



# Annual Report 2012 - 2013

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Nick Wood  
Chairperson

## Chairperson's Message

“...we continue to draw strength and focus from Gowrie's incredible history in Western Australia that spans more than 72 years.”

As you read our Annual Report for 2012 -2013, I hope you gain a sense of the commitment and dedication that the management and staff at Gowrie WA and Gowrie Community Services (“Gowrie”) devote to the children, families and members of the community that we are fortunate to serve.

This year has seen further growth and development of Gowrie. A clear focus on our vision, purpose and values coupled with robust leadership has enabled Gowrie to re-establish itself as a high quality and values driven service provider for children, families and the local community. We continue to strive towards achieving our strategic vision of providing healthy and nurturing learning environments for our children, families and community and we are single minded in our commitment to this outcome.

In our work, we continue to draw strength and focus from Gowrie's incredible history in Western Australia that spans more than 72 years. We are focused on continuous improvement and appreciate the importance of where we have been and what our future will look like. The dedication by Gowrie to meet the needs of our local communities through our two Family and Community Centres in Leeming and Karawara was applauded and rewarded by the Department of Local Government and Communities through an extension of funding. It was paramount to the Board and new leadership team that Gowrie establish our Family and Community Centres as integrated service delivery hubs for families that provided high quality and accessible services that are directly aligned to the current and emerging needs of families and the local community. Simply operating these Centres in an “administration-centric” mindset was no longer deemed appropriate by both the Board or the Department.

The integrated service delivery hub model is evident at our Karawara Family and Community Centre where our strong relationship with the Department of Health has enabled families to access child care, child health nurses, parenting classes and support groups all on the one premises. We look forward to establishing this model in the Leeming community and appreciate the challenges and triumphs that will accompany this future-focused service delivery model change. Moving forward, we will also be exploring what can be achieved at the Kewdale Early Years Centre.

Our Early Years Centres in Kewdale and Karawara continue to provide high quality early education and care to hundreds of children and families. This year saw the complete overhaul of the outdoor environment at Kewdale, turning it into a functional nature play based adventure for children. We thank the Department of Local Government and Communities for their support in completing these works. We also celebrated the achievement of the Kewdale Early Years Centre this year as we met the National Quality Framework requirements.

Through the generosity of Lotterywest, the Karawara Early Years Centre will see substantial and much needed renovations and improvements to the Centre in 2013-14. The patience of the educators and the families who engage with this service is much appreciated. The renovations and improvements are scheduled to be completed by January 2014.

The financial position of Gowrie has been tested over recent years and at times has placed question marks over our longer term financial viability. I am pleased to advise that through a significant reform process to our financial planning and management processes, and the adoption of a robust business model, the future of Gowrie is now secure. We have reached a position of being financially sustainable on our own source revenue. Our current position is largely due to critical changes being made during the year and the outstanding leadership, management and business acumen demonstrated by our CEO and Management Team.

My thanks go to our many families and stakeholders for their ongoing support over the past 12 months, particularly during periods of significant change.

I would also like to acknowledge and thank our Board of Directors – Jenny Kenyon (Vice Chair), Rohan Wallace, Simon White, Alex Lustig and Jodie Holbrook - who have worked diligently and selflessly during the year in ensuring the good governance of Gowrie. I'd also like to recognise the contribution given by our previous Directors Jeremy Clifton and Peta Welton who finished in their roles with Gowrie during 2012/13. Both Jeremy and Peta provided outstanding service to Gowrie for many years.

Finally, I would like to thank our CEO, Tonia Westmore, and the entire Gowrie team for the incredible contribution they have made to enabling Gowrie to deliver high quality services and ensure healthy and nurturing learning environments are provided for our children, families and community.





## CEO's Message

**“It is with optimism, commitment and an unrelenting passion....”**

The annual report is our opportunity to share the challenges, accomplishments and gratitude for the year that has been. Our team prevails as our most important asset, and I take this opportunity to humbly thank the Board and staff of Gowrie WA. I am acutely aware that without the strong foundations and exemplary support of the Board of Directors, and the diversity and commitment of my team, Gowrie WA would not be in the position we celebrate in this annual report.

The 2012 - 2013 financial year marked a time of considerable change, achievements and positive validation for Gowrie. We forged strong relationships with our funding partners and regulatory bodies and assured them of our focus on performance, continuous improvement and positive outcomes. Throughout the year, we robustly challenged our strategic and operational objectives and outcomes, to ensure we remained focused on our vision, purpose and values. We embraced the need to make changes to certify our commitment to high quality early childhood education and care, and the community.

