapy programs established in our sister school, Giant Steps Sydney which opened in 1995 with a cohort of over 200 students.

Giant Steps caters for students from all socio-economic backgrounds. The school does not charge fees. It costs \$100,000 per student per year. 90% of costs relate to the direct provision of educational programs to the students. State and Federal funding covers approximately 45% of the cost of delivering our programs and each year parents, friends and corporate Australia assist us in fundraising for the shortfall to ensure we can make an important difference to the lives of our students and their families. It is thanks to the generosity of the community that allows us to deliver our individualised education and therapy programs to this very vulnerable group of children and young adults.

Values

Remain open to the acceptance of new ideas and approaches, seeking continuous improvement in all that we do.

Recognise the skills of our staff, encouraging commitment and dedication from a team of quality people.

Adopt collaborative approaches to challenges.

Pursue growth opportunities consistent with our core undertakings whilst maintaining prudent financial and risk management.

Celebrate our achievements.

Committed to the health, welfare and safety of each and every student. Giant Steps has zero tolerance for child abuse.

Together we can build brighter futures for children with autism and their families.

Impact Measure

How do you rate happiness? How do you put a score against your child being welcomed into a school where they feel safe and are treated with dignity and respect?

For some of our families it has been as simple as being able to go back to work or find employment, for others it may have been their teenage child sleeping out of home for the first time or successfully participating in a full day of programs with their peers. The impact that Giant Steps has on our students, staff and community is varied and challenging to put a metric around.

Instead, we value the individual successes and progress made thanks to the dynamic programs and support Giant Steps can give a child and their family.

What are Giant Steps top 3 Super Powers?

1. Individualised Program and Tailored Teaching



2. Culture and Community Support



3. Teachers and Their Understanding of the Kids

2023 in Numbers

23

primary students

15

secondary students

81

school tours conducted

9

adult service participants

19

days of special visitors

700

kms walked each week

96

enquiries from new families

8

parent lead fundraising events

8

Friday dance offs between staff

6

theatre shows attended

39

cakes made by parents for Friday morning tea

2

new buses Bertie and Maverick

4

university student placements

2

school camps

1

new College site

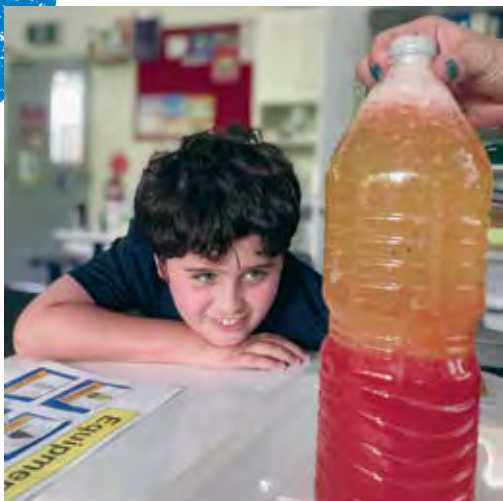
Giant Steps Snapshot

Primary School

Our 4 junior classes have enjoyed exploring the magic of Science and Technology, the stories of Pamela Allen in Literacy and learnt about local and mediaeval History and Geography.

Our wonderfully rich learning curriculum has been layered with physical and environmental programs where we have accessed community partner facilities, swam in the summer months and played rugby with our under 21 Melbourne Storm players over the colder terms.

Highlights for the primary students have included the NAIDOC week smoking ceremony and the end of year camp to Shoreham where families got to enjoy a 2-night respite while their children were (sometimes for the first time!) staying out of home with their classmates.



Secondary School

Age appropriate topics and teaching has been a focus for our cohort of young adult secondary students in 2023. Navigating and practising navigational and numeracy skills in the classroom to better prepare life-skills like shopping and taking public transport have been a great highlight.

Our 15 secondary students are an energetic and social group who were thoroughly engaged with the multiple theatrical and music performances they were able to experience and participate in over the year. The students in the Victorian Pathways Certificate (VPC) program have furthered this learning to explore work experience at a range of local businesses and at the Community Garden.

Our secondary students have covered some serious km's hiking on some gorgeous Victorian tracks as part of their outdoor and physical education program.

We look forward to growing further in 2024 welcoming graduating students and new families to the college program.



Adult Services

2023 started off on a high with the Adult Services program moving into a new building in Hawthorn thanks to 'rent angel' donors that came together to help support the additional rent and requirements of the growing program.

