

Gowrie Victoria

Year in Review 2019/20



Overview

The 19/20 year has been a year like no other. Our team members have provided stability, safety and connection with children, families and their communities in a time of unprecedented change. We have also continued to provide excellence in training and consulting in a new digital world. In challenging times, it is evident that the values of an organisation really come to the fore. Gowrie has really demonstrated these values in everything we do – cultivating a supportive environment, learning and growing, investing time in building relationships and always pursuing higher standards. We've seen a lot of innovation and creativity by our team members whilst always putting our children at the centre of everything we do.

The whole Gowrie community including all our children, families, board members, life members, students, partners and all stakeholders have shown great compassion, care and flexibility. Thank you.

There have been many highlights throughout the year which we are very pleased to present to you in this overview. One of these was our organisational engagement results, demonstrating that we are in the top 10% of care-based organisations. This is a great achievement by the team. Our continued focus on children's learning and wellbeing has also been highlighted through feedback from families and our successful partnerships with community partners.

Our greatest highlight, however, is the dedication of our team members. A great example of this is following a positive COVID-19 case at Clare Court all 130 families were phoned within 24 hours to reassure, advise and keep connected with. This quote from a family sums up our appreciation. *"We are incredibly grateful to the staff for their continuous support and professionalism through such an unusual year."*

Susan Anderson, CEO

Paul Geyer, Chair

Supported **816** families and educated **1056** children
Trained **218** students and mentored **106** provisionally registered teachers
Supported **100** organisations and services with professional learning
Delivered **975** hours of coaching with **35** services in regional Victoria

Early Learning Services

- Broadmeadows Valley was awarded an Excellent rating in July 2019 – one of only nine in the state. Congratulations to Michelle and the whole team on an incredible achievement where the service continues to have a positive impact on the lives of children, families and the community.
- Our new Carlton Learning Precinct service opened in January 2020, co-located with Carlton Primary School and City of Melbourne family services and Maternal and Child Health Services.
- Broadmeadows Valley commenced their first year of implementing School Readiness Funding with some exciting initiatives focused on building capability around children's communication skills and well-being. We have begun to measure the impact of these initiatives on children's learning and development, using tools focused on measuring both the teaching and learning outcomes.

Research & Presentations

- Carlton Learning Precinct is participating in research being undertaken by University of Wollongong and Our Place. The focus is on developing an Early Years Quality Practice Framework which will support the continuum of learning from the early years into school.
- Broadmeadows Valley and Carlton North participated in piloting a new evidence-based resource developed by the Parenting Research Centre which focuses on educator interactions and connection with families. This resource and associated training will be available as part of the School Readiness Funding in 2021 to services across Victoria which we will be delivering with PRC.
- Several Gowrie staff presented at the ECA National conference in Hobart in September 2019. These presentations included our approach to professional learning, leadership and our work with the Parenting Research Centre.

Training, Coaching and Mentoring

- A considerable amount of work ensured the RTO successfully passed ASQA's regulatory audit in March 2020 with a 100% compliant outcome and an automatic re-registration period of seven years.
- We increased Gowrie's support to the EC sector in regional Victoria through coaching 35 services funded through DET's School Readiness Funding program.
- Gowrie staff mentored 106 provisionally registered teachers towards full registration status with VIT.

80 Years

- We celebrated Gowrie Victoria's 80th year and held an event attended by Sonya Kilkenny, Parliamentary Secretary for Early Childhood Education and many of our valued stakeholders.



“ Thank you for caring for my daughter as much as we her parents do. It's evident when we drop her off she's so happy to be there and though we'd love to be able to have her every day with us, we're so happy to leave her somewhere that she's happy to be at.”

“ Thank you for everything you do, especially in this very challenging year. Because of Gowrie, life has remained as normal as possible for our kids. We will always be grateful.”

“ Participating in Gowrie Coaching has been an incredible journey for our team. The resources shared with me during our Zoom sessions were high-quality and full of information that could be dispersed to educators and families alike.”

“ Being a Gowrie student going out to work in the industry sets an expectation of a high standard and a real understanding of our profession. It has given us the tools to contribute and participate fully in the workplace.”



