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# GIANT STEPS TASMANIA

## 2024 Annual General Meeting



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# Chairman's Report

Ladies and Gentlemen

I would like to present the annual report for 2024-25

This year has been another very active year as the School grows and adapts to the technological and social environment, while maintaining the fundamentals of compassion and care.

Student numbers are gradually increasing which is in line with the school's strategic plan. The numbers are now double those of 15 years ago. Because the School offers individual education programs to all students, the work load for senior staff has increased proportionally. The school is now employing a number of teachers and support staff, plus occupational therapy staff and administration staff. The school is now a very busy center and a valuable community asset, which is a great achievement for those involved.

The upgrading of school policies to keep the school in line with contemporary behaviour and legal requirements and its implementation, is ongoing and quite time-consuming. I would like to express our appreciation to Chris Jacobson for her thorough and detailed attention to upgrading the policies.

The school has been able to continue with its building program and upgrading facilities. The board has approved the recladding of the Tower Street Cottage and proceed with Stage 5 of its building program which includes building a bus depot and shelter, two new classrooms with kitchen and bathroom facilities, demolishing the Savage River Building and to refurbish a new quadrangle area.

The above construction will improve the safety of people getting on and off the buses. The new buildings will provide new classrooms designed to suit the needs of the children and staff, as well as being more energy efficient. On conclusion it will be a major asset to the school.

This year the school has been able to upgrade computers and the internet service. This has greatly improved cyber security and the security within the school community.

This year the parent – student shelter was constructed at the school entrance, providing a designated area for people to gather during peak times. Many thanks to the Bendigo Bank and to the Rotary of Deloraine for their donations.

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Recruitment of staff has always been a challenging task. Starting the new year with 5 new staff is a great result and speaks well of the school's reputation as a desirable employer.

At this point on behalf of the Board, I would like to thank all the staff for their considered diligence in providing the care and support to the children in their learning programs. The infusion of positive behaviour is contagious and grows on all involved.

On behalf of the Board I would like to express our deep gratitude to Kimberly Trebilco and the leadership team for their conscientious approach to presenting a positive example to all their tasks. The beginning of the year was very challenging with having to induct new staff as well as the new children.

Special thanks to Kimberly for her positive and consistent leadership.

As can be seen by the Treasurer's report the school finances have remained in a positive position, thanks to the careful management by the Administration Manager Karina Johnstone and the governance of the Treasurer, Mark Bailey.

I would like to thank the Board for their participation during the year. It has been a busy one for the school. Thank you to Michael Lowe, who resigned from the Board after many years of service. A special thankyou to Rod Lester who has served as treasurer for a long period and has guided the school through some very difficult periods. We welcomed Mark Bailey to the Board to take the role as treasurer. Mark has had a wide experience in finance.

The ongoing support from charities is greatly valued. On behalf of the Board, I would like to acknowledge the Golden Opportunity Shop for their generous financial support of families in need. This really is a special effort by those involved, and it is deeply appreciated.

Finally, I would like to thank all the administration staff for their care, and the Board members for giving their time and wisdom in considering the many articles arising.

Yours faithfully,  
Paul Bowman  
Chair

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# Financial Report

Giant Steps Treasurers report for year ending 31 Dec 24

Another well managed year financially with the operating surplus growing by \$217k ~ 34% to \$850k.

This growing surplus was primarily due to increased Govt funding of \$388k 13.5% less Staff cost growth of \$253k ~12% Margin growth \$135k. This growth is inline with the extra Student FTE in 2024.

Adding to the 2024 surplus was more Other income of \$38k and lower other expenses \$44k.

The GS balance sheet is very strong with total assets of \$7.1m and total liabilities of only \$700k Net assets \$6.3m.

Strong liquid asset position of \$3m has grown \$642k or 27% over the year.

This growth included ~\$300k investment in new bus, new equipment and infrastructure and a good operating cash surplus of \$915k.

This balance sheet allows Giant steps to continue to invest in its facilities with a new bus turning circle and 2 new buildings planned in 2025/26.

In summary, another strong year financially in 2024 allowing continued investment in staff and student services as well as important infrastructure to cater for future growth.

