



ANNUAL REPORT

2013 - 2014

Our Vision

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

Our Purpose

Through partnership and collaboration, deliver the highest quality care, education and services to our children, families and community.



“Professional development opportunities offered by Gowrie WA in the early years of my career assisted me to form the foundations of my lifelong passion to make a difference to the lives of children, young people, families and the community. I have always shared the underpinning vision of Gowrie WA, and that is to provide high quality education and care services to children while affectively integrating community services.”

Tonia Westmore (CEO)

We Value

- 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 our children, families and the community.

Our Key Focus Areas

Achieving Best Practice

Deliver the best quality care, education and services so that we can better serve our children, families and community

Building A Positive Reputation

Consolidate our reputation as a leader in the Early Years and Community sectors

Being an Employee of Choice

Being an employer that attracts and retains the highest quality of staff

Financial Sustainability

Strengthening our long term financial viability

Chairperson's Message

Nick Wood

It is my pleasure to submit the 2014 Chair's Report for The Gowrie (WA) Inc. and Gowrie Community Services (WA) Inc. For the purposes of this Report, I have grouped both organisations under the title of "Gowrie".

This year has seen further growth and development of Gowrie and a range of significant achievements by the organisation.

Maintaining a clear focus on our vision, purpose and values coupled with robust leadership has enabled Gowrie to operate as a high quality and values driven service provider for children, families and the local community.

Some of the achievements for 2014 that I would like to highlight include the upgrade to our Karawara Early Years Centre which was generously funded by Lotterywest; the upgrade and re-launch of the Leeming Family and Community Centre which was generously funded by the Department of Local Government and Communities; and the completion of additional works at the Kewdale Early Years Centre. The improvements that have been made to the centres are outstanding and have allowed us to enhance the delivery of services to our children, families and the community.

We continue to strive towards achieving our strategic vision of providing healthy and nurturing learning environments for our children, families and community. We also remain of one mind in our commitment towards our purpose of delivering the highest quality care, education and services to our children, families and community. This commitment was shared with over 350 children that accessed our early years services in 2014, receiving high quality education and care.

The financial position of Gowrie, which has been tested over recent years, has continued to improve and we are now reaping the rewards from the significant financial reform process and the adoption of a robust business model two years ago. I am pleased to say that the financial



viability of Gowrie remains secure, having reached a position of being financially sustainable on own source revenue.

Our strong financial position is largely due to the outstanding leadership, management and business acumen demonstrated by our CEO and Management Team.

A new service model, funded by the Department of Local Government and Communities, resulted in necessary changes and a realignment of management controls at our Family and Community Centres. Although the changes and realignment met with some challenges, the outcome will ensure that Gowrie is well placed to continue to provide a well operated community facility in the Leeming and Karawara communities that meet the needs of the local community.

I would like to offer my sincere thanks and appreciation to our many families and stakeholders for their ongoing support over the past 12 months.

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.

Finally, I would like to thank our CEO, Tonia Westmore, and the entire Gowrie team for the incredible contribution they continue to make to our organisation, all of which enables Gowrie to deliver high quality services and to ensure healthy and nurturing learning environments are provided for our children, families and community.



Chief Executive Officer's Message

Tonia Westmore



In 1939 at the opening of the Lady Gowrie Centre in Melbourne, just after the outbreak of World War II, Lady Zara Gowrie said “Our children are our greatest hope, and anyone doing work for children these days is doing national work and giving splendid war service. Not only must we stand by our soldiers but we must also stand by our soldiers’ children... I am enchanted with this lovely building... just what is needed to bring up children healthy both in mind and body. Every thinking person must

realise that when this bitter strife is over, we must build up a better world, and it is only through the children that this can be done.”

Lady Zara Gowrie was the wife of the Governor-General Alexander Hoer-Ruthven, 1st Earl of Gowrie, who served from 1936 to 1945. She was renowned for her work in promoting the welfare of children in Australia, and the Lady Gowrie Child Centres were established by her, and named in her honour. Aimed at improving the well being of children through quality education, child and health care in each state of Australia, the Lady Gowrie Child Care Centre (WA) was established in 1940 in Victoria Park. Unfortunately the original centre has been replaced by local council offices.

