

# **Giant Steps Impact Report 2025**

**Delivering world's best practice in  
the education and support of children  
and adults on the autism spectrum.**



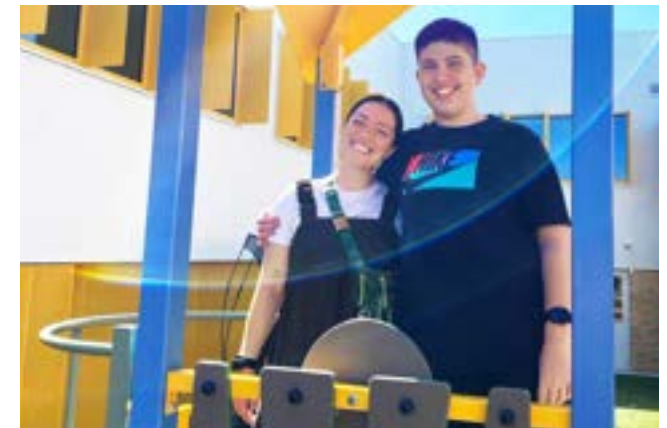
**We acknowledge the traditional custodians of country through Australia and across waters where we gather to meet, teach and support.**

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Emma and Ajax in our brand new playground.



Finn is all smiles on his way to school.

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# Chairman's Reflections

## The Power of Impact

Impact can take many forms. It can be found in something as simple as a small act of kindness, an encouraging word, a moment of understanding, or a helping hand when it's most needed. These seemingly small gestures often have a profound effect, helping someone through a difficult day or a challenging moment. Kindness creates impact, and that impact ripples outward in ways we may never fully see.

How we measure kindness and impact varies greatly. For some, it's marked by clear milestones, an outstanding achievement, a job well done, or the ability to uplift others. But for many, impact is deeply personal. It lives in the quiet victories and the unseen efforts that make a lasting difference.

At Giant Steps, making a difference is at the heart of everything we do. And the impact we see stretches far beyond any one student, it touches siblings, parents, extended families, and entire communities. The stories families share when they arrive at Giant Steps are often filled with pain: stories of rejection, fear, isolation, and a profound lack of understanding. But they are also stories of hope because they've found a place that sees, understands, and embraces their child with care, expertise, and heart.

We welcome children and young adults with complex needs, many of whom arrive having been turned away elsewhere. Some cannot speak, others live with severe anxiety or behavioral and sensory challenges. What we offer is not only education, but understanding. We look beyond the individual to support the whole family, recognizing the many layers of impact they carry.

From the very first meeting, we let parents know they are not alone. They are joining a community built on deep professional expertise from music, speech, and occupational therapists, to teachers and educational support staff. Even more than that, they are joining a family. A family of other parents who've walked this road, of supporters who believe in our mission, and of staff who celebrate every step forward—no matter how small.

One of the hardest things we do is ask for help. Even when we know people care and want to make a difference, it's never easy. That's why it means so much when help is simply offered, when someone reads a story, makes a donation, or shares their time or skills. Those acts of kindness fuel everything we do.

Because of your support, Giant Steps continues to grow. We continue to walk alongside our students as they build independence, gain life and vocational skills, and become active, valued members of their communities. Each one of those achievements, each Giant Step is made possible by you.

And for that, we are endlessly grateful.

**Barry Irvin AM**



Malayah in our new playground sandpit.

**‘What we offer is not only education, but understanding. We look beyond the individual to support the whole family’**





Davina always happy for a visitor.



Angus graduates from Primary School.



# A personal message from our Principal

Dear Giant Steps Community,

If the Giant Steps Spirit was a recipe, its ingredients would include care and dedication; collaboration, belonging, and community; shared celebrations, a desire to do more—and a generous sprinkling of love. When blended in equal measure and left to simmer, something extraordinary happens: deep, lasting impact.

If ever there was a year of impact, 2024 was that year.