I'd also like to take this opportunity to thank Karina and for her great work in the finance space of the organisation.

Treasurer

Mark Bailey

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# Principal's Report

Hello and thank you for attending the 2024 Annual General Meeting. We thank you for your support and appreciate you joining us in person or via zoom.

I would like to start by thanking the members of our school board for their support in the 2024 school year. I truly appreciate the support received from the Board and am grateful for the time invested in strategic planning during the year.

Karina, our Business Manager has again worked tirelessly to ensure our school is in a strong financial position, and that we are meeting our auditing requirements. I would like to thank her for her work managing our finances, as well as her mentorship throughout the year.

I would also like to thank Chris Jacobson who has played a key role at Giant Steps by ensuring our school policies and procedures are meeting requirements. In 2024 Chris enthusiastically started developing video summaries for parent and staff of some of our policies, making our school policies easier to access for our school community.

Each member of staff at Giant Steps plays a crucial role in us being able to deliver the highquality program and level of support to our students that we do. I thank our staff for their tireless efforts and incredible contributions they have made throughout the 2024 school year. 2024 was a year of growth in many ways. A significant amount of time was invested in strategic planning and developing a new School Improvement Plan and Business Development Plan to provide the school with a clear roadmap for improvement over the next 5 years. By the end of the year, we saw small steps being taken to start working towards achieving those goals. One of the areas of our School Improvement Plan that started progressing was moving towards the implementation of structured literacy which is an evidence based explicit and systematic approach to teaching literacy, which has been mandated in the government's Minimum Schooling Guarantee mandate. Our staff engaged in professional learning about these requirements, and we started planning structural changes that were required to our timetables for teachers to be able to implement a structured literacy program, planning our assessment schedule and professional development for staff in readiness of the implementation of the DIBELS (Dynamic Indicators of Basic Early Literacy Skills) assessment to collect quality data about our student's knowledge and skills, and developing scope and sequence documents to map out how key concepts and skills will be covered meeting the requirements of the Minimum Schooling Guarantee. All of this work, setting the foundation for improving our practice and implementing a literacy block with explicit and structured teaching and learning moving forward.

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Assessment continued to be an area of growth in 2024. We provided professional development for our teaching staff on DIBELS (Dynamic Indicators of Basic Early Literacy Skills), an evidencebased assessment which assesses students' early literacy skills. The initial data collected provided a good starting point for discussion with our teaching staff. We also supported our students to participate in the National Assessment Program Literacy and Numeracy (NAPLAN). We had 5 students from grades 5, 7 and 9, who participated in the NAPLAN. It was fantastic to see the positive attitude of our participating students and their persistence when completing the assessment. Given the nature of the NAPLAN assessment, our complex cohort of students and the number of participants, the data does not give us a good picture of where our whole student cohort sits. It does however show some areas of strength for our participants. Another area of growth in 2024 was our connection with our school community, with the Parents Group having a more active role within our school. Throughout the year the group worked hard to organise a raffle fundraising event, raising money towards a shade sail for the playground. The group also provided opportunities for families to become more connected to each other by organising coffee catchups and more connected to the school by organising their end of term barbeques for our families, students and staff to enjoy.

Our enrolment numbers also grew in 2024. At the time of the 2024 census, we had a total of 45 FTE, up from 41.2FTE in 2023. This was made up of 50 students, with some students dual enrolled with a mainstream school.

In 2024 we completed a significant upgrade to our IT systems, to increase our capacity and improve our cyber security. The upgrades included more secure procedures for accessing information that we have on our shared drive including introducing two-factor authentication and categorising levels of access to the information on our shared drive to different staff roles. In 2024 we received many wonderful donations and gifts from many generous community members and organisations. The Deloraine based Golden Opportunity Shop continued their support, generously paying fees for five of our students, making such a difference in the lives of these families. The Blackstone Christian Centre once again very generously donated over 20 Christmas food hampers to our families. We also had many generous donations towards the Parents Group raffle, which contributed to the success of their fundraising event.

Our project, 'Let's Give Them Something to Talk About' was completed in 2024 and saw the construction of a parent shelter out the front of our school and the installation of some communication boards within our playground spaces, which has had a significant impact on student communication in our outdoor spaces. This project was possible due to an allocation of \$22,000 grant money from Bendigo Bank and \$17,121 from the Rotary Club of Deloraine. We are incredibly appreciative of these generous contributions.

