



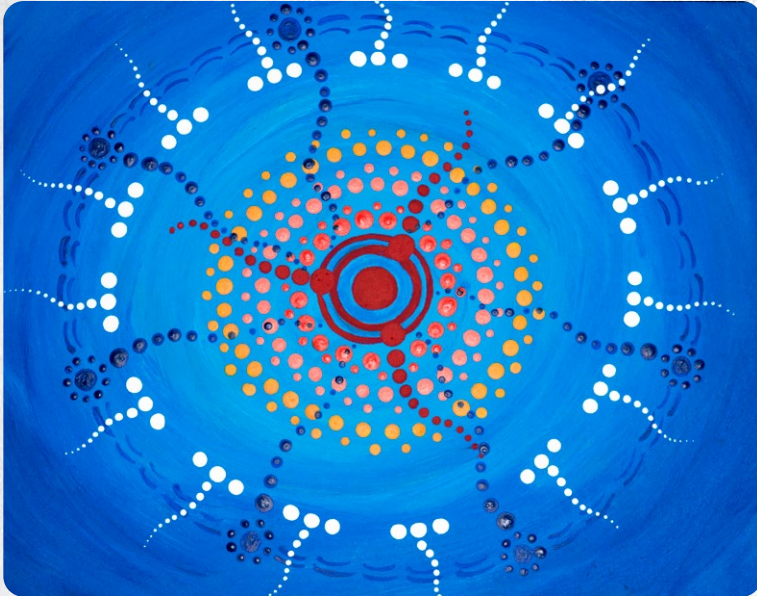
# GREATER REACH *with* GREATER IMPACT

Annual Report 2020

Celebrating  
80 Years

**Gowrie.**  
NewSouthWales





# ARTWORK STATEMENT

Inspired by the Gowrie NSW  
Reconciliation Action Plan

The red centre of the painting represents the Gowrie NSW Reconciliation Action Plan (RAP). The three smaller red circles represent the RAP's actions including Relationships, Respect and Opportunities and the large blue outer circles represent Gowrie NSW and other partner organisations (relationships and connectedness), with white circles representing growth. The other coloured dots represent people (adults and children) contributing to the development of the Reconciliation Action Plan. The prominent blue and red colours represent Gowrie NSW.



## Michelle Hamilton - artist

Michelle Hamilton is a proud Wiradjuri woman. The Wiradjuri people's country is in the Central West of New South Wales. Michelle was actually born and raised in the inner-city suburbs of Waterloo and Redfern but holds a strong link and connection to Cowra, the town in which her mother was born.

Michelle is a qualified Early Childhood Educator with nearly 30 years' experience. As the Aboriginal & Torres Strait Islander Inclusion Hub Manager for the NSW/ACT Inclusion Agency, Michelle and the team deliver training and professional development for Early Childhood Services with a focus on Aboriginal and Torres Strait Islander perspectives.

- As a teenager, Michelle began painting with her family members as a hobby and quickly found a talent and a passion for painting and telling stories through art and other media.

Michelle's extensive knowledge and experience of working with Aboriginal and Torres Strait Islander children, families and communities contributes to her unique art and storytelling.

Gowrie NSW's Reconciliation Action Plan (RAP) promotes Aboriginal and Torres Strait Islander engagement in our workforce.

Gowrie NSW acknowledges Aboriginal and Torres Strait Islander peoples as the traditional custodians of all lands on which we work. We recognise Aboriginal and Torres Strait Islander cultures as enduring, living cultures and pay respects to Elders, past, present and future.



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# GOWRIE NSW

Gowrie NSW is proud of our long and enduring tradition of providing exemplary play-based education and care for children and families for over 80 years. Long in history, contemporary in nature – we remain a trusted partner and leader in the early and middle childhood sector.





# OUR VISION

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Gowrie NSW is committed to excellence and strives to make a lasting impact on children's lives.

It is our vision that children are active participants in society, their voices are heard, and they are empowered to make a positive contribution in their community and make a difference in the world.

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## OUR VALUES

Five important values reflect our spirit, heritage and commitment to achieving our Vision.