Changes include unquestionable commitment to the children, individuals and families who engage with our services through the provision of the Early Years Learning Framework, National Quality Framework and our service model.



Tonia Westmore  
Chief Executive Officer



In the last year, Gowrie WA educators have established relationships with educators from Gowrie centres in Victoria, New South Wales, Tasmania, Queensland and Adelaide. They took part in educator link ups that support professional development, thereby providing a conduit for continuous improvement and development, and ensuring we have opportunities to seek feedback, peer support and an evaluation of our practices.

With the assistance and generosity of City of Belmont, the Department of Local Government and Communities and the Board of Gowrie WA, Kewdale Early Years Centre established a nature play based outdoor environment that supports the research that children learn best through play experiences and taking risks. The Department of Local Government and Communities maintained their commitment to provide an appropriate facility in Kewdale, by assisting with maintenance and equipment. With pride, our organisation celebrated our Kewdale service meeting the National Quality Framework.

By early 2014, renovations and improvements at the Karawara Early Years Centre will reflect the high level of respect we have for the children we care for. The indoor environments will be painted and will receive new floor coverings, bathrooms and preparation areas. Relationships between the Karawara Early Years Centre and the Karawara Family and Community Centre were established over the last year, and we look forward to exciting opportunities and experiences in the coming year.

The Karawara and Leeming Family and Community Centres are moving in the direction of a community hub model, funded by the Department of Local Government and Communities. The establishment of this service model will see significant and positive changes and developments aligned with Gowrie's strategic plan and desired outcomes for children, families and the community. In 2012 - 2013, based on feedback from community groups and with the financial support of our organisation, the Leeming centre underwent an outdoor environment overhaul, resulting in a new environment for children to play and learn in. The Department of Local Government and Communities provided maintenance, improvements and equipment to the Leeming centre including painting, a new shade sail, a new alarm system, and smoke alarms. The Karawara Family and Community Centre continues to work in partnership with community groups and organisations to execute services to support children and families.

Thank you to all of the children and families who have engaged with Gowrie. Thanks also to our funding partners, stakeholders and community groups. It is with optimism, commitment and an unrelenting passion that I look forward to leading Gowrie WA in to the next year. Our focus will remain on those we exist for, financial sustainability, and productive and positive relationships. I look forward to the journey ahead and to Gowrie WA continuing to be an exceptional place to work and be a part of.



## Our Vision

Providing healthy and nurturing learning environments for our children, families and community.

## Our Purpose

We exist to deliver the highest quality care, education and services to our children, families and community.

## Our Values



Being the best we can be



Doing what we say we will do



Accepting responsibility for what we do



Recognising and celebrating achievement



Providing great governance



Our historical foundation of caring for children, families and the community

# Karawara Early Years Centre



Jean Ker  
Early Years Coordinator  
Karawara

This year was a busy and exciting year for the Lady Gowrie Child Care Centre at Karawara. We enrolled and welcomed 134 children into the centre throughout the year.

We witnessed an increasing and astounding demand for the enrolment of children aged under two years old. This demand and lack of vacancies within our service, resulted in an ever growing waiting list of children aged under two years, that require care. Our commitment to providing quality care for children and families and our dedication to the development of appropriate environments, lead our leadership team to realign the care environments to support the growing demand for the care of infants. Our family and child focused decision resulted in infants being enrolled from the waiting list, enabling more families to return to the workforce or be supported with respite care.

Our decision to increase infant numbers, resulted in a flow on effect that also increased the numbers of children aged over two years as sibling numbers also rose. In July 2012, our utilisation sat at 70%, compared to June 2013 where we increased to 78.5%. As a result of children attending kindergarten programs and pre-school, we have found that our utilisation is affected by lower numbers of enrolments in higher age groups. Our leadership team addressed this by ensuring that while meeting the Early Years and National Quality Frameworks, we were focused on providing school transition experiences for the children to help them adjust to future enrolments in formal schooling.

A clear understanding of our desired work force led us to ensure that we recruit and retain a high calibre of skilled and knowledgeable educators. We have assisted and supported many of our staff to obtain qualifications in children's services through on the job training for Certificate III in Children's Services and the Diploma of Children's Services. Educators have also been partaking in professional development opportunities. I am proud of the changes we have made and the manner in which our educators have embraced Gowrie WA's strong focus on the provision of high quality care and adherence to national frameworks. Our educators understand our organisation's vision and passion to meet the needs of children, families and the community.

With the continued support and generosity of Lotterywest and the Gowrie WA Board, there have been considerable improvements to the Karawara centre with the addition of new air conditioning, the commencement of playground upgrades and a new security system. Future plans will see a revamp of many areas of the indoor environment and outdoor play areas.