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Our students participated in a range of events and sports in the 2024 school year. Through Sporting Schools Funding students were able to participate in sports including table tennis and bowling. Students also enjoyed our Sports Day which was a fantastic opportunity for some of our Blue Room students to take on a leadership role. Students again enjoyed participating in Movie Group and making short films to enter in the Focus on Ability Film Festival and to share at our annual red-carpet movie event. One movie was awarded a \$1000 prize at the Focus on Ability Film Festival, and a \$500 Woolworths Gift Card through a Mini Woolies competition, which was a fabulous achievement. Other popular events included Book Week celebrations and dress up, Superhero Day and Pet Day.

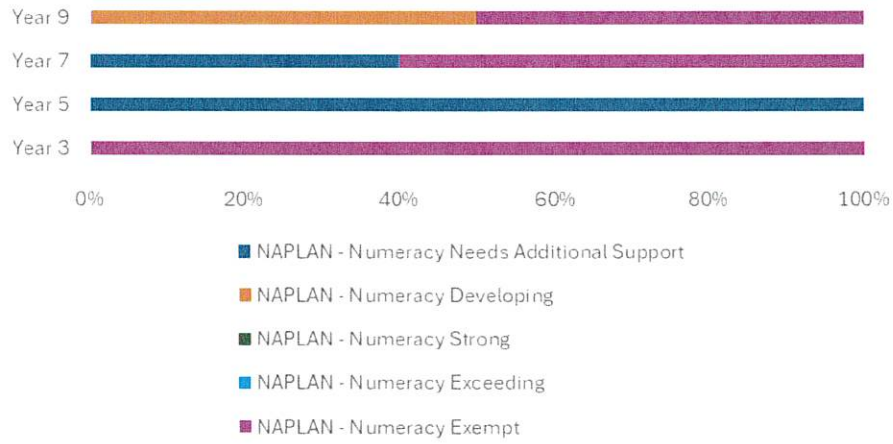
I look forward to continuing to work with the school community, striving for ongoing improvement and growth in 2025.

Kimberly Trebilco  
Principal  
Giant Steps Tasmania

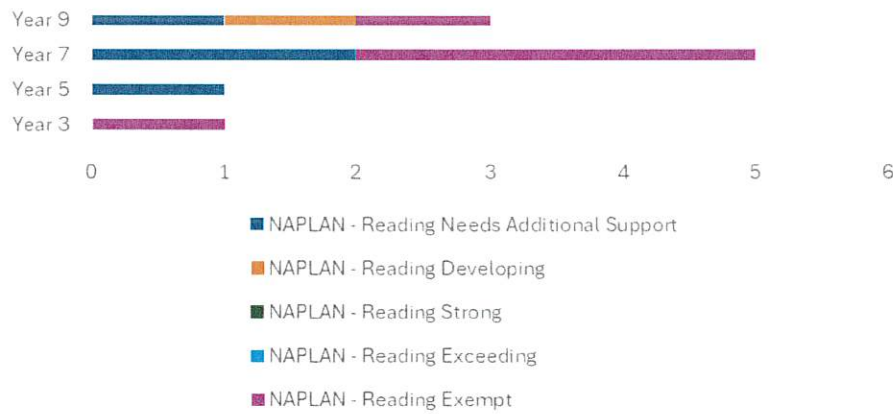
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# 2024 NAPLAN Data