### CARING

Respect and care for children, our people and the communities we support, are fundamental to our culture.



### PURPOSEFUL

A proud surplus-for-purpose organisation, we are committed to achieving the highest quality outcomes, innovation and research.



### INCLUSIVE

Through diversity, trust and collaboration, we find our strength and can fulfil our vision.



### INTEGRITY

We are guided by high ethical standards and are transparent in everything we do.



### AUTHENTIC

We are genuine and accountable; we do what we say we do.





## GOWRIE NSW CELEBRATES 80 YEARS

80 years on from opening the very first Gowrie NSW centre in Erskineville, we are steadfast in our approach of creating truly wonderful places for childhood. Gowrie NSW is well known for our commitment to quality education and care for early and middle childhood. The founder, Lady Zara Gowrie, was a true trail blazer in her vision to support the establishment of demonstration early childhood centres across Australia to be places for children, for research and leadership in teaching practice.

**Every thinking person must realise,  
that when this bitter strife is over,  
we must build a better world, and  
it's only through children that this  
can be done.**

*Lady Zara Gowrie, 1941*

Gowrie continues to inform contemporary thinking and action as we remain resolute in our purpose. We strive to create a place that cultivates children's wisdom, intellect and enormous potential. We look forward to the promise of the next 80 years, where children will be the leaders of tomorrow.

At its inception, the early model of demonstration centres shone a light on teaching as research and remains influential in the progression of rich pedagogical experiences for young children.

The legacy continues to drive our investment in thought leadership today, authenticity in relationships and a true capacity to redefine the early learning experience. We work to weave the lessons of the past with a contemporary vision to ensure Gowrie NSW's position in the sector.

We celebrate this milestone in 2020 and honour the history that has gone before us. We acknowledge the many people, past and present, who have contributed to the rich heritage of the organisation and what has been achieved to date. We are grateful for the contributions of many people over time.

As we reflect on the last eight decades and ponder the narrative that has been Gowrie NSW, we look forward to a new chapter that illuminates stories about community, stories about educators, stories about families and most importantly, stories about children.



# THANK YOU...

## STAFF ACKNOWLEDGEMENT

The commitment, care and courage demonstrated across the Gowrie NSW network through the current COVID-19 pandemic have been extraordinary. Every role and every person worked hard in various ways to ensure that our services and support continued seamlessly. Our centres were places where children felt like they belonged whilst the world changed around them, and our people nurtured families and each other as we grappled with significant change that we have never experienced before.

The Gowrie NSW Board is enormously grateful for the exceptional dedication that staff have shown through this difficult time to fulfil our strategic intent of **Greater Reach with Greater Impact**.





## FROM THE CHAIR

**Sean Parker**  
Chairperson

Throughout this challenging year, one word underpinned the enduring spirit of Gowrie NSW – and that was resilience. Our educators and support teams showed remarkable resilience in the face of unknowns and uncertainties, displaying adaptability and agility as they navigated the continuously changing environment that surfaced with the global pandemic.

Despite the impacts of COVID, 80 years on from the opening of the very first early education centre in NSW, the organisation has continued to thrive with year on year growth and improvements. We remain true to the foundations of this great organisation and honour the heritage as well as the people who have supported this journey over time. Whilst the celebrations of this milestone were adjusted due to health restrictions, we took this opportunity to really focus on the children and our people who make a true difference now and into the future.

The Board and Executive paused this year and reflected on our vision to ensure it truly encapsulates the purpose of Gowrie NSW – putting children at the forefront of our thinking and decision making.

Our refined strategic plan also confirms this, with a strong focus on the demonstration of pedagogy and practice, a unique part of who we are at Gowrie NSW, and the authentic translation of theory into practice.

The Gowrie NSW Board is enormously grateful to our teachers, educators and support staff, who have worked tirelessly and I thank them for their dedication to children, families and community. You create a real difference – each and every day.

I would also like to thank Nicole Jones, our CEO, and the Executive Team for their hard work in bringing to life the strategic plan and leadership of the organisation.