The larger space allows us to offer more opportunities for participants and to grow our program further welcoming 3 new young adults to the Adult Service. The young adults within our program, ranging from 18- 25, have engaged in a range of activities and programs to develop their experiences and skills while promoting independence.

Highlights for the year have included a volunteer work experience at the Collingwood Children's Farm, attending and selling Glow Candles at the Giant Breakfast fundraising event, the weekly shopping and cooking program and the various programs that encourage and facilitate social outings and community access.



Holiday Programs

Holidays are always a challenging time for our families and kids. The change of routine, the lack of structure and learning and the social isolation that comes with these days at home add significant stress and anxiety to our families.

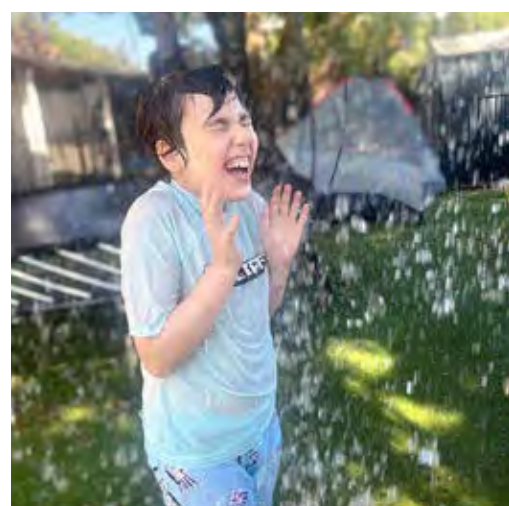
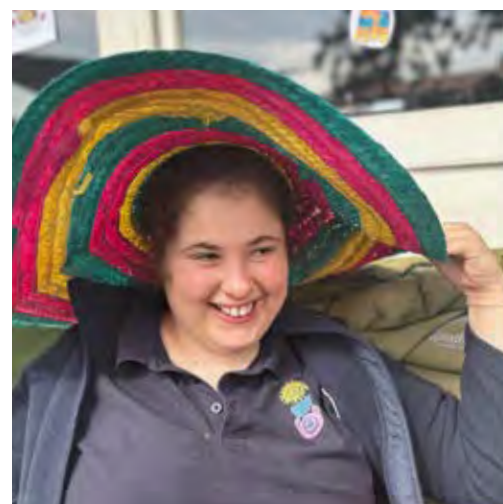
Giant Steps is committed to offering onsite holidays support to our families to help ease this pressure.

250

days of holiday programs offered

75

days of staff support



Mental Health Clinics

The Mental Health clinic has been successfully operating for 5 years on site at Kew. It is a transdisciplinary team approach (including a psychiatrist and psychologist) considering the mental health and wellbeing of our students who have the least ability to both express their internal experiences and to receive traditional mental health treatment and support.

With increased problem or challenging behaviour starting to be recognised as a symptom of anxiety, depression, ADHD or other more complex mental health conditions, how we identify and treat potential mental ill health is a key consideration for our students and participants at Giant Steps.

The clinic aims to consider the proactive and reactive strategies needed to best support our students across all the contexts that they access. As such a close working relationship between the classroom team, family, local medical/allied health teams and the clinic's psychiatric team has been vital in providing flexible and meaningful care for individuals who struggle to access mainstream mental health provisions.

19

students accessed the clinic

12

clinics were run in 2023

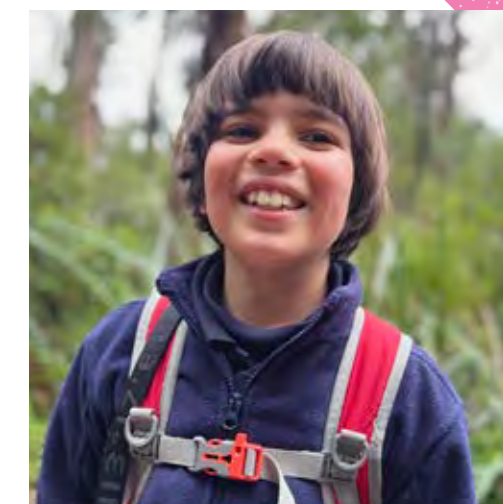


Giant Steps Australia

Giant Steps Melbourne is proudly part of a national group of leaders in autism education, advocacy and resource development under the Giant Steps Australia banner. This group of global leaders includes Giant Steps Sydney and The Autism Training Hub that provide reciprocated support and idea sharing with our team in Melbourne to ensure best practice and professional development across the national team. As a collective, there are no better informed or practised professionals in the sector.

