



Board of Directors (at February 2017)

Jo Smyth	Chair
Jennifer Fleming	Deputy Chair
Kim Rowe	Treasurer
Cyrus Allan	Board Member
Tricia Currie	Board Member
Joshua Funder	Board Member
Sonia Sharp	Board Member
Joel Cohen	Board Member

Thank you to Michel Hogan, Catherine McCormack and Mark Kent, who resigned from their Directorship positions during the 2015/2016 financial year. We appreciate their contributions and commitment to the organisation.



This year has been one of leading change, of demonstrating resilience and of connection to purpose.

MESSAGE FROM THE DIRECTORSHIP TEAM

Dear Friends of Gowrie Victoria,

On behalf of the Gowrie Victoria Directorship team, I'd like to thank you for your continued support of our work to bring good early childhood education and care to all of Victoria's children.

Reflecting on this past year, it has been one of leading change, of demonstrating resilience and of connection to purpose.

Change in how we respond to the diverse professional development needs of our sector – ensuring that our Adult Learning qualifications and development programs are relevant; that they match the needs of our adult learning community, and that programs and services are accessible, competitive and of high quality.

Resilience in how we work with our people, our children and families and our communities – ensuring that our people continue to be leaders in early childhood education; that they are confident and supported to work with all of our children and families, and that they develop and nurture trusted relationships.

Purpose in everything we do – to champion good ECEC through meaningful engagement across our sector; working collectively for better educational outcomes, and continuing to extend our influence around policy, reforms and research outcomes.

The Board of Directors and the Executive Team have continued to focus on delivering a business strategy with outcomes that balance sustainability and purpose. Our financial results this year are strong, despite the challenging financial environment, demonstrating good management across all areas of the organisation.

The Board continues to explore the emerging trends and social research that drive our purpose; ensuring that we have the right organisational capabilities and culture in place to support our future.



At the Board level, this year we welcomed new Directors Joel Cohen and Kim Rowe, bringing with them sound expertise and capability in strategic finance, social capital and corporate governance. We also said farewell to Mark Kent and Cathy McCormack, and I thank them both for their contribution and commitment during their time on the Board.

I would like to take this opportunity to personally thank all Gowrie staff for their commitment to our purpose and their ability to make a difference in all that they do. You are the true champions of good ECEC.

Sincerely

Jo Smyth
Chair



CEO MESSAGE

Dear Friends of Gowrie Victoria,

It has been another year full of change in the sector with reviews and reforms at state and federal level across both early learning and adult learning. Our year felt balanced between influencing the upcoming changes and preparing for the new world without losing focus on what matters most, diligently improving the quality of early learning and adult learning at our own services and across Victoria.

We were pleased to have further continued our financial turn-around with an increase in our surplus to \$448k despite the difficult Vocational Education and Training market environment and the start-up period at Broadmeadows. This represents prudent management in preparation for a tougher financial environment in the coming years. Once again, we increased investment in those areas that matter most for learning outcomes and remain committed to be operating above minimum requirements in our Children's Services and Adult Learning.

I would like to draw particular attention to the highlights below, details of which you will find featured throughout this report.

Early Learning

Last year I wrote of the fertile ground for new opportunities. This came in the form of our new service at Broadmeadows that we operate in partnership with Broadmeadows Valley Primary School.

The highlight for our existing children's services was that Docklands was awarded the 'Excellent' rating by the Australian Children's Education and Care Quality Authority (ACECQA), one of only ten long day care services to have achieved this in Victoria.

Adult Learning

This was the final year of the Professional Support Coordinator (PSC) contract and I am pleased to say that we increased our reach across Victoria. A big thank you to all the organisations and individuals that we have worked with over the last three years.

We continued to provide qualifications with our Registered Training Organisation (RTO). While the market conditions remain very challenging and we ran at an operating loss, we did not compromise on our quality standards. This was reflected in our student feedback with over 95% agreeing or strongly agreeing that we provide quality training, effective support and effective assessment.

We were again proud to co-host the Together We Grow Conference with Early Learning Association of Australia (ELAA). Conferences play an important role for the sector and we were pleased to see it well supported.

The Sector

It was a particularly fruitful year in our collaboration with the University of Melbourne. We worked with the Melbourne Graduate School of Education (MGSE) to apply the ABLES tool to early childhood; a new online tool that quickly identifies strategies to assist educators and families to support children's learning, particularly children with disabilities and developmental delay.

As part of the Victorian Advancing Early Learning Study (VAEL), funded by the State DET and MGSE, we participated in a yearlong project to research a professional learning model based on the Abecedarian Approach Australia. We look forward to the findings being published in 2017.

Our work continues with the Western Melbourne Children and Youth Area Partnership, working as part of advisory groups with the Parenting Research Centre and Murdoch Children's Research Institute, as well as hosting foreign university study groups and an engagement with Professor Helen Penn from the UK.