Thank you to the board members for their ongoing time and commitment throughout this year and the responsiveness to a continuously changing landscape. A special thank you to Melly Sah Bandar and Sandra Gray for their commitment and contributions over the years. Gowrie NSW has benefited greatly by your stewardship.

I look forward to embarking on the next steps in our journey with **Greater Reach with Greater Impact**.

## THANK YOU TO OUR VOLUNTEER BOARD MEMBERS



**Sean Parker**  
Chairperson



**Rodney Timm**  
Vice Chairperson



**Aaron Canning**  
Non-Executive  
Director



**Avryl Lattin**  
Board Member



**Johan Palsson**  
Board Member

We thank our outgoing board members for their enormous contribution to the ongoing achievements of Gowrie NSW.



**Sandra Gray**  
Board Member



**Melly Sah Bandar**  
Board Member





# CEO'S REPORT

**Nicole Jones**  
CEO

This year, like no other, has provided both opportunity and challenge. I am incredibly proud of the work of our teachers, educators and support teams who have worked tirelessly to ensure Gowrie NSW continued to deliver on our strategic intent of Greater Reach with Greater Impact. The commitment, care and courage demonstrated by our teams have been truly remarkable and whilst the world changed around us, due to the global pandemic, we remained true to our values and focus on children and families and working in partnership with them.

The overall results have improved on prior years with a strong focus on optimising our potential across all programs. This has been achieved through very careful selection and management of resources and would not have been possible without the foresight, innovation and tenacity of our people. Many programs and initiatives have shifted in their approach due to COVID and new programs were developed as a result.

As we celebrated our 80th anniversary it was an opportunity to celebrate the impact of this wonderful organisation over history but also recognise the vast array of special people who have contributed to this history over time. We acknowledge we stand on the shoulders of others and are grateful for their work yesterday, today and tomorrow. This milestone also provided opportunity to redefine our vision and strengthen our strategic plan looking out to 2025. This plan provides clear direction and aspiration that focuses on Gowrie NSW continuing to be a sector leader now and into the future.

Through this period, we have strived to amplify our purpose and there have been many noted achievements. We are proud to have articulated our pedagogical practice through our Program Foundations. These foundations, created in collaboration with our teams, are underpinned by contemporary research and guide our teaching and practice. They signify our deep commitment to children and forging genuine opportunity for them to make a real difference in the world.

Gowrie NSW has established an external Pedagogical Advisory Committee, comprised of key academics and expert practitioners from Australia and New Zealand. This is an exciting initiative that will support us on our journey to exceptional practice every day for each and every child.

Acknowledging Australia's First Nation people has been critical to the work of Gowrie NSW over many years. Our Reconciliation Action Working Group has finalised our second Innovate RAP which we will proudly launch in early 2021, along with a mentoring program for our Aboriginal & Torres Strait Islander staff. We have

engaged critical friends to support our thinking and embed the Plan across the organisation.

The Adult Migrant & Education Program in partnership with TAFE NSW was severely impacted by COVID over 2020 with many TAFE sites shut down and the program briefly paused. However, with clear plans in place to ensure safety, we have been able to resume and it is exciting to see children and families enliven these spaces again.

Professional learning offered by the Education Hub was also affected, with face to face sessions temporarily on hold due to COVID. Programs were adapted and quickly shifted to generate a succinct yet diverse on-line offering. Given our understanding of the need of the sector at the time, many of these courses were offered for free to be able to support our colleagues outside of the organisation. Further innovation was fostered by the Education Hub with the development of "Discover with Gowrie NSW", an on-line platform to support families whilst they were in isolation or away from the programs.

We continue to work with our sector and government partners and thank them for their collaboration and support - specifically, Gowrie Australia, that forms a strong and unique network. This year has solidified these vital relationships and opportunity for ongoing advocacy work.

Our people will continue to be the cornerstone of who we are and what we do. My heartfelt thanks and appreciation for the extraordinary work you do every day.

I also extend my thanks to our families who have walked the path alongside us this year through wonderful highlights but also navigating unprecedented and unpredictable waters at times. Through this I have continued to see the rise of the human spirit in generosity and support, which continues to fuel a strong sense of optimism about the future.