For our remarkable community of students, adult participants, and our dedicated team of staff, 2024 was a year in which we didn't just talk about impact—we lived and breathed it.

This was the year we broke ground on our long-anticipated expansion. After navigating years of planning, delays, and challenges, the moment the construction team stepped onto our site, they brought with them a momentum and determination that matched our own. Together with the Giant Steps team, they worked tirelessly to ensure the project progressed with minimal disruption to our daily rhythm. Our new school buildings were completed ahead of schedule which is truly a remarkable achievement.

Naturally, working alongside a construction site came with its share of challenges. But in true Giant Steps fashion, we met them with flexibility, creativity, and a solution-focused mindset. The collaboration between our school staff and the construction team was a testament to what's possible when people come together with a shared purpose—all under the oversight of our dedicated Director, Daniel Fink.

At Giant Steps, we don't measure impact in conventional ways. We see it in the increased engagement of our students and young adults, in their growing ability to regulate, participate, and connect. We feel it in the joy of their achievements, the sparkle in their eyes, and the energy that fills our learning spaces and travels with us into the community.

The impact of our expansion is far-reaching. Most significantly, our state-of-the-art building on Malmsbury Street in Kew—featuring light-filled, spacious learning areas, a library, breakout spaces, and Peppercorn Hall (home to our weekly Giant Jamboree) – is a high quality and beautiful, purpose-built environment where our students can flourish and thrive. It is nothing less than they deserve. Just as importantly, this expansion allows us to welcome more families into our community and extend our reach to those still waiting for a place to belong.

Community is central to everything we do at Giant Steps. As we continue to find creative ways to connect and collaborate, we are building bridges—into the school system, the employment sector, and beyond. These partnerships create meaningful opportunities for outreach, inclusion, and pathways that empower our students and young people to live as independent and fulfilled lives as possible.

Our impact is also made possible by the unwavering support of our broader community. It lives in the local businesses and partners who stand beside us—not just once, but time and again. It lives in the families who trust us to walk alongside them, and in the friends and supporters who believe in our mission and help us bring it to life.

2024 reminded us that impact is not a destination—it's a way of being. It's in every small step, every shared moment, every act of care and courage. As we look ahead, we do so with deep gratitude for what we've achieved together, and with excitement for all that's still to come.

With heartfelt thanks,

**Davina Bate**



Davina with Annie Dunlea, 8 year old sister of Chloe, 10 year old Giant Steps student, who designed and sold Giant Steps branded bookmarks and raised \$300.



# Our overarching strategic priorities

Our purpose is to create meaningful opportunities for people with autism and their families. We believe that people with autism are valued members of their communities and active participants in everyday life. At Giant Steps, we approach every challenge with a mindset of possibility—we always start with a ‘Yes.’

Driven by passion and a culture that celebrates growth, our vision is to continue delivering education and programs to a group of vulnerable Victorians who are too often overlooked by the system. Everything we do—in education, therapy, and community—is designed to create real, lasting change for our students and their families. It’s how we stay focused on what matters most.

Our brilliant school team.



## 01 A strong reputation for excellence.

Have we achieved this? Absolutely. We practice what we preach and you can see it across the programs we deliver, the training we provide our team, our outreach program and The Autism Hub. We work hand in hand with families and our community to deliver real, meaningful, and personalised support every day.

You can read all about it on page 26

## 02 A service that drives innovation and improved outcomes for students and participants.

Since opening in 2016, we can safely say we have continued to focus on how best we can support each student’s unique learning journey embracing innovation, fostering collaboration, and continuously reviewing and improving our programs to achieve meaningful and measurable outcomes.

Check out some stats on page 11

## 03 A well resourced organisation responsive to the changing needs of families.

Our teachers, educators, therapists and support team are committed to growing the skills and capabilities of each individual student and participant, whilst going the extra mile to support the needs of families when needed.

See how we are innovating on page 29

## 04 A safe and sustainable organisation.

We get that you also want to see the serious stuff, so along with reading about all the wonderful programs and stories we want to share, you can also view our 2024 financials.