Although each Gowrie around Australia is a separate entity, all Gowrie sites are committed to a collaborative and supportive relationship and partnership. Regular teleconferences and meetings between respective CEOs take place each year. A quarterly Gowrie Australia publication entitled Reflections, is circulated throughout the country and beyond, encompassing high quality articles written by educators, academics, government representatives and others. Gowrie Australia supports and advocates for high quality early education and care.

Everyone at The Gowrie (WA) Inc., value our historical foundation of caring for children, families and the community. These values were built

on the foundations laid by Lady Zara Gowrie. During the 2013 – 2014 financial year, the vision of Lady Gowrie remained embedded in our strategic and operational achievements.

During the year, we celebrated the launch of the upgraded Karawara Early Years Centre. Generously funded by Lotterywest and Gowrie WA, the centre now boasts new bathrooms, flooring, kitchens, paint, cooling and ceilings. All upgrades were planned with the needs of children in mind, and the opportunity to provide our people with a facility and extras that have assisted to make their job easier. The upgrade would never have been as extensive or of such high quality without the generosity and support of Michael Hewson and all involved with Evolve Builders. Michael and his team understood our desire to continue to offer services to children and families during the renovations, working tirelessly around the clock and mostly outside of opening hours.

A strong alignment to the Early Years and National Quality Frameworks is achieved by all of our wonderful educators across our sites. The Kewdale Early Years Centre celebrated the completion of the outdoor environment upgrades, supported by the Department of Local Government and Communities. The indoor environments saw the addition of trees and plants to support children's sense of belonging and understanding of sustainability. Worm farms and vegetable gardens facilitate sustainability practices, along with daily earth hour, recycling and children learning about how we can help our planet.

Enrolment numbers steadily rose throughout the year, in particular after the renovations at Karawara were completed. At our Kewdale Early Years Centre, we maintained steady utilisation percentages. Plans to ensure we met the care requirements of the community were established in late 2013, resulting in an organisational understanding that where possible, we will work to accept children in to our services that in the past, may have reached capacity based on regulatory age group restrictions. With a change in regulations, and a commitment to meeting the care and education needs of families in our communities, internal changes began being implemented that placed emphasis on children's developmental requirements and needs, rather than their age. This is a positive step forward for families and The Gowrie WA, resulting

in more families being accepted in to our services and a genuine understanding of meeting developmental needs of children.



It is forward-thinking attributes such as those mentioned above, that enable Gowrie WA to be organic and responsive in our service delivery. From Board level and throughout the organisation, our adaptable and creative thinking places Gowrie WA in a good stead to seek out opportunities for progressive change with a willingness to meet challenges as they arise.

The Gowrie Family and Community Centres underwent a dedicated and focused change process. After many years of a maintained status quo, Gowrie WA made a sincere commitment to submit and meet a new service model dedicated to the establishment of community hubs. The hub model, although not new in community services, was a first for Gowrie WA. To ensure we are able to execute the hub concept, considerable changes and realignment was necessary, in particular at our Leeming site. To date, surveys and feedback have lead the planning of programs and services to be offered in the later stages of 2014 and in to the future. A new nature play based playground was completed at Leeming with the financial assistance of the Department of Local Government and Communities.

It is the daily achievements of the children that access Gowrie WA services that mean so much to all associated with our organisation. The smiles on the faces of the children keep us motivated to unlock all of the treasures inside each child that enters our doors. It is with pure gratitude that I thank the staff at Gowrie WA for bringing positive attitudes, resilience, perseverance, integrity, patience, dedication, commitment and their very best to work every day to help unlock those treasures. I am immensely proud of our achievements and pleased that we continue to

challenge ourselves to highlight our morals, values and ethics of inclusivity in the work that we do.

Without the amazing team I have, we wouldn't achieve the things we do, in the manner we reach them. The Board of Directors continues to provide unquestionable support, mentorship and guidance to me, and the leadership team. I thank each of the Directors for the time they invest in our organisation, and the commitment excellence and brilliance they bring to Gowrie WA.

A huge thank you is also extended to the children, families and community members that access Gowrie WA services and facilities. It is a pleasure to consistently work towards meeting your needs. We are grateful that you have chosen Gowrie WA.

We have had a wonderful year, and we look forward to a successful 2015 and beyond.



Gowrie WA Early Years Centres Karawara and Kewdale

This year was a busy and exciting year for the Lady Gowrie Child Care Centres at Karawara and Kewdale. We enrolled and welcomed over two hundred children into the centres throughout the year.