The Executive & Senior Leadership Team members have worked above and beyond in many ways to ensure stability of the organisation. This often meant making difficult decisions, however at the forefront of that decision making were the core values of the organisation and creating longevity.

Thank you to our dedicated Board of Directors, that volunteer their time and expertise to guide the strategic direction of the organisation. It is wonderful to work with a Board that truly understands the purpose, the history and aspiration of the organisation and works hard to see Gowrie NSW thrive now and into the future.



# PROGRAM FOUNDATIONS

This year we finalised the Gowrie NSW Program Foundations, articulating the pedagogy and practice across Gowrie NSW programs. The document, authored by Dr Leonie Arthur, evolved after a thorough consultation process with Gowrie educators, commencing in 2018. It represents both the philosophical and theoretical underpinnings of our approach to children's learning in the early years.

Through the lens of the four foundations: empowerment, respectful relationships, play-based teaching and practitioner enquiry, we continue to rejuvenate and strengthen Gowrie NSW's prevailing history of demonstration and excellence as a sector leader.



## OUR FOUR PRACTICE FOUNDATIONS

### 1 EMPOWERMENT

Gowrie centres work from a strength based approach that respects the experiences and knowledge of each child, family and community. Communities, families and children are viewed as strong and capable and are supported to be self-empowered.

### 2 RESPECTFUL RELATIONSHIPS

Relationships and strong family and community engagement are central to the Gowrie NSW curriculum. From inception, Gowrie NSW programs (or centres etc) have included 'purposeful community connection' (Press and Wong, p.15) and the provision of a range of services that support families with children. Gowrie NSW programs also foster an appreciation that curriculum is holistically interwoven and connected to educators' own practices. Our programs encourage centres to develop and trial innovative approaches to curriculum.

### 3 INTENTIONAL PLAY-BASED TEACHING

Gowrie NSW learning spaces have been designed to facilitate play-based learning. Intentional teaching at Gowrie NSW is forged by a professional knowledge and understanding of children's play and exploration that recognises and values the importance of a sense of wonder for learning within childhood and an appreciation that curriculum is holistically interwoven and connected.

### 4 PRACTITIONER INQUIRY

The Gowrie NSW curriculum is underpinned by a strong research base. Research has been a critical part of informing our pedagogy. There is a long tradition of educators engaging in research into their own practices and developing and trialling innovative approaches to curriculum.







# EARLY EDUCATION CENTRES

Reflecting on our vision statement, Gowrie NSW is committed to excellence and strives to make a lasting impact on children's lives. The early education and care centre teams have been impelled to not only plan for the long-term with sustainable change in practice, but also afford children in the here and now an early learning experience that has a lasting impact on their lives.

Empowerment, Respectful Relationships, Intentional Play-Based Teaching, and Practitioner Inquiry as explored in the Program Foundations document are the driving force behind all our decision making in EEC at Gowrie NSW. These four foundations are being realised through carefully curated pedagogical priorities that have created a meaningful lens to reflect on our practice with children and families and develop clear directions and expectations that capture the essence of Gowrie NSW in deep pedagogical thinking.

Our overarching commitment to strive for excellence is being embraced by each early education and care centre. These are geographically and demographically diverse, requiring a unique approach to work towards a cohesive yet contextually responsive outcome for children and families. We draw on contemporary and cutting edge research and practice in our drive to excel, and to keep us fuelled in our daily work with children, families and colleagues.

We looked to well-respected experts in their specific fields to work closely with members of the educative teams in each centre to fortify this evolution and continue our strong focus on practice uplift. To bring about real change and to embed changes in a sustainable way, we needed more than a single 'shot in the arm', but rather a considered and measured approach to this important work with our educative teams. The opportunities to work with sector experts were layered in a meaningful series of learning circles and networking gatherings.

What began with some initial resistance soon evolved into vibrant learning communities as educators and teachers grew in confidence and competence. The opportunity to listen, share, reflect, learn and grow together under the guidance and mentorship of our carefully chosen pedagogical experts has been deeply transformative.