Find them on page 32

# Measuring what matters: 2024 in numbers



2 Dad's dinners  
68 brilliant staff  
10 dress up days  
5 new classrooms  
12 Mum's coffee dates  
1000 Friday lunch orders  
14 fundraising events held  
4 3 kms covered in Run Club  
10 adult service participants  
81 students on the eligibility list  
39 secondary and primary students  
24 partners we have collaborated with  
250 books kindly donated to our new library  
11 members of the Friends of Giant Steps Group  
4 grandparents working on setting up our library  
194 days the children waited for our new building



# How Giant Steps Melbourne creates lasting impact

## 1.0 Community

## 2.0 Commitment

## 3.0 Environment

We bring our community into the heart of our learning environment, guided by strong leadership and clear governance. Our commitment is to deliver meaningful programs, grounded in an academic curriculum, that create lasting impact for our students and contribute to broader social change.



Clemmie on our new playground swing set.



Alexander on a walking excursion.

# 1.0 Community

We are incredibly fortunate to have an active community that wraps around all aspects of Giant Steps. The opportunities it brings our students, the warm hug it gives our families, the guidance it provides to our teachers, educators and therapists, and the leadership it offers our organisation. Each member of our community adds strength, purpose, and heart to everything we do.

## 1.1 Partnerships

Our partnerships are core to our school. They bring real life experience and connection while providing practical experiences for our cohort. The partnerships are beneficial for both the provider and the participants, offering deeper connection and learning opportunities.

Some partnership highlights have been:

### Pitcher Partners

Our Adult Services participants completed a 10-week hospitality training program delivered by Training by Karina, designed to build foundational skills and support pathways to future paid employment. Following the program, Karina connected our participants with the Pitcher Partners employee café at their Melbourne head office—a busy venue serving over 700 coffees each day. This partnership represents the ultimate in community connection and engagement, with training leading directly to meaningful and paid employment opportunities.



Connor and Tali with Adult Services Director, Andy, at Pitcher Partners cafe.



Thibault honing his cooking skills in the kitchen.



Partnerships cont.



Matthew is all smiles.



Sam on stage at Circus Quirkus.



Christian with Xavier College student as part of Social Awareness Week.

School & University Partners

Giant Steps is proud to foster meaningful partnerships with a range of schools and universities through collaborative placements and facilities-sharing. These partnerships provide invaluable hands-on learning experiences for students pursuing careers in education, therapy, and allied health, while also supporting the ongoing development of inclusive practices. Together, we are building a stronger, more connected educational community committed to supporting individuals with complex needs.

We welcomed students from the following:

- Bialik College
- Kew Neighbourhood Learning Centre
- Monash University
- Mt Scopus Memorial College
- Rossbourne School
- St Kevin’s College
- Swinburne University
- University of Melbourne
- Xavier College
- Methodist Ladies’ College

Musical Theatre & Advancement

Music therapy is such an instrumental element in the transdisciplinary model of therapy for all students at Giant Steps. Our therapists connected with Monash University on the “Woojer Vest Project” which is a revolutionary way of feeling music through vibration and a full sensory experience of sound.

Musical theatre brings a vibrant and enriching dimension to the curriculum, enhancing literacy, music education, and broadening students’ interests. Our students and participants were fortunate to experience a diverse range of music and theatrical performances at the following productions:

- African drumming music incursion
- Circus Quirkus
- A relaxed performance by Stiletto Sisters at MLC
- Cat in the Hat musical
- A classical music concert at St Paul’s Cathedral
- Annie Jr at Genazzano
- The Little Mermaid at Camberwell Girls Grammar

AllPlay Dance

An absolute highlight of the weekly schedule for so many of our students, this program has a beautiful synergy between research, engagement and skill development.

The AllPlay Dance program was established through the School of Psychological Sciences, Faculty of Medicine at Monash University and the School of Communication and Creative Arts, Faculty of Arts and Education at Deakin University and under the direction of teacher Michelle Wheeler has developed an inclusive dance program that enables children of all abilities to experience the joy and beauty of dance and movement.