THE
autismhub

EST.
1995



Our Very Special Partners



Work, Work, Work

Huge thanks must go to our partners who are open to an inclusive work-experience program for our secondary students - Bouy Pizza in Kew and Bialik College. Our students take such pride in their work and learn invaluable life skills.

All hands are needed on deck for our quarterly working bees across both Kew and Hawthorn sites. Thank you to our community for helping us get through our long list of jobs with a special thanks to the team from MLC who worked across school and college to help clean our vehicles, our buildings and to help maintain our garden and playground. You made it sparkle!



The amazing MLC volunteers

Get Active !

Physical activity is intrinsically linked to our students' emotional regulation and capacity to learn and engage so any time we can hit the court or "hang 10", we are there! The Giant Steps "Giants" basketball team spent the year developing their ball skills at the Boroondara Leisure Centre encouraging peer support and team activities.

Swimming and water safety continue to be a priority and key element of life-skill teaching. We took our secondaries to UrbnSurf in Term 4 to hit the waves and develop some balance and core strength with the aim to add surfing to the interest list of our students.

Adventure Club has also been introduced with students across school coming together to move under the canopies of some of the tallest trees in our local forests. The combination of the peace and tranquillity and a 3-5km hike provide the conditions to calm and regulate and other health and wellbeing benefits before returning to school with the possibility for increased engagement and participation in learning.

Partner Schools & Community Centres

Our partner schools and community centres give our students access to theatre performances, state of the art gymnasiums, social experiences and treasured moments of friendship and social engagement. To all the coordinators, students and partners, we thank you for welcoming our students and genuinely caring about the experiences offered.

Bialik College
Genazzano FCJ College
Melbourne Recital Centre
Methodist Ladies College
Mt Scopus College
Our Lady of the Pines
St Kevins College
The Thornbury Theatre
Xavier College



Melbourne Storm

We are so proud of our partnership with Melbourne Storm! Giant Steps employs 5 of the Storm's Under 21 players in educator roles across our primary and secondary classes. The partnership was established with the clubs Wellbeing department to help upskill their young players off the field and in their career. Recently, the players were presented with an award from Melbourne Storm recognising their incredible work at Giant Steps Melbourne.

As part of the partnership, Melbourne Storm invited our students to a sensory-safe space at the Storm game at AAMI Park and one of our gorgeous students Chloe got the chance to run on the ground with her educator.



"As parents and professionals, we advocate for inclusion, but inclusion needs to start with understanding. The partnership you have with Giant Steps allows for that deep understanding and it allows for our special children to be seen. It then naturally allows your players to also become advocates for better inclusion. Your players have become role models for all the students, males and females."

Michelle, Chloe's Mum
(excerpt from letter to Melbourne Storm manager)

Q&A with a Storm Player

Name
Kade Roberts

Role at Melbourne Storm
Jersey Flegg under 21s Player,
now Assistant Coach

Role at Giant Steps
Educator for Topaz class



How has your understanding of disability and/or autism changed since you started work with Giant Steps?

My understanding of disabilities and autism has changed completely. I now understand the importance of regulation and sensory supports being in place for our students. It has been a great insight for me.

How will you take your time at Giant Steps into the rest of your life?

My time at Giant Steps has given me a great appreciation for the work that support workers and parents of children/adults with disabilities do. I will cherish my time at Giant Steps and will be able to take many skills that I have learnt from them into my future.

What do you think is Giant Steps superpower?

I think Giant Steps superpower is the strength in the community and support systems that surround the school. I have never been in a workplace that connects so well with its community to help these children/young adults to thrive.

**“Our
community
is our
heartbeat.
It is in every
exchange
and smile”**

The Giant Steps Spirit

Community

From Dad’s night at the pub to the Friday morning tea for staff that parents slave over, the passionate community that surrounds our school breathes a life and unique dynamic and energy that powers Giant Steps.

One story that encapsulates this spirit is our Friends of Giant Steps.

Started by two grandparents who were keen to meet other grandparents, carers or special friends of Giant Steps students, the Friends of Giant Steps were formed. Meeting monthly at a cafe to connect, share stories about their grandchild/special person and talk about how they can assist Giant Steps, this group has become as much a support network for each other as they are wonderful volunteers who look after our plot at Willsmere Station Community Garden. Thank you for our regular veggie drop off at school! The kids are always so proud.