## Numeracy

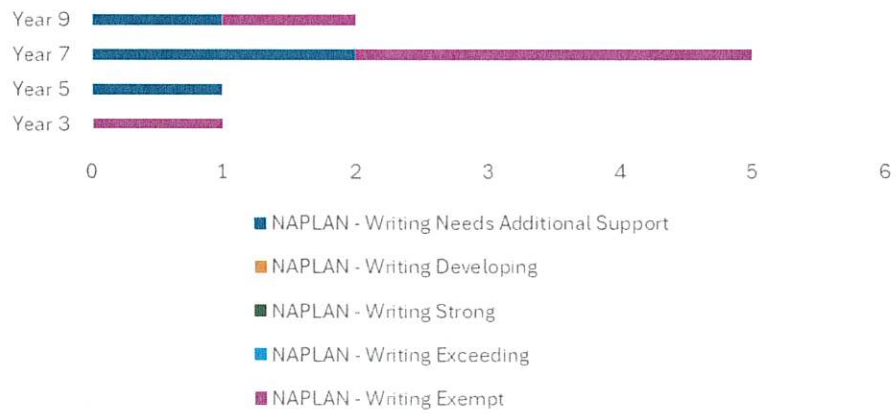


## Reading

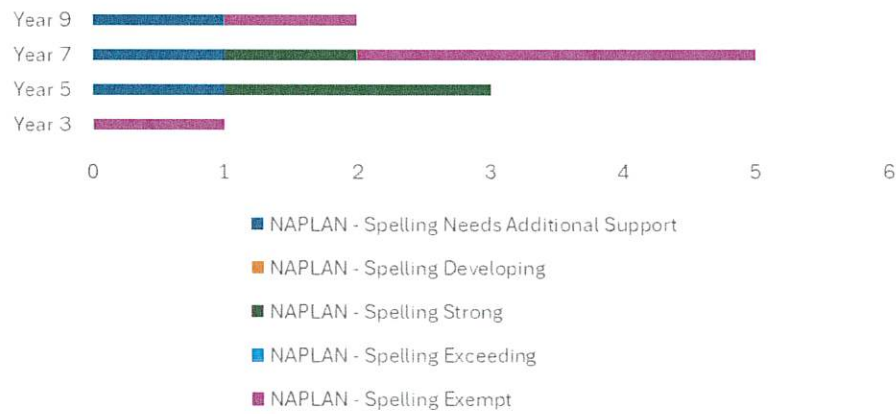


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## Writing

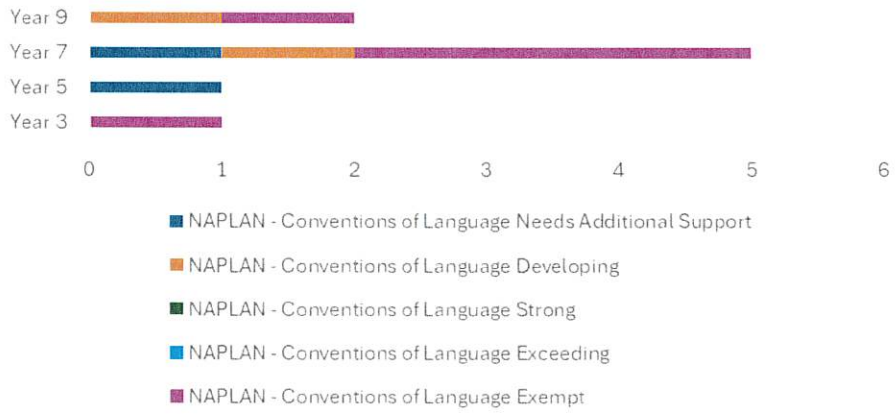


## Spelling



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## Conventions of Language



# **Giant Steps Tasmania**

72 067 591 360

## **Financial Statements**

**For the Year Ended 31 December 2024**

## **Giant Steps Tasmania**

72 067 591 360

## **Contents**

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### **Company Details**

A.C.N. 067 591 360  
A.B.N. 72 067 591 360  
ACNC Status: Registered Charity and Public Benevolent Institution  
Address: 35 West Church Street, Deloraine, Tasmania  
Postal: PO Box 300, Deloraine, Tasmania 7304  
Phone: (03) 6362 2522  
Email: [aufism@giantsteps.tas.edu.au](mailto:aufism@giantsteps.tas.edu.au)

**Giant Steps Tasmania**

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**Statement of Income and Retained Earnings**