Chloe and Flynn take a break at AllPlay Dance.

Leon and Sharni dance in perfect synchronicity.



Remy S and Michelle at AllPlay Dance.





Dan and Mitchell relaxing on school camp.



Val, Thibault and Abe at the URBN Surf Water Safety & Surf Skills program.



Amy and Val having fun in the water at Swimming Club.

Asher ready to race on the athletics track.



Flynn and Christian all smiles at URBN Surf.

## 1.2 Access & Adventure

We have seen our students thrive as they build skills and confidence through outdoor exploration and physical activity. By engaging with the community and embracing new environments, students develop independence, resilience, and meaningful connections beyond the classroom. The program offers rich, hands on learning opportunities that support communication, problem solving, and social skills in real world settings.

### Outdoor Education Adventure

Research has shown that our cohort benefits greatly from outdoor movement and activity that helps with emotional and physical regulation so what better way to do that than incorporating adventure, skill development and lifetime experiences into the curriculum creating milestone moments and break-throughs with self-care tasks, emotional regulation, adapting to new experiences, environments and routines.

Some highlights from this program included:

- URBN Surf Water Safety & Surf Skills program
- The first night away from home for some of our students on a camp in Shoreham
- Camping under canvas and the stars for some students.
- A whole school Athletics Day
- Outdoor classroom experiences
- Adventure Club
- Swimming Club
- Run Club

Preparing for camp with thanks to our friends at Anaconda.



Lyal and Christian collecting native flowers.



Emma and Luca ready to go canoeing.





# 1.3 Events

Events and celebration are part of the fabric of Giant Steps and across the year over 14 fundraising events were held to connect, share stories and raise the much needed funds to fill the increasing gap between Government funding and what we need to operate our programs.

The events are all conceptualised and coordinated by the very engaged and passionate parent and family group and are only possible thanks to the incredible input from businesses, families and individuals that continue to support us.

Fundraising Target	\$1.8m
Total Raised	\$1.83m
Activam Gala Fundraiser	\$4,820
Australia 108 Stair Challenge	\$127,772
Carly Marcs Run Melbourne	\$10,358
Fashion Soiree	\$8,840
Giant Pub Rock Party	\$21,272
MayDay Charity Luncheon	\$77,003
The Social	\$410,699
Trivia Night	\$20,238
Yoga Fundraiser	\$6,658
Three Day Bike Ride	\$41,614
Other Events	\$5,525
Total	\$734,799

- Alongside our vibrant community events, many of our fundraising efforts were brought to life through creative and heartfelt initiatives, including:
- Over 40 money boxes were placed in cafés, supermarkets, and local stores throughout Melbourne and regional Victoria, raising nearly \$10,000.
  - The Friends of Giant Steps designed beautiful greeting cards featuring student artwork.
  - Participants in our Adult Services program collected bottles and deposited them at local recycling machines, proudly raising \$165 for Giant Steps so far.

A giant THANK YOU to each and every one of you who attended, bought a raffle ticket, ran a lap, turned sausages, climbed a stair or contributed in any small way. We simply wouldn't exist without you.



Davina accepts a giant cheque from the Multiplex team, for a giant fun run effort.



George (brother of student, Finn), shows off his wonderful work at the Scarecrow Festival



Teacher, Sam, feeling the chill at our Training Day Ice Bath Challenge.

Jess Wilson, MP and Alona at the Giant Steps Stair Challenge



Class is in session at our Yoga Fundraiser.



Fancy frocks at the Morgan Stanley Fashion Soiree.



Funky bunch trivia night.



Our fundraising team at the Giant Steps Social 2024.



