



Year in Review

2022-23

Over this past year we consolidated, celebrated successes and continued to reflect on what we could always do better. We celebrated the Gowrie Broadmeadows Valley team's extraordinary achievement in gaining their second Excellent rating whilst across each program and service we continued to ask how else we could achieve even better outcomes for children and families.

Our community is deeply passionate about embracing, respecting and celebrating First Nations histories and cultures. We proudly launched our first Reconciliation Action Plan which acknowledges our responsibility to nurture this understanding and appreciation in new generations of children and reflects our commitment to this journey towards reconciliation.

Our adult learning programs continued to grow in scale, reach and impact. We continued to focus on reflective and practical learning through coaching, mentoring and traineeship programs delivered by a strong team of highly experienced early childhood professionals, largely based outside metropolitan Melbourne. We supported educators, teachers and leaders in services right across Victoria who in turn ensured their children and families received better quality education and care.

We continued to play an active role within the sector including through ELACCA, ELAA and ECA, advocating for high quality and for the recognition of our team members. And we continued to strengthen the collaboration and learning across all the Gowrie organisations in Australia. We worked closely with the Victorian Department of Education on several programs and are grateful to play a part in shaping the important reform of kindergarten in Victoria. We acknowledge and thank Minister Ingrid Stitt and Parliamentary Secretary Katie Hall for their leadership on Best Start Best Life.

Gowrie Victoria's success is due to our people. We are proud of their passion, professionalism and unwavering commitment to quality education and care. Thank you to our team for being curious and open to learning every day and to all the children, families, students, trainees, mentees and coachees who have been at the heart of our work. Thank you to all who supported Gowrie in a myriad of ways, including our board, government, program partners and partners in the community. With such strong support and growing acknowledgement of the critical importance of early education in the development and wellbeing of children, we are optimistic about the future.

Susan Anderson
CEO

Paul Geyer
Chair

We supported

1,713	1,466	178	260
children	families	students towards a qualification	services with professional learning

We coached

83
educators, teachers and leaders

We mentored

144
PRTs to full teacher registration



We demonstrated and advocated for quality education

- Gowrie Broadmeadows Valley was awarded their second Excellent rating from the Australian Children's Education and Care Quality Authority (ACECQA) in September 2022. There are only six early learning services in Victoria rated Excellent and only 36 across Australia (and fewer achieve it for a second time).
- Gowrie Docklands Kindergarten went through their first assessment and rating in June 2023 and rated Exceeding in the National Quality Standards in all seven quality areas.
- We presented papers at the 2022 ECA National Conference, including our approach to coaching and the importance of leadership to the quality of our early learning programs. We presented at the Department of Education (DE) Educational Leader conference and at several DE regional forums.
- We collaborated with Dandolo partners on a series of three discussion papers and workshops to engage stakeholders and unpack the major strategic issues facing early childhood in Victoria.
- We collaborated with several partners on important research projects which include: Monash University and the Alannah and Madeline Foundation on Trauma Informed Practice; the Murdoch Children's Research Institute on Restacking the Odds; REEaCh Centre and The Front Project in the EDGE study; Monash University in The Voices of Children Project; ELAA and TAC on the Road Safety Education Project.

We partnered with families and communities

- We launched our first Reconciliation Action Plan (Reflect) with events across the organisation. Jamira Hunter a Bardi/Jabbir Jabbir woman from One Arm Point and one of our parents created a very special piece of art for the RAP, titled birri booroo (mother earth).



- We received continued funding for the bupup balak wayipungang initiative to employ a staff member to work with kindergartens, families and First Nations communities across the local government areas of Hume and Merri-bek. This is a revision of the Koorie Preschool Assistant initiative and Gowrie is one of 14 funded organisations across Victoria.
- We re-established strong relationships with community partners to enhance our work with children and families. These included with Maternal and Child Health, allied health professionals and early intervention agencies.



