

ANNUAL REPORT 2022



LITTLE **BIG** STEPS

LITTLE BIG STEPS

PURPOSE

Improve the health and wellbeing of kids with cancer

VISION

Every kid with cancer having the best chance of getting back to the things they love.

MISSION

Getting kids with cancer moving using technology to make exercise medicine fun

VALUES



ACHIEVEMENT

Continually celebrating the smallest of achievements by these extraordinarily brave kids



DETERMINATION

Having a clear purpose and drive to achieve maximum results and effectiveness



FUN

Using interactive technology and gamification to bring enjoyment and reward to the health & wellbeing of kids with cancer



UNITY

Working in collaborataion with medical and allied health practitioners, charities, donors and the families and children affected by cancer

MESSAGE FROM THE CEO



Dr Shane Huntington OAM
CEO

It is with great pleasure that I write my first Annual Report message as Chief Executive Officer of Little Big Steps. The report coincides almost perfectly with the end of my first year with this amazing organization.

A little over a year ago I was looking for a new position with an organisation that was making a difference. When I first watched a video of Cass and Cindy telling the story of the Charity's origins, I immediately knew Little Big Steps was where I wanted to be.

I was aware that leading a kids' cancer charity would at times be emotionally intense, but I certainly could not have predicted the positive impact the last year has had on me. The kids we interact with are amazing. Their parents and carers are dedicated beyond what seems possible. They inspire.

Little big Steps provides physiotherapy support and technology to kids with cancer. I have written this statement so many times in my first year. But no words on the page can compare to the stories, videos and photos we receive of children thriving as a result of this support.

Late last year we coordinated a virtual training session at the Women's and Children's Hospital led by our sports partner the Melbourne Boomers. Katy Lockwood, our physio in Adelaide, found a way to include all the kids in this program – some in the hospital gym, some from their bedside. There was laughter and a lot of fun, but above all, the kids were all moving – getting the essential exercise that we know is so important.

Over the last 12 months we have received incredible financial support. In particular I want to thank the Gillespie Family Foundation for their generous contributions. Their belief in the value of what we offer the kids has led to us setting up programs in Melbourne, Sydney and Adelaide for the next three years. This means stability for families relying on our support. It also means we can continue to recruit the absolute best physiotherapists on longer contracts.

At the end of 2021 we ran our first virtual gala. Although no substitute for an in person event, this was a huge success and I want to thank everyone involved. Every donation we get, every dollar that is pledged, brings us closer to our goal of providing physiotherapy support for every child in Australia who is diagnosed with cancer.

In the next year, we hope to expand our programs to Perth and Brisbane. We will be adding virtual reality systems to our toolkit of technology. We will be working with our physiotherapy teams to create a national network of support. Above all we will be working harder than ever to support as many kids as possible.

As CEO, I look forward to the continued growth of Little Big Steps, and I thank everyone who is helping us achieve success.

Dr Shane Huntington OAM

CEO

MESSAGE FROM CHAIR



Omar de Silva
Board Director and Chairman

When our Board met in April of 2020 and discussed the possibility of a different operating environment which could even extend to October 2020, I thought we were being overly conservative. Here we are at the end of 2021 having tackled another year which is unlike anything we expected it to be. Despite the continued challenges, our team demonstrated ongoing agility and optimism in the face of adversity (after all, our founders are world champions at this!) and found a way to not only deliver on all existing commitments, but make new ones as well.

There are many highlights you will read about through this report, including:

- Commencing two Ex-Med programs at Sydney Children's Hospital Randwick and Women's and Children's Hospital Adelaide
- Establishing the Lochlan Research Grant Project at the Royal Children's Hospital in Melbourne
- Hosting another edition of the Little Big Forum with over 80 participants; The establishment of an inspiring partnership with the Melbourne Boomer's WNBL team
- Improved financial performance in both revenue growth and expense reduction, thanks to continued generous support from major donors The Gillespie Family Foundation and others, as well as the executive's commitment to continually improving operations
- The appointment of a wonderful new board member in Miriam Dexter who has already made enormous impact; and The appointment of a new CEO, Dr Shane Huntington OAM, a major leap forward in ensuring our continued growth in impact and effectiveness.

Thanks to the collective efforts of the Little Big Steps team and wider community, 2021 has allowed us to both deliver impact and lay the foundations for even more in 2022. To all supporters, collaborators, volunteers and cheerleaders, a very sincere thank you. We're proud of what we've done together.