# 2.0 Commitment

At Giant Steps, we are committed to providing a safe, supportive, and high-quality learning environment for every child. Our responsibilities extend beyond the classroom. From safeguarding and child protection to staff wellbeing and the continuous improvement of our curriculum and practices. Strong leadership and governance is the foundation of our approach, ensuring we remain focused on what matters most: nurturing each child’s potential, celebrating every achievement, and creating a space where learning and growth flourish.

## Child Safety & Wellbeing

Giant Steps is deeply committed to the safety and wellbeing of every child and young person in our care. We maintain rigorous child protection policies, ongoing staff training, and strong partnerships with families to ensure a safe, respectful, and nurturing environment. Child safety is more than a priority, it’s a core value that underpins all we do.

## Staff Wellbeing

At the heart of our success is our dedicated team, whose passion, resilience, and expertise drive all aspects of our work. This year, we reaffirmed our commitment to staff wellbeing by fostering a supportive, inclusive, and empowering workplace culture. From the employee assistance program, to professional development opportunities, to the most delicious morning teas made by families. We belong to an organisation where care, connection, and growth thrive. Our people are our greatest asset, and by investing in their wellbeing, we not only strengthen our team but also ensure we continue to deliver meaningful impact in the community we serve.

## Practice Excellence

We pride ourselves on delivering high-quality, evidence-based, and innovative educational and therapeutic programs for children and young adults on the autism spectrum.

This commitment means not only meeting challenges head-on but also breaking down barriers to create meaningful opportunities for our community to thrive.

Our growing recognition, reflected in increasing requests for outreach, professional learning through our Autism Hub, and invitations to present at international conferences, is a testament to our steadfast dedication. We harness the strength of our transdisciplinary expertise, think creatively, and continually push boundaries to redefine what’s possible in autism education and support.



Playtime has been transformed by our new outdoor area and play equipment.



# 3.0 Environment

2024 can best be summarised as the year of the build. Working around rubble, dust, buildings shaking, heavy machinery and contractors, our students showed incredible resilience operating with a 5th of a playground, and a quarter of a school.

With thanks to a Community Development Grant from the Department of Infrastructure, we opened our 5 new classrooms, playground, staffroom, training facility and multi purpose hall to a happy cohort in Term 1, 2025.

We are committed to continue to upgrade our facilities and environment having already applied for another grant to help complete the project works that unfortunately our budget did not stretch to.

The environment created on site in Kew provides a safe and happy place for our students and participants but while our new facilities are incredible, we are now faced with the next challenge of finding a suitable space for our Adult Services participants long term as our cohort continues to grow and expand.

A huge thank you and acknowledgment of the team that has worked with such passion and commitment over the last 5 years to bring our dream to life:

Architects—Jackson Clements Burrows  
Builders—McCorkell Constructions  
Project Managers—Fontic  
Planners—Contour  
Landscape—Julian McCarthy Landscape

—

Architectural photography by Gallant Lee.

GIANT thanks to the Helen McPherson Smith Trust who provided a grant to cover the cost of the new furniture to fit out the classrooms and staffroom. We will forever be grateful for this gift and admire our gorgeous looking pieces every day!

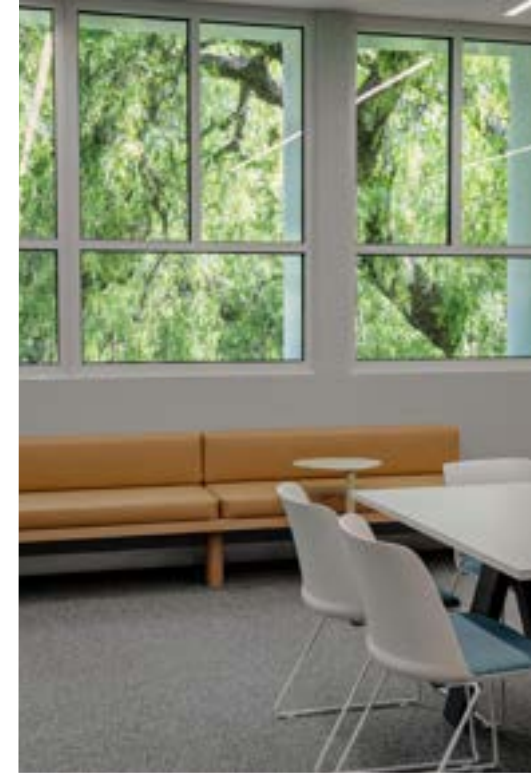


Our brand new outdoor area equipped with trampoline, play equipment, sandpit and swing set for out kids to enjoy.