Celebrating Gowrie Victoria's 80th anniversary



People and Culture

- The excellent results of February's staff engagement survey demonstrates Gowrie Victoria's strong culture. 80% said Gowrie was a truly great place to work (benchmark of 60% across care-based organisations).
- Our staff conference focused on how we embed our value of *Pursuing higher standards*. We heard from Anthony Stockwell, Principal of K-12 school Hazel Glen College, focused on career paths and shared *inspiration stations* to consider the best of our early childhood practices and organisational initiatives.
- Andrew Hume transitioned the organisation over to the incoming CEO Susan Anderson during April 2020. Andrew has been highly regarded by team members, sector leaders, key partners and delivered many successful outcomes for our children, families, students and team members over six years. We congratulate and thank Andrew for his vision, leadership and commitment to creating a great learning organisation over the past six years.

Systems

- In November 2019, we successfully migrated our ageing on-premise servers to a cloud hosted platform. This cost effective, scalable solution will further support Gowrie's growth.

Policy Environment

- Funded three-year-old kindergarten is in the process of being rolled out across Victoria. This is a key policy initiative of the state government and will be rolled out across metropolitan Melbourne in 2022.

“ We are incredibly grateful to the staff for their continuous support and professionalism through such an unusual year. We're really impressed with how the service has navigated all the changes this year and kept things steady and consistent for the kids.”

“ Thank you so much for the training in regards to being a great influence as an educational leader for my team. Given the circumstances at the present stage, it worked well using Zoom to be able to communicate with one another. I would definitely recommend anybody who'd like to further enhance their knowledge on the role of the educational leader to undertake this training as I have found it very beneficial.”

“ A big thank you to everyone who has put in so much work behind the scenes to keep things fun and normal for the kids during all the challenges this year. Planning, comms, cleaning, constant changes are very hard and thanks for getting it right, getting it done in addition to spending quality time with the kids. My personal life and career wouldn't have been as good without all of Gowrie's achievements.”

“ We have enjoyed our experience immensely and loved watching how Isabel has thrived. The educators genuinely care for her and support her to explore new ways of learning.”

The Board

Paul Geyer
Chair

Kim Rowe
Treasurer

Joel Cohen

Sonia Sharp

Marija Maher

Mia Bromley

Michelle Bruggeman

Executive Team

Susan Anderson
CEO

Nicole Pilsworth
Early Learning

Glyn Williams
Adult Learning and Marketing

Sue Chamberlain-Ward
People and Culture

Paul Hodgson
Commercial

Life Members

Jenny Acton

Joan Waters

John Emmerson

Maureen Savage

Sue Harper

Gilda Howard

Heather Barnes

Income Statement

	30-Jun-20	30-Jun-19	30-Jun-18
Revenues	18,101,065	13,926,388	11,777,708
Expenses			
Depreciation and amortisation	-622,155	-91,364	-69,127
Impairment losses arising from intangible assets	-325,725	-	-
Employee benefits	-14,940,383	-11,521,163	-9,757,171
Occupancy expenses	-547,853	-940,714	-805,642
Advertising expenses	-72,862	-73,488	-90,284
Finance costs	-122,259	-15,839	-11,748
Administration expenses	-210,095	-185,976	-188,683
Operational expenses	-528,733	-445,715	-397,508
Organisational expenses	-102,530	-87,578	-53,173
IT expenses	-305,637	-189,148	-157,775
Other expenses	-32,948	-6,001	-4,031
Total Income/(Loss)	289,885	369,402	242,566

Balance Sheet

	30-Jun-20	30-Jun-19	30-Jun-18
Assets current			
Cash & cash equivalents	6,061,262	5,342,224	3,503,605
Receivables	161,140	582,387	385,584
Other assets	1,050,641	237,588	134,613
Total current assets	7,273,043	6,162,199	4,023,802
Assets noncurrent			
Intangible assets	-	347,351	361,104
Lease assets	2,270,057	-	-
Property, plant, and equipment	397,030	385,524	283,813
Other assets	21,532	-	-
Total noncurrent assets	2,688,619	732,875	644,917
Total Assets	9,961,662	6,895,074	4,668,719
Liabilities - current			
Payables	970,467	923,927	615,788
Lease liabilities	480,669	-	-
Provisions	1,197,099	1,058,698	698,789
Other liabilities	1,882,619	1,627,972	494,268
Total current liabilities	4,530,854	3,610,597	1,808,845
Liabilities - noncurrent			
Lease liabilities	1,833,448	-	-
Provisions	156,171	133,173	77,970
Total noncurrent liabilities	1,989,619	133,173	77,970
Total Liabilities	6,520,473	3,743,770	1,886,815
Net Assets	3,441,189	3,151,304	2,781,904
Member Funds			
Accumulated surplus	3,441,189	3,151,304	2,781,904
Total Equity	3,441,189	3,151,304	2,781,904