Joan’s grandson, Reuben, attends Giant Steps and along with 5 or 6 other Friends of Giant Steps spent two days making Apricot bliss balls for the participants at the inaugural Giant Steps Melbourne Stair Climb. A rough estimate of 1596 bliss balls were made by this incredible group. Joan and the group didn’t charge any money for the bliss balls, they made them out of the goodness of their hearts and to make sure all our climbers and volunteers were fuelled for the event.

Joan, Thank You !

Events

Events are in Giant Steps DNA and provide a platform to connect, hear about the incredible work the school does, successes of our students and bring the community together to help raise much needed funds to get closer to reaching the annual fundraising target.

A record number of fundraising events were held across the 2023 school calendar. Without the dedication of the parents who organise and devote hours of time and effort into these events, the school simply wouldn’t exist.

To all those businesses and individuals who have donated their time, treasure, ties and talent to our events over the past year, a GIANT thank you.

You bring our visions to life and allow our messages to be heard.

As a collective group, the parents had a fundraising target of \$1.4M to reach in 2023.

Events	
Art Soiree	\$38,823
Activam Dinner	\$8,448
Australia 108 Stair Climb	\$202,670
The Art of Telling Tales	\$5330
Giant Steps Breakfast	\$53,664
Golf Classic	\$39,957
Nik Gill Sandy Point Half Marathon	\$1273
Scarecrow Festival	\$535
Run Melbourne	\$13,856
Trivia Night	\$23,799
Total	\$388,355

Art Soiree



Golf Classic, Kingston Heath

Meet Joan!



Australia 108 Stair Climb



Art Soiree



Golf Classic, Kingston Heath



Australia 108 Stair Climb



Dad's Night



The Giant Breakfast



Trivia Night



The Giant Breakfast



Words with Multiplex

What were your impressions of Giant Steps after fundraising and participating in the stair climb ?

The event is symbolic of the effort and determination faced by the children who attend Giant Steps as they traverse their learning journeys. The event provided the opportunity to see first-hand, the workings of an amazing school, the incredible staff, and the fabulous students and their families.

What is one thing you have taken away from your partnership with Giant Steps ?

The experience of partnering with Giant Steps has been an excellent opportunity to make a difference to the lives of children who need a helping hand. The partnership aligns perfectly with our ongoing commitments to community engagement and helps us celebrate diversity and inclusion.

Ross Snowball
Regional Managing Director, Multiplex



Some of the 50 Multiplex team who raised \$68k

The Future

As we close out our 8th year in operation in Melbourne, we are confident that we have embedded key operational and resource fundamentals into the school and program to ensure our physical and cohort growth over the coming years can be confidently welcomed and supported.

2024 will see our Kew site re-developed utilising a \$13M Community Development Grant received in 2019 with thanks to the Federal Government at the time. The project has gone through various iterations post COVID. However, we are still focused on delivering facilities that will allow us to double our cohort numbers and provide staff training and administration areas, additional classrooms and a dedicated space for the college program by 2025.

Team Development

Giant Steps encourages all staff to continually develop their skills, knowledge and expertise to provide the best outcomes to students and are provided with the opportunity for career progression through the Giant Steps competency framework, aligned closely with the Australian Professional Standards for Teachers. The process is an important way to recognise the growth, expertise and commitment of all staff in the school.

This year there have been successes within our Educator and Therapist teams, with 5 Educators successfully attaining the Proficient Educator standard, 1 successfully attaining the Experienced Educator, 1 therapist attaining Proficient Therapist standard and another the Experienced Therapist standards.

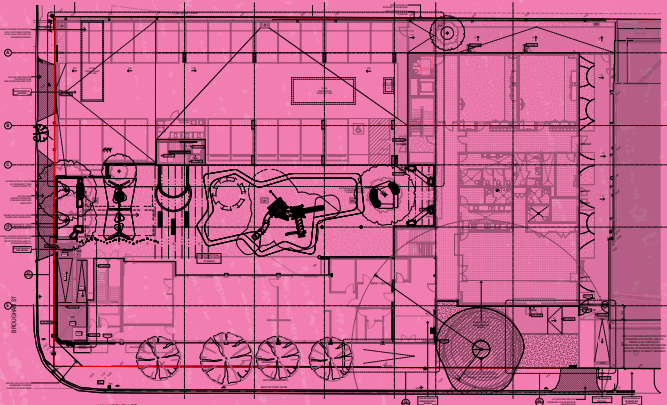
The future is exciting as we continue to create new leadership roles from inside the organisation and work together on encapsulating our culture of “Ferocious Warmth” bringing together the head and the heart of what we do and why we do what we do.