Colour and material choices were key in the creation of calm spaces to provide nurturing environments for the students.



High quality staff room with a calm and professional spaces to take a break, focus to collaborate and connect with colleagues.

Additional and upgraded facilities were all designed to enhance the experience for students and teaching teams.



Colour coded hallways and stairs help everyone to navigate the building.



A sense of joy and playfulness through the flexible learning areas.



Our brand new library.





# A closer look at our programs

The students of Giant Steps had a dynamic year of learning and developing across primary, secondary and Adult Services.

## Primary & Secondary

Established in 2016, Giant Steps Melbourne implements the Victorian Curriculum within a transdisciplinary approach to individualised learning. Our students, who range from 5 to 18 years of age, enjoy a rich and dynamic curriculum covering key subjects of literacy and numeracy, geography, history and the arts all while focused on individual goals that are continuously reported against ensuring progress and achievement for where each student is at.



Embedding numeracy skills at the Tuck Shop with Chloe and Joan.



Finn and Mitchell learning how to make slime in Science



Ivaan playing in the Autumn leaves in our new outdoor area.



Ryan all smiles in the sunshine during outside learning.



Lucy, Tali and Nicole taking part in Adventure Club.

## Victorian Pathways Program (VPC)

The VPC is a vibrant and inclusive curriculum designed for students in Years 10 to 12, offering a flexible and engaging learning experience. This hands on program builds on essential skills in literacy, numeracy, work readiness, and personal and social development, while also weaving in exciting opportunities in outdoor education, music, and dance to support well rounded growth.

What makes the VPC truly special is its personalised approach. Students can shape their learning journey to match their unique goals and interests. Whether aiming for further study, supported employment, or active community involvement, the VPC helps young people build confidence, independence, and a strong sense of purpose as they prepare for life beyond school.

Highlights from the VPC program included;

- Students hosted their parents and invited guests to Yarra Café, showcasing their hospitality skills and confidence.
- Meaningful work experience at Rylands Retirement Village in Kew
- A community Dog Walking program

In addition, students launched a new social enterprise, Cards for Giant Steps, complementing the existing Glow enterprise and providing valuable entrepreneurial experience.

Zak cooking up a storm for Yarra Cafe



Tali helping out with community dog walk.



# Adult Services

Established in 2021, the Giant Steps Adult Services program provides a pathway for students transitioning from school to adulthood. It empowers individuals to build on existing strengths, develop new skills, and grow in independence. Through meaningful engagement in the community, participants embrace new opportunities, broaden their horizons, and discover purpose as they step into their post-school journey.

Located on Yarra Street in Hawthorn, Adult Services extends learning beyond the classroom by seamlessly blending community participation, work experience, outdoor education, and enterprise within our trans-disciplinary framework, fostering growth, connection, and lifelong learning.



Hannah in action in her employment at Collingwood Children's Farm.



Remy W helping rake the garden at Collingwood Children's Farm.



Brad happy to be on the way to his program.

# Research & Innovation

We believe in the critical need for ongoing research and professional development to continually expand and refine our practice. Through our onsite Mental Health Clinic, The Autism Hub, and our involvement in research and development, we gather and apply data to ensure our approach remains innovative, informed, and responsive to the needs of our community.

## Mental Health Clinic

Established in 2016 the on-site Mental Health Clinic comprises a highly experienced team of a psychologist and psychiatrist, alongside key school staff, are deeply committed to supporting the needs of the students, participants and their families.