This was another busy year on the political and policy front with the Jobs for Families Childcare Assistance package going before parliament, the Education State consultations and mooted changes to the VET sector. We co-developed the Ten Principles for an Early Education State together with peak bodies, research institutions, service providers and community sector organisations from across Victoria. We have assisted both State and Federal DETs in providing information to inform policy positions. Our advocacy remained focused on the same issues as the previous year; quality of early and adult learning is important, that access to affordable ECEC is a right for all children and that ongoing support of professional capability building is vital.

Thank you

Thank you once again to all those people and organisations working across policy, practice and research that have helped us make our contribution to children and families. Relationships are key to our learning and we look forward to continuing our work together in the years ahead.

A personal thank you to our Board. It has been a pleasure to work as part of a directorship team so well aligned to our purpose, which pushes our thinking and is willing to embrace the challenges we need to meet.

And of course for the whole team at Gowrie Victoria, thank you once again for all that you have taught me during the year, having the courage to continue to look critically at ourselves and for your absolute commitment to championing good early childhood education.

Andrew Hume
Chief Executive Officer





HIGHLIGHTS

Broadmeadows Valley Children's Program

Opening this children's program gave us the opportunity to demonstrate what school and early learning can achieve with community by working collectively. It also represented a highlight for Gowrie as the value of the work on our purpose, values, strategy and culture was realised. The decision by the Board was spectacularly supported by our team from across the organisation as we moved from knowing about the opportunity to opening within three months. The staff team rose to the challenge and quickly established a fully functional, stimulating and engaging environment for children and families. The community responded well with occupancy doubling in the first six months of operation and a solid partnership formed with Broadmeadows Valley Primary School.

Docklands Excellent Rating

"Our transition to, and experience with, Gowrie has been smooth and reassuring. The Gowrie Docklands experience is unique: a team consistently receptive to feedback and keen to truly understand our child's needs, an extremely well managed administration, a balance between classroom and experiential learning as well as a clear focus on professional development of staff."

Manish and Akshi, parents of a child at Gowrie Victoria Docklands

Gowrie Victoria Docklands was awarded the 'Excellent' rating by the Australian Children's Education and Care Quality Authority (ACECQA), one of only ten long day care services to have achieved this in Victoria. The Excellent rating is the highest rating an education and care service can achieve. This was a significant achievement not only for the entire team at Docklands but also Gowrie as a whole, validating the team's hard work over many years. Congratulations to the entire Docklands team for the high quality program provided each and every day to 150 children and their families.

Delivering Quality Training

“I studied my Diploma of ECEC at Gowrie Victoria. The training I received was thorough, relevant and inclusive. The team at Gowrie Victoria provided an outstanding service consistently over the two years I was studying. Their trainers are experts in their fields and can also apply practical knowledge to the topics. I am so proud to have achieved my qualification thanks to Gowrie’s support.”

Judy Middlekoop

Our commitment to delivering quality training was reflected in our student feedback with over 95% agreeing or strongly agreeing that we provide quality training, effective support and effective assessment. While market conditions continued to be challenging, our trainers, assessors and administration team were dedicated to supporting individual learner needs. Our learners received extensive training plans, regular assessor visits to work placements, additional study support and access to online resources.

Professional Support Coordinator contract

This was the final year of the Professional Support Coordinator (PSC) contract and we increased our reach to over 7500 educators and 1400 services across Victoria. The PSC Online Library was accessed over 22,000 times. A big thank you to all the organisations and individuals that we have worked with over the past three years, particularly the Victoria Aboriginal Education Association Inc (VAEAI), Ballarat Health Service, Free Kindergarten Association (FKA), Community Child Care (CCC), ACECQA and the State and Federal Departments of Education and Training (DET).

Kindergarten Intensive Support Program

We worked closely with the Victorian Department of Education to provide intensive support to kindergartens that were rated as not meeting the National Quality Framework standards (quality areas 1 and 5). We demonstrated the difference quality intervention makes and the long term effectiveness of good consultancy to the sector, as shown in the results. Of the 19 kindergartens that were reassessed by QARD (the

Department’s Quality Assessment and Rating Division) 12 services received a rating of Meeting NQS and 6 received a rating of Exceeding NQS. One service received a Working Towards rating but was Meeting NQS in quality areas 1 and 5.

Together we Grow Conference

We were again proud to co-host the Together We Grow Conference with Early Learning Association of Australia (ELAA). Conferences play an important role for the sector and we were pleased to see it well supported with 841 attendees, with 52% rating the conference as excellent and another 45% rating it as good. Our thanks go to the members of the Conference Reference Committee which shapes the conference and includes representatives from Playgroup Victoria; Noah’s Ark Inc; the Department of Education and Training Victoria; FKA Children’s Services; Community Child Care; City of Monash; Murdoch Children’s Research Institute; and The Victorian Aboriginal Education Association Incorporated.





