



*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 (retired Nov 2018)

**Paul Geyer** Chair (appointed Nov 2018)

**Mia Bromley** Deputy Chair

**Kim Rowe** Treasurer

**Joel Cohen** Director

**Dr Sonia Sharp** Director

**Marija Maher** Director

**Michelle Bruggeman** Director

**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.

As I reflect on this past year, I am drawn to the Japanese philosophy *ikigai* – simply, our reason for being (Garcia and Miralles, 2016). In every action, and every achievement, I see our Gowrie Victoria people doing what they love, what they are good at and what our community needs. Nurturing our *ikigai* for future generations to experience.

Our people continue to be recognised for their educational leadership - as finalists in the Early Years Awards; key contributors to Government and peak body advocacy, research and learning; shifting the experience of adult learning and increasing overall program satisfaction and, in working with children and families to demonstrate good early childhood education and care in complex and differentiated models of engagement.

We work hard to deliver a sustainable future for Gowrie Victoria and this is underpinned by purpose-driven governance and sensible business decisions. We faced into a year of broad reaching change to the external landscape, particularly with our Adult Learning business and the full impact of changes to Professional Development funding and capping of RTO places. With prudent financial management and exploring new opportunities and capabilities, we have achieved a strong end of financial year position and delivered a healthy surplus contribution.

Our Directorship team continues to evolve, supporting the organisations strategic objectives and ensuring our purpose is at the centre of every decision we make. This year we welcomed new Directors Mia Bromley and Michelle Bruggeman, bringing with them sound capability and deep expertise in leadership, strategy and consulting across the social services, health and justice sectors. We said farewell to Cyrus Allen, Joshua Funder, Tricia Currie and Jennifer Fleming. I thank each of these Directors for their significant contributions and commitment during their time on the Board.

This is my final year as Director and Chair, as I retire after seven years contribution. I hand custodianship of Gowrie Victoria over to our incoming Chair, Mr Paul Geyer. Paul is well known in the Education sector and is an experienced executive and non-executive director. He shares our commitment to a sustainable, well managed organisation that is governed with purpose and continues our role to champion good early childhood education and care.

Thank you for your trust, your support and your friendship. It's been a pleasure and a privilege to have worked with a Directorship team that brings out the best out in each other. None of us achieve in isolation and the successes we've enjoyed together over the years have been the result of great leadership, real collaboration and a genuine commitment to our ikigai.

Finally, I would like to take this opportunity to personally thank Andrew, the Executive Team and each and every Gowrie Victoria team member. Your leadership, commitment to our purpose and ability to make a difference every day is our reason for being.

Sincerely,

Jo Smyth  
Chair

# CEO MESSAGE

Dear Friends of Gowrie Victoria,

Gowrie went from strength to strength during the 17/18 year. We returned our highest underlying surplus for five years despite the cessation of government funding of professional development and the introduction of caps on RTO enrolments.

A number of milestones were also reached in our social impact agenda. Broadmeadows Valley received the highest quality assessment rating, the Victorian Advancing Early Learning research paper was released and we commenced our own work in the systematic use of the CLASS approach from the University of Virginia. In Adult Learning we achieved a higher student satisfaction rating than in the previous year.



**93%** of students who completed their studies with Gowrie recommend us



**92%** of graduates are employed 6 months after they complete their course

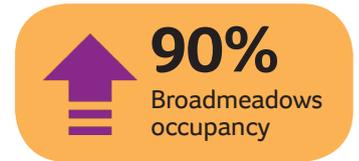
17/18 marked a shift in our internal work from the systems needed to support our team to the behaviours necessary to evidence our values. It also marked the evolution of Adult Learning to a fully-fledged social enterprise with the systems and skills required.

The external environment continues to evolve rapidly with the introduction of the new Child Care System, capping of RTO enrolments and a shift to traineeships and preparations for the roll out of the State government School Readiness Funding.



## Early Learning

We completed our first two and a half years of operation at Broadmeadows. Having returned the service to surplus, lifted occupancy to 90% and received the exceeding rating, we have now completed the substantive work to demonstrate high quality in a complex community. We were pleased to be nominated as a finalist in the Victorian Early Years Awards.



All other services remain at or above Exceeding level and have made substantial progress on their education agenda, including research.

- At Docklands we have completed the trial of the Early Start Denver Model with La Trobe University.
- Carlton completed its advisory work with the Parenting Research Centre and the resources produced are now being trialled in five locations including Broadmeadows and Carlton North.
- The Victorian Advancing Early Learning report was released and we had the opportunity of presenting a portion of it at the Early Childhood Forum.
- Preparations for the introduction of the new Child Care System were completed and resulted in a smooth transition for families at the end of the year.

## Adult Learning

In 17/18 a substantial change in the external environment resulted in RTO enrolments being capped for the sector and a requirement that the majority of places were to be taught using the traineeship model. Adult Learning adapted well to the new environment.



The Long Day Care Professional Development Program funding to the sector ceased at the start of the year and many organisations across the sector reported large reductions in demand.