Eight face-to-face clinics were held across the year, as well as supporting families remotely, allowing students medical and allied health teams to work collaboratively with the visiting psychiatrist and school staff to see students within the safety of the school environment. This unique service allows a holistic approach to managing our students' complex behaviours and health needs whilst collectively reviewing data and real time supports needed.

Sharing of key information and findings is key to Giant Steps and The Autism Hub provides a central place to share information and resources from the work developed by Giant Steps. The sharing of information also helps connect Giant Steps teaching team with other professionals and important discussions.

## Research & Development

Staff professional learning was a highlight of the year. Three teachers and therapists progressed through our accreditation framework. A leader completed a Masters of Education in Inclusion and Diversity at La Trobe University, and a teacher gained full registration with the Victorian Institute of Teaching. Achievements also included a research project being presented at the International Society of Autism Research (INSAR) conference that highlighted the importance of a trans disciplinary approach to supporting children with challenging behaviours and a Bronze Medallion lifesaving award and Behaviour Support Practitioner training for two educators, enhancing our capacity to support complex behaviours and expand Health and Physical Education programs.



Our incredible music therapists sharing resources through The Autism Hub workshops.

## The Autism Hub



Dale and Sam presenting at INSAR 2024.



# We're (about to turn) 10!

Giant Steps Melbourne is turning 10 in 2026 so we asked 10 members of the Giant Steps community: 'If you could have one wish for what our future looks like, what would it be?'

**Joan (Founder, Grandparents Club and grandmother to Ruben)**

**That the amazing atmosphere and passion at GSM stays the same as it has been for the last 10 years!!! And An even bigger space to accommodate the waiting families.**

Angela (Hannah's Mum)

'The Giant Steps Housing Hub, offering a range of housing options for short and longer stays. The housing hub would offer unique opportunities for socialising, skill development and independence.'

**Connor (Adult Services Participant)**

**I would like more friends and more new staff to hang out with!**

Daniel (Director)

Having been involved from the start and seen Melbourne grow from just 11 families, my wish for the future is that we see the organisation continue to grow in all areas, more kids and young adults, more staff, more sharing of expertise and collaboration with other schools and organisations, and further development of services to our community.

**Mia (Adult Services participant, Remy W's sister)**

**As Giant Steps grows, I wish for it to integrate and interact with the wider community so that students like Remy can be truly included and celebrated by all.'**

Cassandra & Ben (Cameron's Parents)

Our wish for the future is that Giant Steps continues to embrace families so that more children feel seen, heard and appreciated for who they are and given the best opportunities to develop skills for an independent, fulfilling and happy life.

**Fran (Teacher)**

**My wish for the Future of Giant Steps it to fill each day with laughter, learning, and the celebration of every achievement—no matter how small.**

Alisha (Primary Teacher)

If I could make one wish for the future, it would be to broaden the opportunities available to every student. Most of all, I hope to see more families become part of our Giant Steps family, sharing in a journey that celebrates growth, inclusion, and possibility.

**Dean (Ryan's brother)**

**My wish is for Giant Steps to keep expanding in order to provide specialised support for more children like my brother Ryan. It is crucial for children with disabilities to have access to suitable education, and for those with autism, Giant Steps is unparalleled.**

Barry (Chairman)

My wish would be that we could take more children off the waiting list and know we could fund all they needed.



# Financials

At Giant Steps Melbourne, our mission to provide life-changing education and therapy support is only possible thanks to the extraordinary generosity of our families, corporate partners, and the wider community. Giant Steps does not charge fees for our school program and we remain committed to ensuring that children and adults of all socio-economic backgrounds have access to the specialist support they need to thrive.

At the end of 2024, it cost \$120,000 per student per year to attend Giant Steps Melbourne. 90% of these costs are directly related to the program and support each student or participant receives.

Each year, our community comes together to raise the funds necessary not only to sustain our programs but to grow and reach more families. In 2024, we are proud to report that over \$1.8 million was raised through donations and fundraising activities. This significant achievement highlights the strength of our community's commitment and is a testament to the trust placed in the work we do. We are deeply grateful for this continued support.