For the Year Ended 31 December 2024

	Note	2024 \$	2023 \$
<b>Operating Revenue</b>			
Government funding	2	3,252,789	2,864,949
Parent fees		159,402	148,644
School buses		104,160	87,324
Other operating revenue		58,590	48,767
Interest received		27,188	26,576
<b>Total income</b>		<b>3,602,109</b>	<b>3,176,260</b>
<b>Operating Expenses</b>			
Employee benefits expense		2,365,736	2,112,292
Administrative expense		170,546	203,552
Depreciation and amortisation expense		58,116	47,367
Transport expense		59,694	63,338
Educational program expense		45,038	44,425
Occupancy expense		53,281	72,767
<b>Total expenses</b>		<b>2,752,411</b>	<b>2,543,741</b>
<b>Operating Surplus/(Deficit)</b>		<b>849,698</b>	<b>632,519</b>
<b>Non-operating Items</b>			
Fundraising income		7,750	6,770
Donation income		40	21,533
Capital grant		33,838	304,534
Gain on disposal of assets		10,909	-
<b>Net Surplus for the year</b>		<b>902,235</b>	<b>965,356</b>
<b>Retained earnings</b>			
Retained earnings at the start of the year		5,442,875	4,477,519
Net surplus/(loss) for the year		902,235	965,356
<b>Retained earnings at the end of the year</b>		<b>6,345,110</b>	<b>5,442,875</b>

The accompanying notes form part of these financial statements.

**Giant Steps Tasmania**

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**Statement of Financial Position**

As at 31 December 2024

	Note	2024 \$	2023 \$
<b>ASSETS</b>			
<b>CURRENT ASSETS</b>			
Cash and cash equivalents	3	3,005,249	2,362,822
Trade and other receivables	4	1,328	2,027
Prepayments		64,267	41,520
<b>TOTAL CURRENT ASSETS</b>		<b>3,070,844</b>	<b>2,406,369</b>
<b>NON-CURRENT ASSETS</b>			
Property, plant and equipment	5	4,026,412	3,767,056
<b>TOTAL NON-CURRENT ASSETS</b>		<b>4,026,412</b>	<b>3,767,056</b>
<b>TOTAL ASSETS</b>		<b>7,097,256</b>	<b>6,173,425</b>
<b>LIABILITIES</b>			
<b>CURRENT LIABILITIES</b>			
Trade and other payables	6	166,291	201,839
Borrowings		71,292	45,105
Employee benefits		174,461	187,769
Deferred income	7	340,100	295,837
<b>TOTAL CURRENT LIABILITIES</b>		<b>752,146</b>	<b>730,550</b>
<b>NON-CURRENT LIABILITIES</b>			
<b>TOTAL LIABILITIES</b>		<b>752,146</b>	<b>730,550</b>
<b>NET ASSETS</b>		<b>6,345,110</b>	<b>5,442,875</b>
<b>EQUITY</b>			
Retained earnings		6,345,110	5,442,875
<b>TOTAL EQUITY</b>		<b>6,345,110</b>	<b>5,442,875</b>

The accompanying notes form part of these financial statements.

**Giant Steps Tasmania**

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**Statement of Cash Flows**

For the Year Ended 31 December 2024

	2024	2023
Note	\$	\$
<b>CASH FLOWS FROM OPERATING ACTIVITIES:</b>		
Government funding	3,634,281	3,182,238
School fees received	160,650	156,596
Payments to employees	(2,421,430)	(2,119,102)
Payments to suppliers	(393,138)	(661,312)
GST recovered/paid	(262,920)	(138,131)
Other receipts	170,540	164,394
Interest received	27,168	26,576
Net cash provided by operating activities	8 <u>915,151</u>	<u>611,259</u>
<b>CASH FLOWS FROM INVESTING ACTIVITIES:</b>		
Proceeds from sale of plant and equipment	10,909	-
Purchase of property, plant and equipment	(317,471)	(738,227)
Net cash used by investing activities	<u>(306,562)</u>	<u>(738,227)</u>
<b>CASH FLOWS FROM FINANCING ACTIVITIES:</b>		
Capital grants	33,838	484,534
Net cash provided by financing activities	<u>33,838</u>	<u>484,534</u>
Net increase (decrease) in cash and cash equivalents held	642,427	357,566
Cash and cash equivalents at beginning of year	2,362,822	2,005,256
Cash and cash equivalents at end of financial year	3 <u>3,005,249</u>	<u>2,362,822</u>

The accompanying notes form part of these financial statements.

