

# ANNUAL STAKEHOLDER REPORT 2017





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

# BOARD OF DIRECTORS

**Jo Smyth** Chair

**Kim Rowe** Treasurer

**Cyrus Allan** Board Member (retired November 2017)

**Ian Brooksbank** Board Member (joined November 2017)

**Joel Cohen** Board Member

**Tricia Currie** Board Member (retired November 2017)

**Jennifer Fleming** Board Member

**Joshua Funder** Board Member

**Dr Marija Maher** Board Member (joined November 2017)

**Sonia Sharp** Board Member

**Cathy Foden** Board Secretary



## 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 Gowrie Victoria's work to bring good early childhood education and care to all of Victoria's children.

This past year, the Board and the Leadership team have held an unwavering focus on what matters to ensure we deliver sustainable organisational performance and that we govern for purpose. The shifting external landscape has created opportunities to demonstrate leadership in how we manage our business and how we prioritise initiatives to deliver sustainable value.

Our Early Learning services continue to demonstrate leading practice in early childhood education. Proudly, many of our people have taken a leadership role in education through extensive involvement in learning research within the sector; contributing broadly to the learning outcomes of all children across Victoria.

Our Adult Learning teams have come together to focus on leadership and delivery of quality adult learning programs, with recognition by State and Federal bodies, by our peers in the sector and, importantly, by our students. Balancing purpose with sustainability has seen the Adult Learning business return a surplus in what has been a challenging environment.

In the sector, our leadership role continues to advocate for children, for families and for educators. We have

shown involvement and influence across policy and reform outcomes, maintaining focus on equity and access to quality early childhood education and the importance of building capability of educators.

At the Board level, we ensure our team is skills-based and aligned to our culture. This year we welcomed new Directors Ian Brooksbank and Dr Marija Maher, bringing with them sound expertise and capability in strategic finance, educational leadership and corporate governance. We also said farewell to Tricia Currie and Cyrus Allen, and I thank them both for their contribution and commitment to Gowrie Victoria during their time on the Board.

We often think of ourselves as custodians of the organisation. We value the richness of our past and we look forward to leading the organisation into a purpose-driven and sustainable future.

The success of Gowrie Victoria rests with our leaders and with our people.

I would like to take this opportunity to personally thank Andrew and the Executive Team for their leadership, their commitment to our purpose and their ability to make a difference in all that they do.

Sincerely

**Jo Smyth**  
Chair

# CEO MESSAGE

Dear Friends of Gowrie Victoria,

The theme for this year has been the importance of our core work – championing good early childhood education and care. We have embraced the use of evidence based practice and understanding our impact. We have focused our research efforts on translating theory into practice.

The external environment continues to evolve with the finalisation of the reform agenda for Vocational Education and Training, the Federal Government 'Jobs for Families' package and the Victorian Early Childhood Reform Plan.

As anticipated in last year's report, the withdrawal of Federal Government funding for professional learning led to a tough financial environment. Our prudent management over recent years allowed us to withstand this and maintain an operating surplus.

I would like to draw your attention to the highlights below.

## Early Learning

We completed our first 18 months of operation at Broadmeadows and achieved a rating of Exceeding from our first assessment and rating under the National Quality Standards. Special thanks go to our Broadmeadows Valley staffing team who have been so committed to this service throughout the journey. The community response has been wonderful and our connections with the broader social sector are now well established. The work with our most important partner, Broadmeadows Valley Primary School has gone from strength to strength.

Our research work has narrowed in focus and takes place at all of our services. At Docklands we are working with La Trobe University and the Melbourne Graduate School of Education. Our Adult Learning and Carlton North teams have been working in an advisory capacity with the Parenting Research Centre. At Broadmeadows, the formal work on the Victorian Advancing Early Learning project concluded.

## Adult Learning

We brought together the Registered Training Organisation (RTO) and Professional Learning arms of the organisation to form one Adult Learning department. Despite the loss of the federal government contract, adult learning returned a surplus and maintained the high quality of our offer.