We had a satisfactory result of a small loss as we adjusted to the new environment. Highlights include the benefits we saw from the introduction of our customer management system, adding sales expertise to the team and a more customer centric approach to our interactions with students and clients.

We were again proud to co-host the Early Childhood Education Conference with Early Learning Association Australia (ELAA). The Conference was well received with over 700 delegates attending and all presentations rated as good or excellent by between 75% and 95% of delegates.

## The Sector

Together with a large number of organisations, our advocacy work took many forms during the year and focused on aspects of the Child Care Subsidy, the need for three year old kinder, support of the Lifting our Game report and highlighting the importance of early learning via our continued involvement with the Early Learning: Everyone Benefits campaign.

We have been pleased to see the progressive approach that the Victorian Government has taken with the Early Childhood Reform Plan and the introduction of the new Quality Improvement funding and School Readiness funding. We are again thankful to have had the opportunity to advise and participate in a number of consultations and advisory panels.

## Thank you

My thanks to the team this year are for living our values in all that we do. The team had a focus on curiosity for the year to bring our value of *Demonstrating the Flexibility to Grow and Learn* to life. It was a focus for work across the organisation and has been embedded in both how we recruit and how we embed learnings from our own professional development.

We don't make our 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.

Our board continues to be supportive and sensitive to both the urgency of what we are trying to achieve, the challenges of being a medium sized organisation and the shifting nature of the external environment. I would like to again thank the board for their leadership and demonstration of how a purpose driven organisation should be governed.

## Andrew Hume

Chief Executive Officer



# INCOME STATEMENT & BALANCE SHEET

| INCOME STATEMENT                    | 30 June 2018        | 30 June 2017        |
|-------------------------------------|---------------------|---------------------|
| <b>Revenues</b>                     | <b>\$11,777,708</b> | <b>\$11,348,789</b> |
| <b>Expenses</b>                     |                     |                     |
| Depreciation and amortisation       | (69,127)            | (70,002)            |
| Employee benefits                   | (9,757,171)         | (9,535,310)         |
| Occupancy expenses                  | (805,642)           | (751,103)           |
| Advertising expenses                | (90,284)            | (113,063)           |
| Finance costs                       | (11,748)            | (5,736)             |
| Administration expenses             | (188,683)           | (252,520)           |
| Operational expenses                | (397,508)           | (389,501)           |
| Organisational expenses             | (53,173)            | (74,611)            |
| IT expenses                         | (157,775)           | (83,464)            |
| Other expenses                      | (4,031)             | (2,380)             |
| <b>TOTAL INCOME/(LOSS)</b>          | <b>242,566</b>      | <b>71,099</b>       |
| <hr/>                               |                     |                     |
| BALANCE SHEET                       | 30 June 2018        | 30 June 2017        |
| <b>Assets - current</b>             |                     |                     |
| Cash & cash equivalents             | 3,503,605           | 3,486,280           |
| Receivables                         | 385,584             | 337,507             |
| Other assets                        | 134,613             | 92,250              |
| <i>Total current assets</i>         | <i>4,023,800</i>    | <i>3,916,037</i>    |
| <b>Assets - noncurrent</b>          |                     |                     |
| Intangible assets                   | 361,104             | 382,346             |
| Property, plant, and equipment      | 283,813             | 240,530             |
| <i>Total noncurrent assets</i>      | <i>644,917</i>      | <i>622,876</i>      |
| <b>TOTAL ASSETS</b>                 | <b>4,668,717</b>    | <b>4,538,913</b>    |
| <hr/>                               |                     |                     |
| <b>Liabilities - current</b>        |                     |                     |
| Payables                            | 615,788             | 534,237             |
| Provisions                          | 698,789             | 823,443             |
| Other liabilities                   | 494,268             | 537,241             |
| <i>Total current liabilities</i>    | <i>1,808,845</i>    | <i>1,894,921</i>    |
| <b>Liabilities - noncurrent</b>     |                     |                     |
| Provisions                          | 77,970              | 104,656             |
| <i>Total noncurrent liabilities</i> | <i>77,970</i>       | <i>104,656</i>      |
| <b>TOTAL LIABILITIES</b>            | <b>1,886,815</b>    | <b>1,999,577</b>    |
| <hr/>                               |                     |                     |
| <b>NET ASSETS</b>                   | <b>2,781,902</b>    | <b>2,539,336</b>    |
| <hr/>                               |                     |                     |
| <b>Member Funds</b>                 |                     |                     |
| Accumulated surplus                 | 2,781,902           | 2,539,336           |
| <b>TOTAL EQUITY</b>                 | <b>2,781,902</b>    | <b>2,539,336</b>    |

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

# Life members

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



# Executive team

**Andrew Hume** Chief Executive Officer  
**Sue Chamberlain-Ward** People and Culture Manager  
**Nicole Pilsworth** Early Learning Manager  
**Charmaine Vanderbeek** Marketing and Adult Learning Manager  
**Paul Hodgson** Finance and Commercial Manager

## Connect with us



## Contact us

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