## **Notes to the Financial Statements**

**For the Year Ended 31 December 2024**

### **1 Summary of Material Accounting Policies**

#### **(a) Basis of Preparation**

The directors have prepared the financial statements on the basis that the not-for-profit Company is a non-reporting entity because there are no users dependent on general purpose financial statements. These financial statements are therefore a special purpose financial statements that has been prepared in order to meet the requirements of the *Australian Charities and Not-for-profits Commission Act 2012* and the *Education Act 2013*.

The financial statements have been prepared in accordance with recognition and measurement criteria in the Australian Accounting Standards and the disclosure requirements of AASB 101 *Presentation of Financial Statements*, AASB 107 *Statement of Cash Flows* and AASB 108 *Accounting Policies, Changes in Accounting Estimates and Errors*.

The material accounting policies disclosed below are those which the directors have determined are appropriate to meet the needs of members. Such accounting policies are consistent with the previous period unless otherwise stated.

The financial statements have been prepared on an accruals basis and are based on historical costs unless otherwise stated in the notes.

#### **(b) Income Tax**

No provision for income tax has been raised as the Company is exempt from income tax under Div 50 of the *Income Tax Assessment Act 1997*.

#### **(c) Revenue and other income**

Revenue is recognised when the amount of the revenue can be measured reliably, it is probable that economic benefits associated with the transaction will flow to the entity and specific criteria relating to the type of revenue as noted below, has been satisfied.

Revenue is measured at the fair value of the consideration received or receivable and is presented net of returns, discounts and rebates.

##### **Grant revenue**

Revenue arising from grants is recognised when or as the performance obligation is satisfied and the customer receives the benefits of the educational services being performed.

When grant revenue is received whereby the entity incurs an obligation to deliver economic value directly back to the contributor, this is considered a reciprocal transaction and the grant revenue is recognised in the statement of financial position as a liability until the service has been delivered to the contributor, otherwise the grant is recognised as income on receipt.

##### **Donations**

Donations and bequests are recognised as revenue when received.

## **Giant Steps Tasmania**

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# **Notes to the Financial Statements**

**For the Year Ended 31 December 2024**

### **1 Summary of Material Accounting Policies continued**

#### **(c) Revenue and other income continued**

##### **School Fees**

Revenue arising from school fees is recognised when or as the performance obligation is satisfied and the customer receives the benefits of the educational services being performed.

#### **(d) Goods and Services Tax (GST)**

Revenue, expenses and assets are recognised net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO).

Receivables and payable are stated inclusive of GST.

The net amount of GST recoverable from, or payable to, the ATO is included as part of receivables or payables in the statement of financial position.

Cash flows in the statement of cash flows are included on a gross basis and the GST component of cash flows arising from investing and financing activities which is recoverable from, or payable to, the taxation authority is classified as operating cash flows.

#### **(e) Property, Plant and Equipment**

All assets are carried at cost less any accumulated depreciation and any impairment losses. Costs include purchase price, other directly attributable costs and the initial estimate of the costs of dismantling and restoring the asset, where applicable.

##### **Depreciation**

The depreciable amount of all property, plant and equipment, except for freehold land and buildings is depreciated on a straight-line method from the date that management determine that the asset is available for use.

#### **(f) Cash and cash equivalents**

Cash and cash equivalents include cash on hand, deposits held at call with banks, other short-term highly liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within short-term borrowings in current liabilities on the statement of financial position.

**Glant Steps Tasmania**

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**Notes to the Financial Statements**

For the Year Ended 31 December 2024

**1 Summary of Material Accounting Policies continued****(g) Employee benefits**

Provision is made for the Company's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits that are expected to be settled within one year have been measured at the amounts expected to be paid when the liability is settled.

A liability for long service leave is recognised for employees upon the completion of 9 years of service.