Our quality has been recognised with the renewal of the funding contracts for the RTO and our selection as a member of the Children's Education and Care Industry Reference Committee for the Australian Industry and Skills Committee.

We were again proud to co-host the Early Childhood Education Conference with Early Learning Association Australia (ELAA). Our thanks go to the members of the Conference Reference Committee for their tireless work.

## The Sector

Our advocacy work has taken a number of different forms during the year and remains focused on the importance of access to quality of early and adult learning for all children, and that ongoing support of professional capability building is vital.

As part of Gowrie Australia we joined the Early Learning: Everyone Benefits campaign. Everyone Benefits is campaign supported by over 20 leading service providers and peak bodies to lead Australians to understand and value the benefits of quality early learning.

The 'Jobs for families' package was passed into law during the year. We joined a significant number of early childhood organisations to attempt to broker changes to the activity test.



We have been pleased to see the progressive approach that the Victorian Government has taken with the Early Childhood Reform Plan and the commitment to an equity based funding model and capacity building of the workforce.

We are again thankful to have had the opportunity to advise and participate in a number of consultations and advisory panels.

### **Thank you**

We often talk about the fact that nobody owns Gowrie Victoria and we are the current custodians and responsible for the next stage of the contribution we make to society. We don't make this contribution on our own and so, on behalf of all of us working at Gowrie Victoria, I would like to thank all those people and organisations working across policy, practice and research that have helped us make our contribution to children, families and students.

I would like to thank the board for their support, leadership and demonstration of how a purpose driven organisation should be governed.

And of course to the team at Gowrie Victoria who I work alongside, thank you for your continued commitment to championing good early childhood education and care and to both the heroic and unheroic work that it entails.

### **Andrew Hume**

Chief Executive Officer

## Highlights



### Broadmeadows Valley Children's Program

We completed our first 18 months of operation at Broadmeadows with occupancy at over 80%. We also had our first assessment and rating under the National Quality Standards and National Regulations and achieved a rating of Exceeding. The service also received an Exceeding rating for all 7 Quality Areas. Our Broadmeadows Valley community and partnerships with staff and families have contributed to this rating, by allowing us to constantly reflect on our practice, strive for better and therefore provide a high quality service for families and children.



### Research

- › At Docklands we are working with La Trobe University to trial the application of the Early Start Denver Model in a universal service setting for children on the autism spectrum.
- › Docklands is working with the Science of Learning and Research Centre at the Melbourne Graduate School of Education (MGSE) as the only early childhood service in the Schools Network – a community of education organisations.
- › Carlton North and our Adult Learning team have had the opportunity to work in an advisory capacity with the Parenting Research Centre to develop a professional learning framework and resources to build the engagement between educators and families.



### Delivering Quality Training

The survey conducted by the Australian Skills Quality Authority (ASQA) found that 97% of students studying qualifications agreed or strongly agreed that we provide quality training, effective support and effective assessment.

Our quality has been recognised with the renewal of the funding contracts for the RTO and our selection as a member of the Children's Education and Care Industry Reference Committee for the Australian Industry and Skills Committee.





## Everyone benefits

As part of Gowrie Australia we joined the Early Learning: Everyone Benefits campaign. Everyone Benefits is campaign supported by over 20 leading service providers and peak bodies to lead Australians to understand and value the benefits of quality early learning for all children under five, and for Australia's future prosperity. It also seeks political commitment to increase access to quality programs that amplify children's development.

## Together We Grow conference

We were again proud to co-host the Early Childhood Education Conference with Early Learning Association Australia (ELAA). The Conferences was again well supported with nearly 900 attendees, 94% of whom rated the conference as either excellent or good. Our thanks go to the members of the Conference Reference Committee whose tireless work shapes the conference and includes representatives from Playgroup Victoria; Noah's Ark Inc; the Victorian DET; FKA Children's Services; Community Child Care Victoria; Banyule City Council; Murdoch Children's Research Institute; Early Childhood Australia and the Victorian Aboriginal Education Association Inc.