Some of the learning circle participants were canvassed for their insights:

**Was there a moment in time throughout the learning circles or something that happened where things clicked or shifted for you?**

"I think there must have been a lot of moments I have missed out on seeing children's capabilities in activities such as nappy change, mealtimes and sleep times. The key is 'slowing down'. I've slowed down my practice, wait for children and see them presenting what they are capable of. It also supports children when you take time and explain every small step."

*Narae, Nursery Room Leader  
Gowrie NSW Malabar*

"I'm really proud of how far our team has come since we've adopted some changes. Our understanding of Primary Educator Relationships is only getting stronger as weeks go by, and others are really starting to notice. We had a TAFE teacher recently comment, "This is the best Primary Educator Relationship practice that I have ever seen in any service in Canberra."

*Glacy, Nursery Room Leader  
Gowrie NSW Discovery House*

"I'm proud of the better leader I have become in order to make great changes with a small team within the infant space in a short period of time. But also looking forward to the many more changes that will happen at a slow pace. Being able to now have more input in critically reflecting on our practices with the educators. This is from the educators in the room attending professional development seminars that Gowrie has put forward to also support their learning in Infant pedagogy."

*Shaila, Nursery Room Leader  
Gowrie NSW Erskineville*

**What are you most proud of with regards to your work with infants and toddlers, as a result of your involvement in the learning circles?**



It has been a productive year focused on robust thinking and reflection, opening up channels of empowerment. The empowerment of our educative team has evolved through knowledge and capacity building, crafted through a strengths-based lens rather than focusing on deficit or need. The Learning Circles are an example of this focus on knowledge and capacity building as is our work in the year-long Practitioner Inquiry Project. This has seen intentional and rigorous reflection on learning environments for children within a mentoring framework facilitated by pedagogical experts Wendy Shepherd and Janet Robertson. This reflective process has been carried out through an inquiry question for the educative team to collectively reflect on under the leadership of the in-centre Practitioner Inquiry participants (or 'PIPPERS' as they have affectionately become known).

## Practitioner Inquiry Reflections:

"One highlight is the sense of community we have been able to create here at Discovery House. Through the creation of our 'Community Library' and the outdoor piano space we have seen a sense of camaraderie as our families are eager to make book donations or just take a moment out of their busy days to engage with one another. Families who may have never spoken now take the time to interact with others whilst their children engage in literacy or music in these new spaces. It has also been beautiful to watch as families are taking these moments to also engage with their children in their own learning and development. This really demonstrates how we have been able to ensure children have been placed at the forefront of our Practitioner Inquiry.

I have also had a light bulb moment in regard to my own leadership style and how I can ensure the team succeeds without the need for micro-management. I have learnt that in order for the team to succeed, it is ok to take a step back and allow my colleagues the opportunity to unpack tasks on their own. This in turn leads to better understandings and development, and ensures they have confidence in their own ability to create ideas and findings."

*Bec Swirski, Educator and Assistant Centre Manager  
Gowrie NSW Discovery House*

"The highlight for myself personally is the awareness and realisation of the importance to all detail within a space, everything placed within a space will influence how the child will engage and the learning that will come."

*Tegan, Early childhood teacher  
Gowrie NSW Lithgow*



We are excited for the opportunities that 2021 will bring to deepen our knowledge and develop new learnings. We know our commitment to excellence for children will be embraced through our collective commitment to ongoing learning and contribution to new sector knowledge as we begin to research our own practice and reconnect with our history of demonstration and sector leadership.









# OUT OF SCHOOL HOURS CARE

It goes without saying that 2020 changed the landscape for the sector with many families and children engaging in remote learning and not being visible on school sites for most of Term 2, 2020. We worked closely with our school partners and key OSHC stakeholders to ensure we understood the health advice, changing restrictions and policy implications. Whilst COVID impacted OSHC enrolments, our staff worked diligently to ensure children and families remained connected and supported during this challenging period. Our strong focus at Gowrie NSW on relationships and sense of belonging ensured that we utilised platforms such as Story Park to enable children and families to remain connected with each other during this time, whether attending the program or not.