We extended our impact through greater reach

- We successfully delivered the DE mentoring program supporting 144 provisionally registered teachers in their early career and towards full teacher registration. We signed a new agreement for 2023-24 with an increased number of 200 mentees.
- Partnering with Growth Coaching International and Catharine Hydon, we launched a new coaching program for DE to support qualified teachers and educators returning to the sector or transitioning from Primary, inter-state or overseas.
- We continued to see year-on-year growth in our coaching under the DE School Readiness Funding program and coached educators, teachers and leaders in 83 services across Victoria during the year.
- We worked in partnership with ELAA and Y Ballarat on a program to build the confidence and support the work readiness of new Certificate III educators and we began creating a series of new eLearning courses for the program to be launched early 2024.
- We successfully delivered a pilot EC Traineeships Program with DE funding and exceeded targets for recruitment and retention demonstrating the impact of the wrap-around support and delivery model.



I already have recommended Gowrie to other provisionally registered teachers. Thanks once again to the wonderful support you gave me. The entire process lifted my teaching quality and continues to be helpful with my new position and group of children.

I found that before undertaking this process with Gowrie, becoming fully registered with VIT was overwhelming and seemed like an impossible task to undertake while teaching fulltime and caring for my own family. Being able to have professional discussions with my mentor was also an important factor in supporting me through. I looked forward to my discussions and observations, my Gowrie mentor really switched my view and made it feel like we were celebrating all my learning and my achievements.

I have enjoyed doing a traineeship as you receive a lot of support and while you are working towards the qualification you get to work alongside experienced educators and you get to use the knowledge you learn in class in a service alongside the children.

As a trainee I want to learn everything I can. Being able to get into the workplace and see the difference you can make in child's life is awesome.

Coaching has helped build my confidence. I love to be able to talk and bounce my ideas off someone, so being able to discuss with my coach has been so beneficial. I've been in the sector for over 20 years, so to have this opportunity to learn has been invaluable.





We continued to develop as a learning organisation with great people and a thriving culture

- We implemented a new Enterprise Agreement for our early childhood teachers, providing sector-leading terms and conditions for our teachers.
- We launched our internal communication platform and intranet, known as Ngarn-ga (meaning to hear and understand to share our stories, collaborate and learn together). The platform was named by Auntie Doreen.
- We had another successful staff conference, with a theme of Quality. We took the time to share our successes and learnings, and build strong positive relationships across the organisation.
- We continued our leadership development program, supporting 20 leaders to grow their skills through a combination of online learning, reflection and communities of practice, supported by our accredited coaches.
- Fourteen team members were promoted into leadership roles.
- We are very proud of our three senior leaders who have achieved international recognition as accredited coaches through the EMCC Global (European Mentoring and Coaching Centre). These leaders help to embed our coaching framework across the organisation and share their coaching skills and insights with our early childhood clients.

We invested in developing a sustainable and forward-looking organisation

- Grants of \$1,022m from the Victorian Government enabled us to undertake several significant initiatives including the redevelopment of the car park and office/meeting spaces at Broadmeadows Valley and garden refurbishments at Clare Court, Broadmeadows Valley and the Harbour, Docklands. We also completed all the planning work for the development of an additional two rooms at Carlton North.
- We completed the migration of document management from a private cloud to SharePoint improving functionality, collaboration, security and support costs.
- We consolidated our internet and phone providers, providing greater platform stability, performance and support.



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We cannot thank you enough for the care, joy and wisdom you share with our two little ones every day they come for kinder. The kids love the special things they learn and build with each different educator. We all feel so welcome and at home amongst you.