The continued need for early childhood education and care for children aged under 2.5yrs resulted in our organisation responding to this need by restructuring rooms at our services, to accommodate additional babies and infants. As a result, we welcomed new educators to the team, all of who were employed for the positive skills, abilities and attitudes they possessed.

In meeting the Early Years and National Quality Frameworks, there has been an organisational drive towards being more sustainable. We introduced a daily earth hour whereby we turn off all non-necessary electrical equipment and lights. We increased the use of recycled and reclaimed products. We developed water saving strategies and continued our planting and garden project. All of these sustainable practices provide more opportunities for our educators to encourage and support children's learning and understanding of their environment.

With a continued focus on our strategic plan and one of our key focus areas of being an employer of choice, we recruited and retained a high calibre of skilled, experienced and knowledgeable educators. We have celebrated more stability in relation to our educators and as a result we have strengthened relationships with children and families within the centres, and also each other. We have sustained our support of our educators obtaining qualifications in children's services through on-the-job training and other forms of professional development. Having a team of dedicated people is a show of unity and commitment to our organisation's vision, purpose and values. We all demonstrate a strong passion to meet the needs of children, families and the community. The strong link we have with our communities is evident in activities we undertake with others, including the Gowrie Community Services team.

With the continued support and generosity of Lotterywest and the Gowrie WA Board, we undertook considerable improvements and

additions to the Karawara centre, with the complete refurbishment of the internal area with in the early years centre. Some much-needed work has commenced in the outdoor environments at both centres, with the children and staff assisting in the planning of environments to embed a



sense ownership and pride in our environments. Much of the outdoor environment upgrades have been planned and designed with recycling, reclaiming and sustainability in mind.

Our Karawara team has enjoyed a strong partnership with the staff at the Karawara Family and Community Centre, particularly due to the Early Years Centre and Family and Community Centre teams sharing the same site. The partnership between the City of South Perth community development team, members of the Karawara community and the Gowrie WA Community Services team has provided opportunities to link with the community and develop a sense of belonging via our efforts to maintain the Community Herb Garden in the Karawara greenways, and by attending networking meetings.

Children, families and staff at both centres applauded the partnership we developed with Furry Critters Halfway House, through a fostering animals program. By fostering and caring for rabbits and guinea pigs, our children have been given valuable experiences and opportunities related to learning about, and caring for, animals. Other members of our communities visited both centres, including WA Police and Ambulance Officers. Forging strong relationships with our emergency services assists us to promote community connections and provide children with opportunities to learn and establish positive understandings of these services.

As displayed last year, the team at Gowrie WA continued to exhibit a high level of professionalism and dedication to children, families and members of our communities. We strived to ensure our reputation continued to improve within the early childhood education and care sector, with positive feedback from families and others cementing our position within the community. As we uphold our commitment to being

positive influences on the children and families in our centres, we humbly accept that we truly play a very important role in the lives of children and we take that responsibility very seriously.

We extend gratitude and thanks to everyone who provided us with feedback and comments over the year. Our role in your journey as a parent and a family is one we are immensely proud of. We continue to seek and encourage feedback and gratefully accept every opportunity to continually improve.

It is with pride we look forward to the New Year with all that it will bring.



Gowrie WA Community Services



Karawara

Karawara Family and Community Centre experienced a valuable and prolific year, focussing greatly on building invaluable relationships within the community. This fruitful time saw Gowrie WA facilitate various community events, including that of 'Meet 'n' Walk', a communal local walk encouraging participation in the Act, Belong, Commit movement, Australia's Biggest Morning Tea, and a WA Police Meet and Greet whereby members of the local community had the opportunity to discuss safety strategies with officers from the Kensington Police team.

Gowrie WA Karawara Family and Community Services also succeeded in successfully establishing Stay and Play, a playgroup/play session for babies, infants and young children. We incorporated our values and our compassionate vision into the planning and operation of the playgroup and it has already proven to be an invaluable accomplishment and benefit to our community. Stay and Play provides guardians the opportunity to spend time with their child, meet new people, seek information and engage with a Gowrie WA facilitator. Excitingly, due to the success of Stay and Play at our Karawara centre, the possibility of Stay and Play beginning at Leeming Family and Community Centre in the new year is being discussed. We have celebrated positive relationships and partnerships with a significant number of community members and have welcomed many of them into the Gowrie WA family through the playgroup.