OVERALL



Surplus **\$448k**



Together we Grow Conference with ELAA – **841** attendees, **52%** rated excellent, **45%** rating it good



Research partnership – Melbourne Graduate School of Education (MGSE)



Western Melbourne Children and Youth Area Partnership, working with Parenting Research Centre and Murdoch Children’s Research Institute

CHILDREN’S PROGRAM



New children’s service at Broadmeadows



Docklands service awarded ‘Excellent’ rating by ACECQA



Participated in Victorian Advancing Early Learning Study (VAEL) to research a professional learning model based on the Abecedarian Approach Australia

ADULT LEARNING



PSC reached over **7500** educators and **1400** services in Victoria



PSC Online Library accessed over **22 000** times



95% of our accredited training students say we provide quality training, effective support and effective assessment

INCOME STATEMENT & BALANCE SHEET

FINANCIALS

INCOME STATEMENT	30 June 2016	30 June 2015
Revenue	\$13,278,599	\$11,560,757
Expenses		
Cost of sale of goods	—	(53)
Depreciation and amortisation	(74,253)	(61,659)
Employee benefits	(8,731,442)	(7,457,709)
Occupancy expenses	(845,531)	(902,174)
Advertising expenses	(253,446)	(191,413)
Finance costs	(7,080)	(44,987)
Administration expenses	(268,637)	(224,022)
Operational expenses	(2,461,806)	(2,223,170)
Organisational expenses	(89,598)	(37,821)
IT expenses	(99,092)	(98,877)
TOTAL INCOME/(LOSS)	447,714	318,872

BALANCE SHEET	30 June 2016	30 June 2015
Assets – current		
Cash & cash equivalents	3,619,472	3,827,193
Receivables	220,988	63,682
Inventories	2,380	2,380
Other assets	194,922	111,777
<i>Total current assets</i>	<i>4,037,762</i>	<i>4,005,032</i>
Assets – noncurrent		
Intangible assets	403,587	—
Property, plant, and equipment	255,666	677,384
Total noncurrent assets	659,253	677,384
TOTAL ASSETS	4,697,015	4,682,416
Liabilities – current		
Payables	730,854	722,366
Provisions	763,519	571,378
Other liabilities	600,806	1,266,708
<i>Total current liabilities</i>	<i>2,095,179</i>	<i>2,560,452</i>
Liabilities – noncurrent		
Provisions	133,599	101,441
Total noncurrent liabilities	133,599	101,441
TOTAL LIABILITIES	2,228,778	2,661,893
Net Assets	2,468,237	2,020,523
Member Funds		
Accumulated surplus	2,468,237	2,020,523
TOTAL EQUITY	2,468,237	2,020,523

The above Income Statement & Balance Sheet was extracted from the audited financial statements.



ACKNOWLEDGEMENTS

Thanks for your help

We value and appreciate the efforts of all partners and volunteers who work alongside us to achieve our purpose. Your passion, commitment and focus is outstanding.

Anne Stonehouse

Andrew Webster

Australian Government Department
of Education and Training

Australian Government Department
of Social Services

Ballarat Health Services

Catharine Hydon

City of Hume

City of Melbourne

City of Moonee Valley

City of Yarra

Community Child Care Association

Early Learning Association Australia

Early Childhood Australia

Family Day Care Australia

Fish & Nankivell

FKA Children's Services

Gowrie Australia

Heather Barnes

Herbert Smith Freehills

Ivan Webster

Karl Hessian

Kensington Neighbourhood House

Koorie Heritage Trust

Maternal & Child Health –
City of Melbourne

Melbourne Museum

Victorian Curriculum and Assessment
Authority

The University of Melbourne –
Melbourne Graduate School of
Education

Preston Neighbourhood House

Victorian Aboriginal Education
Association Incorporated (VAEAI)

Victorian Aboriginal Community Services
Association Limited (VACSAL)

Victorian Government Department
of Education and Training



Executive team

Andrew Hume	Chief Executive Officer
Jodie Knox	Manager Early Learning
Michele Haywood	Manager Registered Training Organisation
David Solomon	Commercial Manager
Linda Smart	Manager Professional Learning
Nattalie Smoothy	Manager People and Culture



VALE JODIE KNOX

We'd like to acknowledge our dear friend and colleague, Jodie Knox, who passed away on 24 December 2016. Jodie was a shining light in our sector, constantly challenging the status quo to seek better outcomes for children, families and educators. We are deeply grateful for the significant contribution Jodie made at Gowrie Victoria during her 2 years with us. Her work continues.



Life members

Jenny Acton	Joan Waters
John Emerson	Maureen Savage
Sue Harper	Gilda Howard
Heather Barnes	

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For those who teach and care for children,
Gowrie Victoria champions good early childhood education
and care. Because when children learn, we all grow.