In total, 31% of our revenue in 2024 was generated through donations, fundraising events, and support from community organisations and corporate partners. These contributions are vital to our financial sustainability and directly support our ability to increase student enrollments and expand our services each year.

The National Disability Insurance Scheme (NDIS) remains an important funding source for our adult services program and helps us deliver outreach and therapy supports. However, NDIS funding does not fully cover the intensive support and specialist training required for our adult participants, and it does not provide funding for educational programs within the school.

In 2024, staff salaries and associated costs accounted for 77% of total expenditure (or 83% when excluding depreciation). This reflects our strong investment in our people—highly skilled, collaborative professionals who deliver a transdisciplinary program tailored to each individual's needs. Ongoing staff training is embedded across the organisation, ensuring continuous development and the highest quality of care and education.

Our administrative and overhead costs remain low, allowing us to direct the vast majority of our funding toward frontline services that directly benefit our students and participants.

Giant Steps Melbourne is a registered charity based in Victoria and holds Deductible Gift Recipient (DGR) status, making all donations tax-deductible.



Malayah the soccer star.



Staff embrace our Term 1 Dress Up Day theme—Colourful!

## Profit & Loss (2024)

Donations	\$1,104,059
Fundraising Events	\$734,799
Government Funding (State & Commonwealth)	*\$3,970,650
Other Income	\$110,946
<b>Total</b>	<b>\$5,920,454</b>

## Less Operating Expenses

Salaries & Team Costs	\$4,815,033
Rent & Site Expenses	\$788,887
Teaching Expenses	\$195,737
Depreciation	\$443,613
<b>Total</b>	<b>\$6,243,270</b>

## Net Profit/(Loss)

**\$(322,816)**

\*Includes NDIS income for therapy and allied health services provided.

Thumbs up for Chloe D and Daming.



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



# Board of Directors

The Board is dedicated to continually enhancing and expanding the positive impact Giant Steps has on its team, community, on our families as well as the broader autism and disability sector. Through passionate leadership, strong governance, and thoughtful decision-making, this group of industry experts, parents, and ambassadors ensures the delivery of best practices.



Barry Irvin AM, Chair



Geoff Stein, Deputy Chair



Rachel Launders,  
Company Secretary



Amanda Coombs



Brett Kelly



Daniel Fink



Glenn Poswell



Jessica Stimson



Jonathan Wenig

# GIANT Thanks

We sincerely thank each partner, supporter, friend, advocate, and anonymous donor who contributed to Giant Steps Melbourne in 2024. Your support continues to make a lasting impact.

3KS Investments  
Activam Group  
Advanced Print Scan Solutions  
Anaconda  
Ausfine Foods  
Bassat Foundation  
Bega Group  
Bellwether Foundation  
Boncal Family Foundation  
C Care  
Calvert-Jones Foundation  
Capgemini  
Car Group  
Collingwood Children's Farm  
Complete Financial Providence  
CVS Lane  
Day Break Wealth  
DMC Group  
Helen Macpherson Smith Trust  
Innovative Retail  
Jess Wilson MP  
Kew Neighbourhood Learning Centre and the Threads Group  
Kew Trader Association  
Kidder Williams Limited  
Lewers

LL Family Nominees  
McCauley FMD Pty Ltd  
McCorkell Constructions  
Morgan Stanley Fashion Soiree  
Mortgage Choice Charity Foundation  
Multiplex  
MVA Bennett  
Petra Daley Graphic Designer  
Pitcher Partners  
Probiotec Limited  
Qantas Side by Side Grant  
Real Investment House  
Residentia Property Group  
Rotary Club Carlton  
Seyfarth Shaw  
State Trustees  
Swann Family Foundation  
The Corcous Club  
The Myer Foundation  
The Pratt Foundation  
Trade for Good  
Training By Karina  
TreeHaus  
UHG Foundation



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