**2 Government funding**

	2024	2023
	\$	\$
Commonwealth grants	2,626,420	2,324,142
State grants	626,369	540,807
	<u>3,252,789</u>	<u>2,864,949</u>

**3 Cash and cash equivalents**

Cash on hand	250	250
Cash at bank	2,554,999	1,912,572
Short-term bank deposits	450,000	450,000
	<u>3,005,249</u>	<u>2,362,822</u>

**4 Trade and other receivables**

Trade receivables	2,488	5,088
Provision for impairment	(1,160)	(3,061)
	<u>1,328</u>	<u>2,027</u>

**Giant Steps Tasmania**

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**Notes to the Financial Statements**

For the Year Ended 31 December 2024

**5 Property, plant and equipment**

	2024	2023
	\$	\$
Land and Buildings		
At cost	3,606,167	3,587,085
Accumulated depreciation and impairment	<u>(20,000)</u>	<u>(20,000)</u>
Total buildings	<u>3,586,167</u>	<u>3,567,085</u>
Capital works in progress		
At cost	43,195	885
Furniture, fixtures and fittings		
At cost	287,088	253,103
Accumulated depreciation	<u>(164,853)</u>	<u>(151,495)</u>
Total furniture, fixtures and fittings	<u>122,235</u>	<u>101,608</u>
Motor vehicles		
At cost	394,853	353,380
Accumulated depreciation	<u>(167,842)</u>	<u>(272,998)</u>
Total motor vehicles	<u>227,011</u>	<u>80,382</u>
Educational and office equipment		
At cost	134,243	90,318
Accumulated depreciation	<u>(86,439)</u>	<u>(73,222)</u>
Total educational and office equipment	<u>47,804</u>	<u>17,096</u>
<b>Total property, plant and equipment</b>	<b><u>4,026,412</u></b>	<b><u>3,767,056</u></b>

**6 Trade and other payables**

Trade payables	11,993	12,178
GST payable	93,212	86,191
Accrued employee entitlements	<u>61,086</u>	<u>103,470</u>
	<u>166,291</u>	<u>201,839</u>

**7 Deferred Income**

Government grants	331,718	288,004
Parent fees in advance	<u>8,382</u>	<u>7,833</u>
	<u>340,100</u>	<u>295,837</u>

## Glant Steps Tasmania

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### Notes to the Financial Statements

For the Year Ended 31 December 2024

#### 8 Cash Flow Information

Reconciliation of net income to net cash provided by operating activities:

	2024	2023
	\$	\$
Net surplus/(loss) for the year	902,235	965,356
Cash flows excluded from profit attributable to operating activities:		
Capital funding	(33,838)	(304,534)
Non-cash flows in profit:		
Depreciation, amortisation and impairments	58,116	47,367
Gain on disposal of assets	(10,909)	-
Changes in assets and liabilities:		
Trade and other receivables	699	46,967
Prepayments	(22,747)	(5,170)
Trade and other payables	(9,360)	(92,372)
Deferred income	44,263	(32,994)
Employee benefits	(13,308)	(13,361)
Cashflow from operations	<u>915,151</u>	<u>611,259</u>

#### 9 Key Management Personnel Remuneration

The remuneration paid to key management personnel of the School is \$228,544.

#### 10 Related Parties

Transactions between related parties are on normal commercial terms and conditions no more favourable than those available to other parties unless otherwise stated.

There were no transaction with related parties during the year that the directors are of the opinion would require disclosure in the financial report.

#### 11 Contingencies

In the opinion of the Directors, the Company did not have any contingencies at 31 December 2024 (31 December 2023: None).

#### 12 Events Occurring After the Reporting Date

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Company, the results of those operations or the state of affairs of the Company in future financial years.

**Giant Steps Tasmania**

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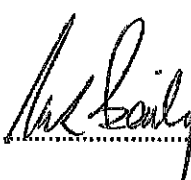
**Directors' Declaration**

The directors have determined that the Company is not a reporting entity and that these special purpose financial statements should be prepared in accordance with the accounting policies described in Note 1 of the financial statements.

The directors of the Company declare that:

1. The financial statements and notes, as set out on pages 1 to 8 are in accordance with the *Australian Charities and Not-for-profits Commission Act 2012* and *Education Act 2013* and:
  - (a) comply with Australian Accounting Standards as stated in Note 1; and
  - (b) give a true and fair view of the financial position as at 31 December 2024 and of the performance for the year ended on that date of is in accordance with the accounting policy described in Note 1 of the financial statements.
2. In the directors' opinion, there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board of Directors.

Director ..... 

Dated 5 May 2025.