

# ANNUAL REPORT 2021

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LITTLE  
**BIG**  
STEPS

# LITTLE BIG STEPS

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## Purpose

Improve the health and wellbeing of kids with cancer

## Vision

Tech-enabled exercise medicine program in core treatment protocols for kids with cancer

## 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

# FOUNDERS MESSAGE

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Just as we were charging ahead and making significant inroads into getting exercise medicine programs into major paediatric cancer centres, the world as we knew it came to a halt; and no more than for charities that took a huge hit to fundraising and volunteer activities.

The COVID pandemic has changed the way we live, socialise and work worldwide, but it has not changed or stopped childhood cancer. Now more than ever with all the restrictions we have had in place over the past almost two years, it's the children and their families who have needed our support more than ever.



By funding allied health practitioners and the provision of necessary equipment, Little Big Steps aims to help children undergoing lifesaving treatment for cancer by encouraging exercise; which not only combats the physical affects from such treatment, but also assists in improving their mental health.

We had big plans this year to get more physiotherapists into more hospitals, but unfortunately with the global pandemic we were unable to reach our initial goal. However, with the significant ongoing generosity of one of our major donor's, the Gillespie Family Foundation, we not only secured funding for our Sydney Ex-Med Program, but also a capacity building commitment to fund a part time CEO position for the next two years. We cannot thank them enough for their ongoing support of Little Big Steps and their unwavering belief in our mission to mitigate side effects of cancer treatments and help prevent long-term chronic conditions for cancer survivors.

We, as founders, have loved seeing our charity grow and blossom over the past three years, but knew it was time to hand over our 'baby' to have it nurtured even further. Appointing a CEO position was a huge decision for us, so it was wonderful to know that that the Board too echoed that it was an integral part of the charity's growth.

After an extensive search, we were delighted to have appointed Dr Shane Huntington OAM just before the end of the financial year, having come from an Acting Director for Strategy and Partnerships role at the University of Melbourne Faculty of Medicine, Dentistry and Health Sciences. Although his career began as a scientist, Shane's diverse experience has included many senior leadership and advisory positions, in academia and government, as well as producer and host of 3RRRs Science Radio Program. He brings a unique set of skills to his new venture as CEO of Little Big Steps and we welcome having someone of his calibre take over the reins to take Little Big Steps to the next level.

Given the challenges we were faced with this year we had many positive outcomes: raising nearly \$130,000 even without our usual gala dinner, as well as seeing our Ex-Med Programs begin in Woman's and Children's Hospital Adelaide and Sydney Children's Hospital Randwick, in addition to the Lochlan Research Program commencing at the Royal Children's Hospital Melbourne. Knowing that these much-needed programs will benefit kids going through such uncertain times has been very rewarding for our charity.

We would like to thank all of our stakeholders, Board of Directors and EMAC, community supporters and families from the bottom of our hearts; and most importantly the incredible worriers that are fighting hard every day! You are the true champions and we hope that the Little Big Steps programs being introduced in paediatric hospitals around the country will continue to benefit as many kids going through cancer as it can.

**Cindy Bakos & Cass Howcroft**  
**CO-FOUNDERS, CO-CEOS & DIRECTORS**





# MESSAGE FROM CHAIR



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!

## Omar De Silva

**BOARD DIRECTOR & CHAIRMAN**



# TREASURER'S REPORT

The pandemic COVID-19 has continued to disrupt the Nation, and in particular the State of Victoria, during 2020 and 2021. Melbourne, where the Company is domiciled, has endured more time in lockdown than any other city in the world after roughly eight months.

Not-for-profit charities like LBS, unlike retail-based companies, could not switch its business model to online sales. The Board had to respond realistically to changed conditions in the philanthropic sector and made the tough decision to cancel the annual fundraising dinner set for August 2020. This resulted in an estimated loss of \$90,000 of operational revenue but at the same time, opened opportunities for LBS to re-position and digitalise in line with new business practices.

The Board held a strategic review with all its stakeholders and successfully negotiated a new donation of \$130,000 over two years from its major donor – the Gillespie Foundation. This marked the beginning of LBS's growth strategy, with \$65,000 being accounted in FY20 as a current liability for the roll-out of the ExMed programs in FY21 and \$65,000 received as a cash donation for capacity building. Accordingly, this donation has been earmarked to fund the appointment of LBS's first CEO, Dr S Huntington OAM in July 2021.