The Karawara and Leeming Family and Community Centres provide a centralised hub for families and the community to seek services, and as

a result of this we delightedly welcomed an immunisation clinic to operate at the Karawara Family and Community centre this year. The clinic operates on a fortnightly basis and offers community members a safe, supported and hygienic environment to have their child immunised.

Gowrie WA has also maintained a strong relationship with the Department for Health this year and continues to have a Child Health Nurse, a Clinical Nurse Specialist and a Lactation Consultant operating from the Karawara Family and Community Centre. Support groups, information on perinatal health care and lactation consultancy are provided by these Department for Health employees, and they are readily available to assist and support parents with the gratifying yet challenging role of raising children.

During the year, Gowrie WA Karawara Family and Community Centre has been proud to share our excellent facilities with post-natal depression support groups, bible study groups, church services and various other individuals and groups. Having such a diverse range of groups engage in the provision of activities at our centre, reinforces the high standard and quality of the Gowrie WA Family and Community environment. Many community members were able to access groups and services that met their needs and requirements. We continue to seek new ideas, suggestions and groups at our centres to increase participation and meet community needs.

Leeming

This has been an enjoyable and productive year for Leeming Family and Community Centre. The centre continued to be a positive and bustling hive of activity and a fantastic facility for various groups and activities, including mothers groups, a support group for children and parents with mental illnesses, playgroups including one supporting the Korean Community, dance classes, exercise groups and other community focused activities. The centre continued an abundance of weekend use through bookings for birthday parties and small business events including a raw food cooking demonstration. The vibrant and vast range of services Leeming Family and Community Centre has been used for, demonstrates the invaluable nature of the centre, and validates the success observed this year.

To achieve the rich and effervescent hub envisioned for the centre, a community survey was distributed during the year, exploring the desires and needs of the community. The survey presented and resulted in realistic options and services that could become available to the community and the feedback recently received has allowed us to begin planning various services that we hope to establish in the near future. The feedback has also endorsed the planning and creation of a resource base for community members, as well as a site of entertainment and unity.

The survey distributed throughout the year showed that over half of the participants wanted the introduction of activities for children. As a result, Leeming Family and Community Centre is currently working with numerous exciting ideas that will see the commencement of weekly afternoon activity session for children aged pre-primary to year 3. The program is planned around the outcome of encouraging learning through play and will expectantly incorporate cooking, constructing, dancing and more fun and exciting activities and experiences. .

With funds generously provided by the Department of Local Government and Communities, and additional financial support of the Gowrie WA Board, the Leeming Family and Community Centre has begun to exercise our plan for a large outdoor renovation to take place in one side of the outdoor play environment. We plan to meet our vision of a nature based, recycled and reclaimed outdoor play space that caters for all ages and abilities. Leeming Family and Community Centre has also begun planning for valuable upgrades to the interior space in the coming financial year. We look forward to an upgrade in office and community centre furniture to better suit the requirements of the community and our staff, and we envision the creation of a casual meeting room allowing community members to meet in a comfortable, safe and home like setting.

During the year, Leeming Family and Community Centre also commenced the creation of a community information board that provides members of the community access to a range of local businesses, events and information for themselves and their families. Our regular users are encouraged to share and promote their groups to the local community using our 'What's on at Leeming Family and Community

Centre' board. In order to further connect with our users and the local community we are in the infant stages of writing our first newsletter focussed on the activities and experiences offered at Leeming Family and Community Centre. This newsletter aims to explore all that is offered at our centre including small blurbs from each user groups, updates on the bustling activities of the centre, news and upcoming events. We intend it to be a device encouraging the community and our users to feel as though they are a part of the Leeming family, by keeping them up to date and giving them an insight into the operations at the centre.

Leeming Family and Community Centre consider this year to have been a successful and valuable year. Proceedings during the year, including that of the community survey, allowed Leeming Family and Community Centre to gain an understanding of what the local community and the centre's user groups, desire. We can now begin meeting these desires and in the process, build strong and invaluable relationships and partnerships. By ensuring all Gowrie WA initiated groups cater for all abilities and strengths, Leeming Family and Community Centre hope to develop a friendly and welcoming community hub.