To all of the Little Big Steps team, thank you for your continued support and for extending me the opportunity to fulfil this role. Cass and Cindy, thanks for your continued energy and inspiration. Shane, it's been great to have you join us - here's to an even bigger 2022. Lastly, a final thanks, congratulations and good luck to our secret weapon, Lilly Bowen, who left us at year end. You've been a pivotal contributor for so long and we will miss you!

TREASURER'S REPORT



Claude Gauchat
Board Director & Treasurer

Treasurer's Report for FY22

The Gillespie Foundation renewed its generous support of Little Big Steps (LBS) for a further 3-year funding period, with effect from 1 July 2022. This significant financial commitment will provide the required sustainability of LBS's growth strategy to 2025. Our thanks to the founding members and to the new CEO, Dr Shane Huntington OAM, for his valuable engagement activities with the Gillespie family.

Despite the easing of strict COVID regulations in the second part of the financial year, the healthcare sector continued to be affected by hospital admission surges and critical workforce shortages. This unfortunately led to temporary interruptions in LBS's Exercise Medicine programs in both the Adelaide & Sydney children's hospitals. Continuity of these important flagship programs has now been assured through variations of the contracts without substantially affecting the desired outcomes.

The key indicators of LBS's financial performance for the year ended 30 June 2022 can be summarised as follows:

Indicator	2022	2021	Variation	Comment
<u>Profit Loss</u> Revenue	\$104,249	\$127,248	-22%	Less donations (\$21,000) Impact of new Major Donor funding in FY23 (\$135,000/yr)
Operating Expenses	\$115,816	\$52,557	+120.4%	FY22 includes \$64,731 for staff costs & entitlements, and \$36,363 for ExMed program support (staff)
Net Profit/(Loss)	\$(11,816)	\$74,691	-114.7%	Impact of LBS investment in CEO position
<u>Balance Sheet</u> Total Assets Total Liabilities Total Equity	\$200,656 \$56,670 \$146,986	\$185,036 \$26,483 \$158,553	+8.3% +114% -7.8%	Current assets includes +\$9,091 of prepaid expenses and current liabilities include +\$14,125 for trade & payables and +\$11,700 of income in advance, all compared to FY21
<u>Quick Ratio</u> Current assets/current liabilities	3.5	6.9		Needs to be >1 for short-term solvency. Cash holding at \$183,177 still favourable

The financial position of LBS indicates reasonable grounds to believe that the Company will be able to fully pay its debts, as and when they become due and payable over the next 12 months. The high cash holding, as well as expected cash flows from new revenue streams, will allow the Board to consider further investments in ExMed programs and staff capacity in FY23.

Special thanks go to the founding members Cindy Bakos and Cass Howcroft, for their ongoing assistance with key stakeholder engagement, as well as a successful transfer of CEO duties to Dr Shane Huntington OAM. The Board's gratitude is also extended to Ryk Eksteen, Collins + Co (Audit Pty Ltd) and Kristian Gray, Engage Health Solutions (Accounting) for their expert pro-bono services in preparing the Financial Report.

The audited LBS Financial Report for year ended on 30 June 2022 is now commended to the members for consideration at the AGM on 24 November 2022.

Claude Gauchat
Treasurer & Board Member

A YEAR IN REVIEW



The infographic features a teal header with the title 'A YEAR IN REVIEW' in large, bold, purple letters. Below the title is a yellow horizontal bar. The main body is white with several colored circles (teal, pink, yellow, and purple) containing text about various achievements. Teal footprints are scattered throughout the page, leading from the top towards the bottom. A large teal 'V' shape is at the bottom left.

Associate Professor Carolyn Broderick joined EMAC

Ex-med programs in Melbourne, Sydney and Adelaide complete

Established Partnership with a_space

Campbell Foundation joined as a major donor

Little Big Night—Virtual Gala Event

Ongoing commitment from the Gillespie Family Foundation for physio programs in 3 cities