The key indicators of LBS's financial performance for the year ended 30 June 2021 are:

Indicator/metric	2021	2020	Variation	Comment
P/L Revenue	\$127,248	\$104,357	+22%	Impact of Gillespie Foundation donation
P/L Expenditure	\$52,557	\$79,981	-35%	FY20 Includes \$30,519 of catering costs (nil in FY21)  FY21 includes a research grant of \$40,909 (\$18,182 in FY20)
P/L Net Surplus	\$74,691	\$24,376	+205%	
Balance Sheet Net Assets/Total Equity	\$158,553	\$83,862	+88%	FY21 includes increase of \$33,141 in cash and \$40,000 less in current liabilities (donations in advance , expensed for ExMed program)
Balance Sheet Current assets/current liabilities	6.9	2.2	NA	Needs to be >1

The financial position (Balance Sheet) indicates reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable over the next 6-12 months. The basic assumption for LBS to continue as a 'going concern', able to pay for the extension of the ExMed Programs, as well as the CEO position, will be the successful fundraising of \$200,000 - \$250,000 during FY22 .

Special thanks are due to LBS's past co-CEOs, Cindy Bakos and Cass Howcroft, for their assistance with the financial management of the Company, as well as Ryk Eksteen, Collins + Co (Audit Pty Ltd) and Kristian Gray, Engage Wealth Solutions, for their preparation of the Financial Report 2021.

The audited Little Big Steps Financial Report for year ended on 30 June 2021 was approved by members at the AGM on 13 December 2021.

## Claude Gauchat

### **BOARD DIRECTOR & TREASURER**



[1] Extracted from draft Budget FY22, not yet reviewed /approved by Board



# 2020-2021 HIGHLIGHTS

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The following represent a snapshot of key highlights for Little Big Steps during the period from July 2020 until June 2021:



# FINANCIALS

## 2020-2021

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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 2021**

#### GROSS INCOME

Donations Received	125,197
Grants	2,051

<b>Total Income</b>	<b>127,248</b>
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Less: Fundraising Costs	0
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<b>Gross Profit</b>	<b>127,248</b>
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#### GROSS EXPENSES

Grants and Donations Made	40,909
Community Events	3,961
Employee Expenses	3,554
Finance & Legal Fees	4,132
Operating Expenses	

<b>Total Expenses</b>	<b>52,556</b>
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<b>NET SURPLUS/DEFICIT</b>	<b>74,691</b>
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**BALANCE SHEET**  
**As at 30 June 2021**

**ASSETS**

Bank	172,729
Current Assets	8,716
Fixed Assets	992
Non-Current Assets	2,599
<b>Total Assets</b>	<b>185,036</b>

**LIABILITIES**

Current Liabilities*	26,483
Non-Current Liabilities	0
<b>Total Liabilities</b>	<b>26,483</b>

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<b>NET ASSETS</b>	<b>158,553</b>
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\* \$25,000 Income Received in Advance: Donations



# BOARD OF DIRECTORS

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



**MIRIAM DEXTER**  
CEO  
EMDR Australia



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



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

## Founders



**CINDY-LEE BAKOS**  
Association Solutions Director  
MCI Australia



**CASSANDRA 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



## ZACK GILMORE

Cancer survivor, student  
and cyclist



## CHAD WINGARD

AFL player for the  
Hawthorn Football Club

In 2021 we were thrilled to welcome Chad Wingard on board as our newest ambassador. Recruited by Port Adelaide originally, the former Rising Star Nominee, top 10 AFL draft pick, and two-time All Australian AFL footballer moved to Victoria in 2019 to take up a key role with the Hawthorn Football Club.

Little Big Steps and Chad are almost the perfect fit as fitness and helping kids, especially those with cancer, is close to Chad's heart. He raised over \$100K at the World's Greatest Shave in 2020 in honour of Oscar Noye, the young son of one of his closest friends who is currently undergoing treatment for leukemia at Adelaide Women's and Children's Hospital.