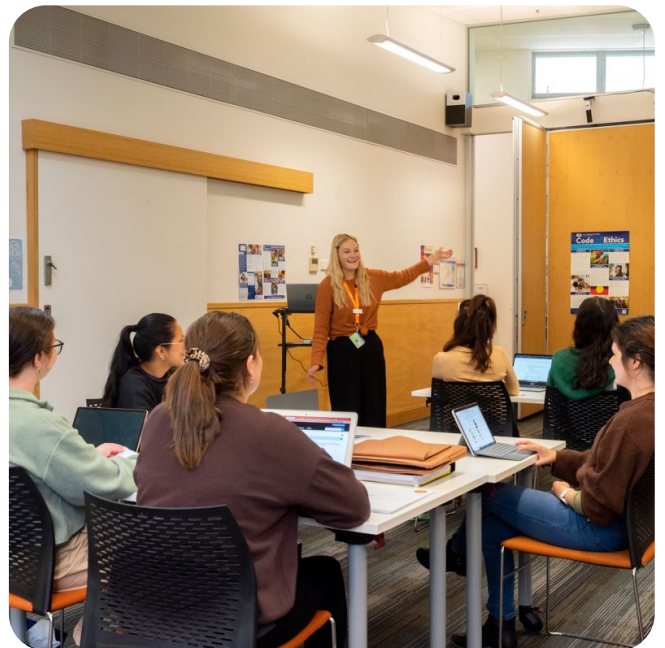
Thank you for taking such amazing care of our son. We love seeing how happy and settled he is, and the relationships he is developing with the children and educators, and the rest of the centre. He is learning, growing and thriving.

Thank you for your endless energy and nurturing style. You are a wonderful addition to my son's development and these pivotal early will make a huge contribution to his success and happiness – your effort and skill has given him such a strong foundation. Endless thanks!

Thank you so much for all your love, support and care that you offer our son. We are watching him turn into a gorgeous little human who is inquisitive, hilarious and caring. We value all your knowledge and expertise in child education and often rely on your insight to help navigate every developmental milestone for him. Thank you for helping us be better parents

Your patience, kindness, and understanding have helped our son overcome challenges and develop a love for learning. We are forever grateful. Thank you—not only for the academic education, but for being an excellent role model and for instilling important values in each child in your care that will guide them throughout their life.

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2022-23 Financials

Income Statement	30 June 2023	30 June 2022
Revenues	23,234,261	20,275,376
Expenses		
Employee benefits expenses	20,531,442	18,291,446
Occupancy expenses	609,850	605,917
Advertising expenses	55,443	65,691
Finance costs	53,179	84,226
Administration expenses	266,942	212,882
Operational expenses	754,381	592,402
Organisational expenses	205,321	107,127
IT expenses	434,559	364,380
Depreciation and amortisation expenses	700,932	707,592
Other expenses	7,834	8,664
Total Income/(Loss)	(385,622)	(764,951)
Balance Sheet	30 June 2023	30 June 2022
Current assets		
Cash and cash equivalents	6,640,095	8,023,863
Receivables	821,297	602,498
Other assets	738,701	467,231
Total current assets	8,200,093	9,093,592
Non-current assets		
Lease assets	823,756	1,266,313
Property, plant and equipment	1,171,855	695,903
Other assets	147,620	143,588
Total non-current assets	2,143,231	2,105,804
Total assets	10,343,324	11,199,396
Current liabilities		
Payables	933,336	828,747
Lease liabilities	534,186	552,332
Provisions	1,917,644	1,719,971
Other liabilities	2,302,911	2,621,794
Total current liabilities	5,688,077	5,722,844
Non-current liabilities		
Lease liabilities	410,166	815,582
Provisions	259,059	289,326
Total non-current liabilities	669,225	1,104,908
Total liabilities	6,357,302	6,827,752
Net assets	3,986,022	4,371,644
Members funds		
Accumulated surplus	3,986,022	4,371,644
Total members funds	3,986,022	4,371,644

Board

Paul Geyer
Chair

Mia Bromley
Vice-Chair

Mark Burke
Treasurer

Joel Cohen
(until Nov 2022)

Kim Rowe
(until Nov 2022)

Marija Maher
Hannah Hollingworth

Jessica Murphy
Sarah Young

Margaret Abernethy
(from Nov 2022)

Erin Dale
(from Nov 2022)

Martin Burns
(from Nov 2022)

Executive

Susan Anderson
CEO

Nicole Pilsworth
Early Learning

Glyn Williams
Adult Learning & Marketing

Sue Chamberlain Ward
People & Culture

Paul Hodgson
Commercial

Life Members

Jenny Acton

Joan Waters

John Emmerson

Maureen Savage

Sue Harper

Gilda Howard

Heather Barnes

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