Received Equity Trustees grant from the Alfred Felton Bequest


Continued partnership with Melbourne Boomers

Janelle Barnard joined LBS for project support

Skills training session with Melbourne Boomers

New CEO, Dr Shane Huntington OAM

EXERCISE MEDICINE PROGRAM



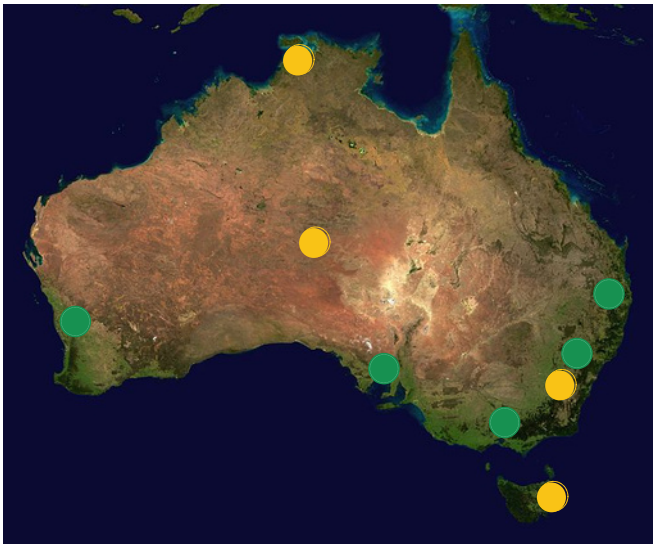
I am now able to walk, run, ride my bike, have gone back to my dance classes and I can sit down and get up from the floor without any help and best of all, I can now play with my new puppy!

In 2021-2022 Little Big Steps had exercise medicine programs running in Sydney Children's Hospital (NSW), Royal Children's Hospital (VIC), and Women's and Children's Hospital (SA). These programs were all part of our initial pilot program to test the value and efficacy of providing physiotherapy support to kids undergoing treatment.

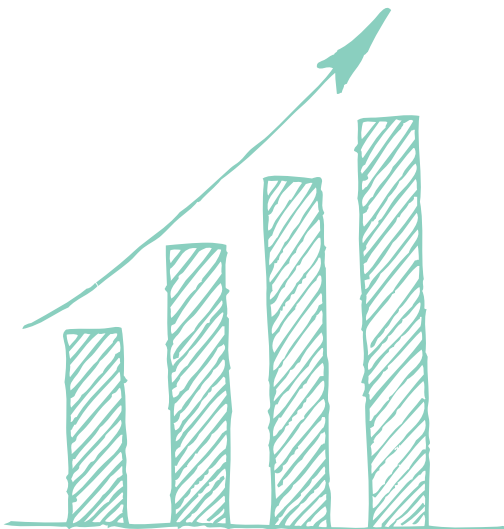
All three sites have demonstrated amazing success, supporting many of the kids coming through oncology wards. Little Big Steps is now in the process of establishing 3-year programs in all three locations and extending to other sites across Australia.

At our Sydney Children's Hospital location our original 0.4FTE physiotherapist supported about 10 kids at a time for a 12 week program. In total about 40 kids a year. Multiple this across all our sites with higher FTE numbers and we are supporting hundreds of kids in need every year.

BUILDING A NATIONAL NETWORK FOR EXERCISE MEDICINE RESEARCH



- Centralised coordination.
- Initial goal- Minimum 1.0FTE Physiotherapist in each 5 major cities. ●
- Standardised patient support and research across Australia.
- Longer term expansion to 'outside hospital support' and additional cities. ●

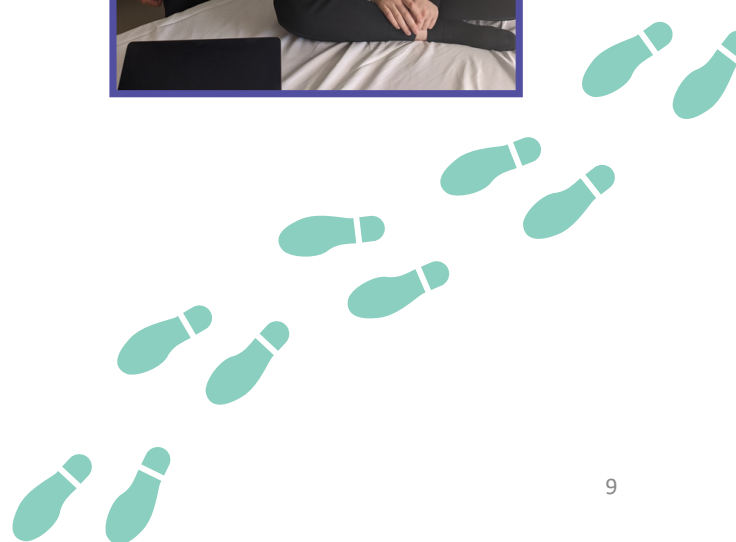
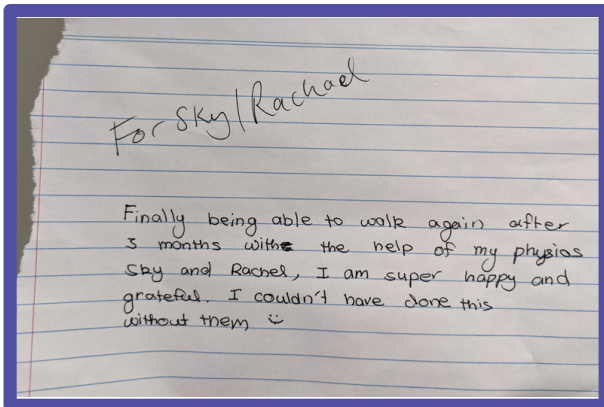