**“ 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. ”**



# PARTNERS & SUPPORTERS



## MAJOR DONOR

Gillespie Family Foundation (Founders of Baker's Delight)

## MAJOR CHARITY PARTNERS

Binary

Common Good Media

Carter Web Design

Channel 1 Creative Media

Harvey Norman Commercial

Herbert Smith Freehills

MCI Australia

Deakin Melbourne Boomers

## CHARITY SUPPORTERS

ACSEP

Crystal Vision Bookkeeping

Engage Wealth Solutions

Exercise Sports Science Australia

Hart Sport

Spoke Insure

The Mould Doctor

Village Real Estate

## GILLESPIE FAMILY FOUNDATION (Founders of Bakers Delight)

“

The Gillespie Family Foundation is very proud to be a supporter of the important work that Little Big Steps does. We were first moved by the inspiring stories of the founders, and have continued to support the organisation on its mission because we believe it addresses an overlooked but vital aspect of treating childhood cancer.

”

### **Harvey Norman** COMMERCIAL PROJECT DIVISION

I have witnessed first hand; the fantastic work that Little Big Steps undertake in the ‘kids with cancer’ arena.

My partner’s grandson who was diagnosed with a rare form of leukaemia a few years back and underwent 2 years of chemotherapy is now enjoying a full, fit and healthy lifestyle . I saw how the contribution and support from Little Big Steps encouraged him in each step of his recovery.

It is with this in mind that my organisation; Harvey Norman Commercial Victoria are not only happy to support this great charity but are extremely enthusiastic to do so.

After communicating with Cass and Cindy, it is clear that they feel “their work is only half done” so I encourage any corporates looking to support a charity, to get onboard with Little Big Steps .... a simple idea making such a huge impact on kids with cancer.



Whenever my children felt sorry for themselves, I would always suggest they go visit a paediatric cancer ward in a hospital and see what real hardship, pain and suffering is all about.

That philosophy still stands true today and its fantastic to see an organisation making such a real and substantial difference to these sick kids in hospital.

We at Channel 1 are super proud to be supporting Little Big Steps in their efforts to make the future for kids with cancer a little brighter.

# IN-KIND SUPPORT

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SHANE HUNTINGTON

**TOTAL VALUE OF IN-KIND SUPPORT**

\$105,104

# ADELAIDE WOMEN'S & CHILDREN'S HOSPITAL

## EXERCISE MEDICINE PROGRAM

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**JOANNE LAWSON**

Physiotherapy Manager

“

Exercise medicine for children receiving treatment for cancer is a vital part of their holistic management.

The advocacy, enthusiasm and support provided by Little Big Steps to promote, encourage and embed this ethos into health care services is not just amazing but essential.

”



**KATY LOCKWOOD**

Physiotherapist

Since graduating with a Bachelor of Physiotherapy in 2015, Katy has worked across the Central Adelaide Local Health Network across a wide range of clinical areas before finding her passion for Physiotherapy in cancer care. Katy has experience working in adult oncology and haematology, including in the design and implementation of a new clinical service 'Move Through Cancer'. Katy leads the SA Physiotherapy in Cancer Network and excitedly brings her vast experience to the Women's and Children's Paediatric Oncology unit.



# SYDNEY CHILDREN'S HOSPITAL RANDWICK

## EXERCISE MEDICINE PROGRAM



**PROFESSOR  
TRACEY O'BRIEN**

Director - Kids Cancer  
Centre, Sydney Children's  
Hospital Randwick

“ As the largest centre in Australia dedicated to researching and treating childhood cancer under one roof, the Kids Cancer Centre’s mission is to care deeply and cure quickly. Two thirds of our patients will have lasting side effects from their treatment. We want to ensure every child has access to exercise medicine as part of their treatment. This is a fundamental component in getting kids up and out of bed, interacting with their family and friends, and giving them a sense of normality. However these positions are not all funded by the Government. We have a large multidisciplinary team across all aspects of the cancer journey including medical, nursing and allied health, committed to providing tomorrow’s care today, which is why the work that Little Big Steps have funded is vital. ”



**LAURA JEFFREY**  
Physiotherapist

Laura is a senior physiotherapist who has worked in paediatrics for the past 7 years. Throughout her career Laura has worked in both paediatric and adult oncology and haematology and has a special interest in health and activity promotion in paediatric haematology. She is passionate about keeping children active throughout their treatment (and beyond) to help them to be able to best participate with their family and friends and reduce treatment related side effects. Laura is an enthusiastic and innovative therapist who welcomes the opportunity to work within the Kids Cancer Centre.

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AN INITIATIVE BY



AUSTRALASIAN COLLEGE OF  
SPORT AND EXERCISE PHYSICIANS

LITTLE **BIG** STEPS

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[www.littlebigsteps.org.au](http://www.littlebigsteps.org.au)

Little Big Steps Ltd  
ABN 32 626 833 832