Gowrie Karawara has a sound understanding of the importance of establishing relationships in our local community and we are committed to ensuring the children who attend our service, have a sense of belonging, including the wider community. We have been involved in community activities such as attending the City of South Perth Fiesta Funday, working in partnership with the City of South Perth community development team and members of the Karawara community to establish the Community Herb Garden, and by attending the South Perth Early Years Network and Carewest meetings. We have organised visits from the ambulance, police and fire services to promote community connections and to provide children with opportunities to learn and establish positive understandings of these services.

Throughout this financial year, our team at Gowrie WA have continued to display professionalism and a dedication to children and families in the community. We strive to ensure that our reputation continues to improve and that are seen as the quality early childhood education and care service that we deliver every day. All of the educators at Gowrie WA should remain proud of the organisation we are part of and for the positive influences we have on the children and families in our centres. We truly play a very important role in the lives of children and we take that responsibility very seriously.

To all of you who provide us with your lovely feedback and comments, we thank you. Our role in your journey as a parent and a family is one we are proud of and that ignites passion and dedication in us all. We seek and encourage your feedback and take every opportunity to continually improve based on suggestions and thoughts.

We look forward to the continued growth in Gowrie WA and to a wonderful year ahead.





# Kewdale Early Years Centre



Marilyn McRae  
Early Years Coordinator  
Kewdale

2012 to 2013 was a busy year for the Lady Gowrie Child Care Centre at Kewdale. Throughout the year we enrolled 132 children into the centre and welcomed them to the Gowrie family with open arms. By June 2013, we had engaged with 105 families and they were all accessing care and early childhood education at our centre. The number of babies was fairly static; however the number of toddlers doubled. Across the year we noted a reduction in the numbers of children aged three years old and over. We believe this is due to programs being offered by private and community kindergartens. The utilisation increased significantly from 69.5% in July 2012, to 76.5% in June 2013.

In February 2013, Gowrie was pleased to announce the recruitment of Marilyn McRae in to the role of Early Years Coordinator, Kewdale. Marilyn brought to Gowrie, her skills and expertise, mostly gained from many years in the early childhood education and care sector in New Zealand. With Marilyn on board and the establishment of a strong and robust leadership team, Gowrie set out to recruit and retain high quality educators to lead and develop programs for the children accessing our services. With newly developed and thorough recruitment processes, we are very proud to celebrate the calibre of educators qualifications and skills. These skills, qualifications and abilities provide great foundations for planning quality curriculum for Gowrie children.

During the three months of autumn, the outside play environments received wonderful and well needed nature play based makeovers. We are extremely grateful to The Department of Local Government and Communities, the Gowrie Board of Directors and the City of Belmont who all contributed towards the overhaul and upgrade. The centre now has beautiful gardens with vegetables, flowers and native plants. With sustainability and recycling high on our agenda, we focused on our environments being as natural and sustainable as possible. Our vegetable gardens are nourished using the fertilizer supplied by our worm farm. The worms eat the scraps from our kitchen. It is a joy educating the children on the how to be sustainable. We now have a limestone path that wanders through the play area, and a barked area that provides cushioning for new climbing equipment. A seat around a tree in the babies yard provides a wonderful place to sit on and enjoy our time together.

Our team worked diligently to prepare for our assessment visit from the Education and Care Regulatory Unit. In June we welcomed the assessors as we underwent our assessment. We remain extremely pleased to be given the rating of 'Meeting' the National Quality Standards in all quality areas. Our educators have proven that their caring, nurturing and educational qualities have been validated by the assessors, the framework, parents, children and our organisation.

We positively look forward to what the new year has in store for us.

# Karawara and Leeming Family and Community Centres

Gowrie Community Services enjoyed another busy and productive year. Through the generosity of Lotterywest, the Karawara Family and Community Centre underwent significant renovations resulting in the official opening by John McGrath MLA, in December 2012. The opening was attended by the Mayor, our funders, members of the community, program partners and stakeholders. It was a wonderful opportunity to celebrate our achievements to date and to look forward to the opportunities the future would have in store.

The Karawara Family and Community Centre provided a venue for a range of organisations, Churches, groups, and activities throughout the year. With the co-location of the Department for Health's Children and Adolescent Community Health services, one-to-one and group support and advice were offered to new mothers and fathers. Families were able to access a child health nurse and a lactation consultant, as well as advice on parenting. Coupled with the services provided in our early years centres, families are provided with much support and information.

Gowrie representatives, community members and other stakeholders were involved in engagement meetings, events and activities held at the Karawara Family and Community Centre in addition to other community venues, as part of the Karawara Public Open Space Masterplan and Collaborative Action Plan for the City of South Perth. Great opportunities were provided to share information that was used to guide the Masterplan and Action Plan.