THE IMPACT OF PHYSIOTHERAPY SUPPORT - WHAT DO THE KIDS THINK?

The difference you make...



Olivia is an incredibly lovely 17-year-old, receiving treatment at SCH, Treatment was complicated by a calf abscess, which led to prolonged bed rest and significant loss in strength and range of motion. Olivia has worked incredibly hard and is now walking independently with our crutches.





My name is Iona, I am now 10 years old but I was 8 when I was diagnosed with leukemia. I was a happy girl who loved dance, drama, art, dressing up and music but when I found out I had a blood cancer and was going to have to leave my home town, my school and my friends to go into hospital to have treatment, I was not a happy girl. A few weeks into my treatment, I got a fungal infection and that made me very very sick. I was taken to the ICU three times and had lung collapse, heart failure and lots of machines and medicines which helped me to live.

The things I did with my Physio were

We started with blowing bubbles when I was still in the ICU to help strengthen my lungs. I also had to learn how to hold a pen again and used playdough to strengthen the muscles in my fingers and hands. I had to use a tilt table to learn to sit up from lying in my bed. My physio used a special strap around my body to help me learn how to stand up from sitting and then I used a wheelchair and then a frame to learn to take my first steps again.

Why I needed Physio

I had been so unwell that I hadn't had the strength to get out of my bed for months. I needed physio because I could hardly move a finger and could no longer walk because my body had forgotten how to move.

The hardest bit about Physio?

The hardest bit was finding the energy to do exercise when I was feeling so sick and so tired during my chemotherapy but my physio Sky always managed to make me laugh and we had lots of fun together. Some days when I was feeling really sad or grumpy, he made our exercises fun by letting me kick and throw things around the gym!

Thanks to Physio I can

I am now able to walk, run, ride my bike, have gone back to my dance classes and I can sit down and get up from the floor without any help and best of all I can now play with my new puppy!!

WHAT DO OUR PHYSIOTHERAPISTS THINK?



Katy Lockwood
**Adelaide at the Women's
and Children's Hospital**

How are the programs changing the careers of the physiotherapists that we are employing?

I love and am incredibly passionate about physiotherapy and our role in oncology. Prior to taking the LBS role, I had worked extensively in adult oncology and on several oncology related projects/service development activities. However, my position was rotational (not guaranteed to continue to work in oncology) and despite my keen desire to specialise in oncology that opportunity did not exist within my existing employment or Adelaide.

I would consider physiotherapy in oncology an emerging specialty in South Australia with a growing need for dedicated positions, particularly within public health. The LBS/WCH role was the first dedicated senior/specialist acute oncology physiotherapy position in South Australia across all major public hospitals (adult/paediatric). For me the role opened a career pathway as a specialist, acknowledging my expertise and allowed me to continue to work in an area I am extremely passionate about.

The research imbedded in the position helps to justify and validate the role and benefits of physiotherapy in oncology for the profession. Demonstrating, communicating and advocating the need for dedicated positions and specialist physiotherapist helps to ensure that the speciality grows and that physiotherapists with an interest in oncology have a career pathway/progression.

Prior to the role I had not worked in paediatrics or research, but as most physiotherapists do, I love a challenge! This opportunity has given me invaluable experience in clinical research and provided the challenge of applying my oncology background in an unfamiliar patient population and setting. I feel incredibly grateful and privileged to have the opportunity from an individual perspective. I have learnt and grown so much as a physiotherapist and the role has changed the trajectory of my career. The support from Little Big Steps on a professional/individual level has been incredible.