## What do you like about Gowrie?

**"We learnt about the acknowledgement of country. We always do it at group time to thank the Aboriginal people for sharing their world with us."**

*– Norah, Room 3, Carlton North*

**"To do drawings and I also like playdough."**

*– Maise, Room 6, Docklands*

**"I like coming to kinder and I like to play with the doll house."**

*– Alice, Room 5, Broadmeadows*

**"Playing with the bugs and I love doing some art and craft."**

*– Angus, Room 9, Docklands*



TEAM



# INCOME STATEMENT & BALANCE SHEET

## FINANCIALS

INCOME STATEMENT	30 June 2017	30 June 2016
<b>Revenues</b>	<b>\$11,348,789</b>	<b>\$13,278,599</b>
<b>Expenses</b>		
Cost of sale of goods	(2,380)	—
Depreciation and amortisation	(70,002)	(74,253)
Employee benefits	(9,535,310)	(8,731,442)
Occupancy expenses	(751,103)	(845,531)
Advertising expenses	(113,063)	(253,446)
Finance costs	(5,736)	(7,080)
Administration expenses	(252,520)	(268,637)
Operational expenses	(389,501)	(2,461,806)
Organisational expenses	(74,611)	(89,598)
IT expenses	(83,464)	(99,092)
<b>TOTAL INCOME/(LOSS)</b>	<b>71,099</b>	<b>447,714</b>

BALANCE SHEET	30 June 2017	30 June 2016
<b>Assets – current</b>		
Cash & cash equivalents	3,486,280	3,619,472
Receivables	337,507	220,988
Inventories	—	2,380
Other assets	92,250	194,922
<i>Total current assets</i>	<i>3,916,037</i>	<i>4,037,762</i>
<b>Assets – noncurrent</b>		
Intangible assets	382,346	403,587
Property, plant, and equipment	240,530	255,666
Total noncurrent assets	622,876	659,253
<b>TOTAL ASSETS</b>	<b>4,538,913</b>	<b>4,697,015</b>
<b>Liabilities – current</b>		
Payables	534,237	730,854
Provisions	823,443	763,519
Other liabilities	537,241	600,806
<i>Total current liabilities</i>	<i>1,894,921</i>	<i>2,095,179</i>
<b>Liabilities – noncurrent</b>		
Provisions	104,656	133,599
Total noncurrent liabilities	104,656	133,599
<b>TOTAL LIABILITIES</b>	<b>1,999,577</b>	<b>2,228,778</b>
Net Assets	2,539,336	2,468,237
<b>Member Funds</b>		
Accumulated surplus	2,539,336	2,468,237
<b>TOTAL EQUITY</b>	<b>2,539,336</b>	<b>2,468,237</b>

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.

Australian Government Department of Education and Training

**Broadmeadows Valley Primary School**

City of Hume

**City of Melbourne**

City of Yarra

**Early Learning Association Australia**

Early Childhood Australia

**Gowrie Australia**

Herbert Smith Freehills

**Inger Rice Foundation**

Ivan Webster

**Keiko Solutions**

Kensington Neighbourhood House

**KU Children's Services**

La Trobe University

**Lentara UnitingCare**

Melbourne Graduate School of Education (The University of Melbourne)

**Parenting Research Centre**

Science of Learning Research Centre

**Telstra Foundation**

Victorian Government Department of Education and Training



## Executive team

**Andrew Hume** Chief Executive Officer

**Sue Chamberlain-Ward** People and Culture Manager

**Michele Haywood** Adult Learning Manager

**Nicole Pilsworth** Early Learning Manager

**David Solomon** Commercial Manager

**Charmaine Vanderbeek** Marketing and Communications Manager

## Life members

**Jenny Acton**

**Joan Waters**

**John Emerson**

**Maureen Savage**

**Sue Harper**

**Gilda Howard**

**Heather Barnes**





## Contact us

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Docklands:  
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