The Leeming Family and Community Centre continued to be a hive of activity for individuals and families, and services and experiences offered included playgroups, toy library, dance groups for adults and young children, meditation group, community band, Church group, amongst others. Through generous funding provided by Gowrie WA and the Department of Local Government and Communities, the centre saw a number of improvements including new nature-based outdoor play environments and equipment, a new shade sail, new alarm security system, and painting of the two internal meeting rooms.

Much of the year was spent on planning a new service model at the Karawara and Leeming Family and Community Centres and engaging in the procurement process facilitated by the Department for Communities. The new service model would be submitted to the Department of Local Government and Communities in January 2013, for implementation commencing on 1 July 2013. The overall objective of the new service model is to have the two Gowrie Family and Community centres operating and existing to provide a community hub, whereby we meet the service, support and information needs of individuals and families in the local communities we serve, through strength based services, building on the strengths already existent in our community. It is therefore with excitement that we look forward to the next year at Gowrie Community Services and we thank the Department of Local Government and Communities for the funding and support they provided to both Karawara and Leeming Family and Community Centres.



Rebekka Jarvis  
Corporate Services and  
Operations Coordinator

**THE GOWRIE (WA) INC**  
**BALANCE SHEET**  
**AS AT 30 JUNE 2013**

	2013	2012 (Restated)
	\$	\$
<b>MEMBERS' FUNDS</b>		
Retained Earnings	656,444	296,671
<b>TOTAL MEMBER' FUNDS</b>	<b>656,444</b>	<b>296,671</b>
 <b>CURRENT ASSETS</b>		
Cash & Cash Equivalents	444,693	148,207
Trade & Other receivables	153,180	205,775
Financial Assets	13,057	-
<b>TOTAL CURRENT ASSETS</b>	<b>610,930</b>	<b>353,982</b>
 <b>NON-CURRENT ASSETS</b>		
Property, Plant & Equipment	1,067,025	1,025,007
<b>TOTAL NON-CURRENT ASSETS</b>	<b>1,067,025</b>	<b>1,025,007</b>
 <b>TOTAL ASSETS</b>	<b>1,677,955</b>	<b>1,378,989</b>
 <b>CURRENT LIABILITIES</b>		
Trade & Other Payables	169,974	252,315
Provisions	65,172	76,840
Financial Liabilities	-	17,405
<b>TOTAL CURRENT LIABILITIES</b>	<b>235,146</b>	<b>346,560</b>
 <b>NON-CURRENT LIABILITIES</b>		
Unamortised Capital Grants	767,431	735,758
Provisions for Employee Benefits	18,934	-
<b>TOTAL NON-CURRENT LIABILITIES</b>	<b>786,365</b>	<b>735,758</b>
 <b>TOTAL LIABILITIES</b>	<b>1,021,511</b>	<b>1,082,318</b>
 <b>NET ASSETS</b>	<b>656,444</b>	<b>296,671</b>

**GOWRIE COMMUNITY SERVICES (WA) INC**  
**BALANCE SHEET**  
**AS AT 30 JUNE 2013**

	2013	2012 (Restated)
	\$	\$
<b>MEMBERS' FUNDS</b>		
Retained Earnings	78,574	89,011
<b>TOTAL MEMBER' FUNDS</b>	<b>78,574</b>	<b>89,011</b>
<b>CURRENT ASSETS</b>		
Cash & Cash Equivalents	75,994	29,225
Trade & Other receivables	7,057	39,937
Financial Assets	-	17,405
<b>TOTAL CURRENT ASSETS</b>	<b>83,051</b>	<b>86,567</b>
<b>NON-CURRENT ASSETS</b>		
Property, Plant & Equipment	74,490	88,489
<b>TOTAL NON-CURRENT ASSETS</b>	<b>74,490</b>	<b>88,489</b>
<b>TOTAL ASSETS</b>	<b>157,541</b>	<b>175,056</b>
<b>CURRENT LIABILITIES</b>		
Trade & Other Payables	49,106	52,661
Provisions for Employee Benefits	16,804	33,384
Financial Liabilities	13,057	-
<b>TOTAL CURRENT LIABILITIES</b>	<b>78,967</b>	<b>86,045</b>
<b>TOTAL LIABILITIES</b>	<b>78,967</b>	<b>86,045</b>
<b>NET ASSETS</b>	<b>78,574</b>	<b>89,011</b>



**Eadaoin Clancy**  
Accountant





Providing healthy and nurturing learning environments for our children, families and community.