Programs

Reinvigoration of programs is ongoing, as we evaluate appropriateness, effectiveness and value, whilst seeking ways to continually broaden the experiences, skills and opportunities for the changing needs of our students.

Outdoor Education and Health and Physical Education have been a priority this year with particular focus being given to the health component and the age appropriate and meaningful delivery of personal and social health and wellbeing and creating opportunities to connect.

We are lucky enough to be partnered with Monash University and are collaborating on the development of a sustainable AllPlay inclusive dance program, once again contributing to enhanced educational, mental and physical health outcomes. Early in its journey we view this opportunity as a launchpad to review and develop the Giant Steps Arts Program.



Financials

Giant Steps continues to welcome and support children and young adults from all socio-economic backgrounds without charging fees.

The demand for Giant Steps' education offering and holistic wraparound services has increased over the past year increasing the need for fundraising and pushing our fundraising target to \$1.4 million in 2023.

Staff expenses and salaries continue to be 75% of our total expenses (84% excluding depreciation) as we ensure the best training and support is offered to our highly skilled and professional education team. Overheads and administrative costs are low so that maximum funding is directed towards provision of services for our students.

In 2022 GSM received 34% of its revenue from donations, fundraising appeals and support from community organisations and companies.

NDIS funding continues to be a revenue stream for our adult services program and provides an income towards holiday programs and additional allied health services. However, it does not provide a full fee for service for the level of support and training required for our adult participants. Additionally, NDIS funding does not provide income for education programs within the school.

Giant Steps Melbourne is a Victorian based registered charity with GDR status.

Profit & Loss

Donations	\$1,065,682
Community Events	\$398,301
Government Funding (State & Commonwealth*)	\$2,980,280
Total	\$4,444,263

Less Operating Expenses

Salaries & Team Costs	\$3,181,568
Site & Other Expenses	\$613,616
Depreciation	\$421,941
Total	\$4,217,125

Net Profit / (Loss)

Total	\$227,138
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* Includes NDIS income for therapy and allied health services provided

A giant thank you to PwC, Arnold Bloch Leibler, Maddocks and Addisons for your continued support and guidance.

“Giant Steps is leading the way in the type of education and support required for our children. Their operations and programs should set an example for other schools to follow.”

Danuta, Parent

The Team

The Giant Steps Melbourne team is made up of Teachers, Educators, speech Therapists, Occupational Therapists, Music Therapists and a lean Administration support team.

These 55 legendary individuals share their energy and passion each day for providing a better education and experience for their students through individualised learning plans and programs that ensure engagement and personal success is always in focus.

Here are just a few of our heroes we would like to introduce you to.



Dale
Amber class teacher and
Secondary Team Leader

How long have you been at Giant Steps?

I have been at Giant Steps Melbourne since 2016. I also worked at Giant Steps Sydney as an educator many moons ago.

What is the best part of your day?

I have two; the first is seeing all the smiley faces when the students arrive and watching the amount of care and energy that our team has. The other, is 'day review', a 15-minute meeting we have as a class team each day to celebrate the wins and chat about any challenges from that day and work out a plan for what we can do better tomorrow.

Not everyday is happy and perfect for our kids, how does that affect you?

I ponder this a lot and continually come back to how brave our young people are.

My priority is to first and foremost validate what someone is going through and their emotions at that time, and then work out a way forward. The way forward sometimes requires a pivot from staff or the way forward at other times requires us to have to hold space, despite the challenges. I feel incredibly privileged to have the trust of the students and their families during these moments.

What do you think is Giant Steps super power?

Reading the Play



Lewie
Educator/Vibe setter/ All-round great guy/Occasional Holiday Program Coordinator

What is the best part of your day?

It's got to be going out in the community with the boys from Ruby Class. Walks tend to be very regulating for the boys in our class (as well as the staff) and it's a really great way to expand our skills on making safe choices when out in the community.

A memory that sums up your experience at Giant Steps

Not long after I first started working full time at Giant Steps. I was supporting a class during Garden Party. It was nearing the end of the Garden Party session and two music therapists started to play the Giant Steps song (a song I didn't know at the time). It was a special moment to look around a playground full of happy staff and students singing and dancing together. I realised the ethos and the importance of Giant Steps and its community that day.