Thank you to all whom have contributed to a successful year at Leeming Family and Community Centre. Our gratitude is extended to the Department for Local Government and Communities for the funding allotted to Gowrie WA for us to undertake our service model, and allows the effective operation and management of our establishments at Leeming and Karawara. We look forward to forging new relationships and partnerships in the new year, and to continue supporting our communities.



Statement by the Board

The Board have determined that Gowrie (WA) Incorporated (the "Association") is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies described in Note 1 to the financial statements.

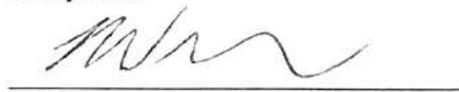
The Board of the Association declare that:

- 1 The financial statements and notes, as set out on pages 3 to 13, presents fairly the financial position as at 30 June 2014 and of its performance for the year ended on that date; and
- 2 There are reasonable grounds to believe that the Association will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board and is signed for and on behalf of the Board by:



Chairperson



Board Member

Perth, Western Australia

27 November, 2014

Statement of Financial Positions

The Gowrie (WA) Inc. as at 30 June 2014

	Note	2014 (\$)	2013 (\$)
CURRENT ASSETS			
Cash & Cash Equivalents	3	756,847	444,693
Trade & Other Receivables	4	52,473	153,180
Financial Assets	5	223,448	13,057
TOTAL CURRENT ASSETS		1,032,768	610,930
NON-CURRENT ASSETS			
Property, Plant and Equipment	7	1,286,583	1,067,025
TOTAL NON-CURRENT ASSETS		1,286,583	1,067,025
TOTAL ASSETS		<u>2,319,351</u>	<u>1,677,955</u>
CURRENT LIABILITIES			
Trade & Other Payables	8	88,750	169,974
Provisions for Employee Benefits	9	49,361	65,172
TOTAL CURRENT LIABILITIES		138,111	235,146
NON-CURRENT LIABILITIES			
Unamortised Capital Grants	6	1,024,085	767,431
Provisions for Employee Benefits	9	29,417	18,934
TOTAL NON-CURRENT LIABILITIES		1,053,502	786,365
TOTAL LIABILITIES		<u>1,191,613</u>	<u>1,021,511</u>
NET ASSETS		<u>1,127,738</u>	<u>656,444</u>
MEMBERS' FUNDS			
Retained Earnings		1,127,738	656,444
TOTAL MEMBERS' FUNDS		<u>1,127,738</u>	<u>656,444</u>

Statement by the Board

The Board have determined that Gowrie Community Services (WA) Incorporated (the "Association") is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies described in Note 1 to the financial statements.

The Board of the Association declare that:

- 1 The financial statements and notes, as set out on pages 3 to 13, presents fairly the financial position as at 30 June 2014 and of its performance for the year ended on that date; and
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This declaration is made in accordance with a resolution of the Board and is signed for and on behalf of the Board by:



Chairperson



Board Member

Perth, Western Australia

27 November, 2014

Statement of Financial Positions

Gowrie Community Services (WA) Incorporated as at 30 June 2014

	Note	2014 (\$)	2013 (\$)
CURRENT ASSETS			
Cash & Cash Equivalents	3	260,423	75,994
Trade & Other Receivables	4	16,849	7,057
TOTAL CURRENT ASSETS		<u>277,272</u>	<u>83,051</u>
NON-CURRENT ASSETS			
Property, Plant and Equipment	6	53,379	74,490
TOTAL NON-CURRENT ASSETS		<u>53,379</u>	<u>74,490</u>
TOTAL ASSETS		<u>330,651</u>	<u>157,541</u>
CURRENT LIABILITIES			
Trade & Other Payables	8	36,699	49,106
Provisions for Employee Benefits	9	25,010	65,172
Financial Liabilities	5	223,448	13,057
TOTAL CURRENT LIABILITIES		285,157	78,967
NON-CURRENT LIABILITIES			
Provisions for Employee Benefits	9	3,180	-
TOTAL NON-CURRENT LIABILITIES		3,180	-
TOTAL LIABILITIES		<u>288,337</u>	<u>78,967</u>
NET ASSETS		<u>42,314</u>	<u>78,574</u>
MEMBERS' FUNDS			
Retained Earnings		42,314	78,574
TOTAL MEMBERS' FUNDS		<u>42,314</u>	<u>78,574</u>