Is the work inspiring? Are you inspiring other clinicians as a result of this work?

Absolutely 100% - I feel incredibly grateful and privileged to have the opportunity to work in this space. There are emotional challenges and burdens, however the positive difference that we can make in these children's lives is incredibly meaningful and inspiring. Acting as an advocate and growing the awareness of our role in oncology is an important component of the position – both within the profession, as well as the wider oncology community. The interest in oncology as a speciality is building within the profession as a result. Fellow physiotherapists want to be involved and want to know and learn more about oncology.

PARTNERS & SUPPORTERS

MAJOR DONOR

Gillespie Family Foundation (Founders of Bakers Delight)

MAJOR CHARITY PARTNERS



GIFT IN KIND



FINANCIALS

2021-2022



The following financials have been audited by Collins & Co and submitted to the Australian Charities and Not for Profit Commission (ACNC) as part of Little Big Steps Annual Income Statement submission.

Little Big Steps Ltd (DGR 1) - ABN 32 626 833 832

PROFIT AND LOSS STATEMENT

For the year ending 30 June 2022

GROSS INCOME

Donations and Grants Received	104,249
Total Income	104,249
Less: Fundraising Costs	4,115
Gross Profit	100,134

GROSS EXPENSES

Grants and Donations Made	36,364
Community Events	0
Employee Expenses	64,731
Finance & Legal Fees	1,591
Operating Expenses	9,015
Total Expenses	111,701
NET SURPLUS/DEFICIT	(11,567)

BALANCE SHEET
As at 30 June 2022

ASSETS

Bank	183,177
Current Assets	15,086
Fixed Assets	794
Non-Current Assets	2599
Total Assets	201,656

LIABILITIES

Current Liabilities*	56,670
Non-Current Liabilities	0
Total Liabilities	56,670

NET ASSETS	144,986
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*Income received in Advance \$36,700

BOARD OF DIRECTORS



**OMAR DE SILVA
(CHAIR)**
Co-Founder &
CEO of ForthRev



MIRIAM DEXTER
CEO
EMDR Association
of Australia



CLAUDE GAUCHAT
Co-Chair Chris O'Brian
Lifehouse Partnership
Advisory Council



KATE HALFORD
Partnerships and
Fundraising Manager
Australasian
Leukaemia
& Lymphoma Group
(ALLG)

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CINDY-LEE BAKOS
Association
Solution Manager
MCI Australia



CASS HOWCROFT
Account Manager
Westport Marketing

EXERCISE MEDICINE ADVISORY COUNCIL



MORGAN ATKINSON

Exercise Physiologist
Youth Cancer Service
SA/NT



STEPHANIE DALE

Clinical Nurse Consultant
Royal Children's Hospital



**SARAH GRIMSHAW
(CHAIR)**

Oncology Physio & PhD
Candidate
La Trobe University



DR DIANE HANNA

Paediatric Oncologist
Royal Children's
Hospital



NICOLE KENNEDY

Parent Consumer



ANNE-MAREE KING

Exercise Physiologist
Sydney Children's
Hospital



DR DAVID MIZRAHI

Exercise Physiologist
Sydney Children's
Hospital



EBONIE RIO

Sports Physiotherapist
La Trobe University



THOMAS WALWYN

Senior Paediatric & Adolescent
Oncologist Perth Children's Hospital



OLIVER WEIDLICH

Director - Design & Innovation
Mobile Experience

AMBASSADORS



MICHAEL CROSSLAND

Businessman & Elite Sportsman
Inspirational Speaker / MC
Little Big Steps Ambassador



BRIHONY DAWSON

MC and Vocalist



CHAD WINGARD

AFL player for the
Hawthorn Football Club

“

It's no secret that exercise is a huge part of my life, and I am grateful every day for this body that allows me to kick goals in front of thousands of fans. I hope that by supporting Little Big Steps, I can help make a difference in the lives of the 900 kids who are diagnosed with cancer every year, helping them to take small steps with exercise medicine, on their way to kicking cancers butt.

SUPPORTED BY



AN INITIATIVE BY



AUSTRALASIAN COLLEGE OF
SPORT AND EXERCISE PHYSICIANS

LITTLE **BIG** STEPS

www.littlebigsteps.org.au

Little Big Steps Ltd
ABN 32 626 833 832