What do you think is Giant Steps super power?

The ability to improvise, adapt and overcome in any situation.



Jacinta
Speech Therapist

How did you end up teaching at Giant Steps?

I previously worked in a community NDIS role and wanted to move into a role where I was working as part of an enthusiastic and collaborative team.

Not every day is happy and perfect for our kids, how does that affect you?

It's always hard when students are upset but I see this as an opportunity to develop their communication skills, so we can better communicate problems in the future.

A memory that sums up your experience at Giant Steps

I loved the opportunity to go on both primary and secondary camps! I got to observe the kids transfer skills from the school environment to the wider community. Giant Steps is all about trying new things.

What do you think is Giant Steps super power?

The diverse and energetic team who work tirelessly to create a safe and supportive environment for everyone.



Maddy
Educator at Adult Services

What is the best part of your day?

Getting to work with equally motivated, passionate people and support our participants to access the community and build independent living skills. It's extremely rewarding to see them develop and progress with their goals over a period of time and building strong relationships with them.

Not everyday is happy and perfect for our kids, how does that affect you?

For me, one of the most rewarding parts of a tricky day is to be able to bring someone out of a difficult place. That comes from knowing the person I'm supporting really well and having a strong, trusting relationship with them. I think one of the best things I've learnt is that sometimes the person just needs to feel seen and heard and you staying calm, grounded, holding space and meeting them where they're at on that particular day, in that particular moment, is enough.

What do you think is Giant Steps super power?

The entire Giant Steps team. It is hands down without a doubt, one of the most positive workplace environments I've ever worked in.

Board of Directors

The Board is made up of a passionate group of parents, leaders of industry, activists and ambassadors that all share the vision that together, we can build a brighter future for children with autism and their families.



Barry Irvin AM,
Chair



Geoff Stein,
Deputy Chair



Rachel Launders,
Company Secretary



Amanda Coombs



Brett Kelly



Daniel Fink



Glenn Poswell



Jessica Stimson



Jonathan Wenig

Supporters

We are so grateful for every dollar donated, every minute spent meeting our students and hearing our stories and every emotion felt and shared as a collective community that empower the team to continue pushing boundaries and expecting nothing less than greatness for all our students.

Donor Support

Bega Cheese
Bellweather Foundation
Benjamin Duncan Foundation
Beyond Bank
Boncal Family Foundation
Calvert-Jones Foundation
Commonwealth Bank
Crown Resorts Foundation
David Moffatt and Lindy Shelmerdine
Finer Power Transmissions
GDIM Community Inc
Giving Simple Foundation
Grill'd
Kidder Williams
Mai Tri Foundation
McNamara Foundation
Moderate Pines Charitable Foundation
Mortgage Choice Charitable Foundation
Mutual Trust Foundation
P Bassat Foundation
Patterson Cheney
Peter Cooper
River Capital Foundation
Smart line
State Trustees
Swann Family Foundation
The Pratt Foundation
Tony Hachem
UHG Foundation
Westpac Foundation

In Kind Support

Anytime Fitness
Australia 108
Bounce
Capgemini Australia
DMC Group
Happy Hairbrush
Multiplex
Nexus Interiors
Ortolan (the legends who designed this masterpiece !)

Special thanks to Igniting Change and Good Company.

Thank you to the following people for supporting Giant Steps on behalf of your milestones and personal celebrations. You all play a part in allowing our kids to run through the gates happy every day.

Isaac Field
Isaiah Jackson
Joe Cantone In Memoriam
Sydney Lambrick In Memoriam
Tali Small

We would also like to acknowledge and thank our numerous anonymous donors who support us and continue to impact us with their generosity.

To all our friends, our families, the neighbours, the hairdressers, the local supermarkets, the strangers in the rooms who we welcome into our community - we thank you for all your donations.

Without your support, Giant Steps simply wouldn't exist.



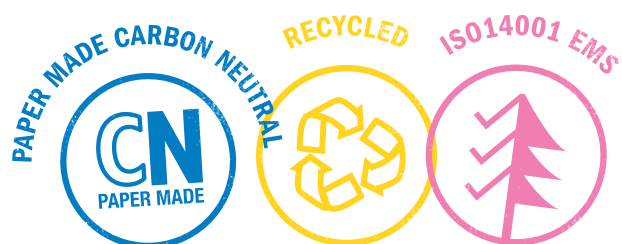
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