In contrast, our regional services at Kelso and Bathurst West OSHC were less impacted by the pandemic, thriving over the past twelve months to deliver quality programs with increased participation during a time when other services were not as fortunate.

Our commitment to “Connection to Community” continued to be upheld as a focus for the OSHC services this year, with children sending letters of support to frontline staff during COVID, adopting a koala from the Port Macquarie Koala hospital that was impacted by the January bushfires, and working with local Indigenous Elders to create bush tucker gardens. The varied skill set of our Vacation Care staff was harnessed to host an array of engaging in-house activities through this period, whilst we were fortunate to run a variety of excursions and incursions in Term 3, 2019 to Term 1, 2020. Key highlights included cooking, making paper dolls, Auslan lessons, visits to local museums and visits to movies of children’s choice. Incursions were held within our VC Services by local Indigenous Elders, sporting organisations, craft and STEM groups.

Fundamental to our improvements of OSHC services has been Gowrie NSW's implementation of system changes. These changes have improved our overall OSHC and vacation care experience and they have been well received by all stakeholders, including children and families.



We welcomed Kinroos Wolaroi OSHC service to our Gowrie family; coincidentally, the transition of this service happened at the same time with Gowrie's NSW 80th anniversary. The program supports children and families in Orange NSW to access before and after school care in Gowrie NSW's growing regional footprint.

**Feedback from families in the service's early weeks included:**

- **"Children have great relationships with the staff."**
- **"They love that we utilise the outdoor spaces."**
- **"Our children don't want to go home each day."**

Sadly, we said goodbye to Gowrie O'Connell OSHC and Forsythe Park Vacation Care Program early in 2020. With the onboarding of Kinroos Wolaroi it has seen our number of OSHC services remain the same.

This year has seen our Gowrie OSHC services align closer with the Gowrie NSW vision to deliver on our promise of exceptional quality every day, striving for sustained practice growth, building on the skills of the educators to enhance children's outcomes. This commitment to professional inquiry has seen our OSHC educators be involved in learning circles, consisting of 12 modules of professional development delivered by our Education Hub Team. These modules focused on areas to strengthen leadership, team culture, pedagogical theory, varying perspectives, documentation and how to reflect children's voices in the area of middle childhood. These learning circles have provided educators with opportunities for practitioner inquiry to reflect on their practices and think critically about best outcomes for children. This process allows Program Managers, Educational Leaders and teams to develop a culture of inquiry where educators are encouraged within Gowrie NSW's Pedagogical Framework to engage in professional learning, share dilemmas and engage in collaborative practitioner enquiry to form a deeper understanding of how they work with children in our OSHC environments.

**What was something significant you took away from the opportunities for professional learning and reflection?**

**"The red room, green room module training was profound in how we approach and support children in our programs. Listening to the children on why they are experiencing different emotions and their point of view in situations provides us with different perspectives to support them."**

*Vanessa, Program Manager  
Ryde OSHC*

**"I found it was a great team building activity with my team as a Program Manager and getting an insight on my teams, their thoughts and ideas has helped me as a leader to build a shared vision with my team. Critical reflection has been a personal reflection that I have used throughout the year and has shifted my practice on a day to day basis."**

*Recca, Program Manager  
Drummoyne OSHC*



"Developing my skills in my new role as a Program Manager and understanding how my role can impact and embed quality through the assessment and rating process."

*Vanessa, Program Manager  
Ryde OSHC*

**What are you looking forward to professionally in 2021?**

"We are focusing on quality area 1 and how we can bring more intentional play based teaching into our service to give children more sense of agency through responsive teaching and scaffolding to invest in child directed learning."

*Recca, Program Manager  
Drummoyne OSHC*

In reflecting on the previous twelve months our OSHC Services look forward with excitement and wonder into 2021.









# ADULT MIGRANT ENGLISH PROGRAMS

This unique program upholds the rights of children, newly arrived to Australia, to participate in an early learning experience. In partnership with TAFE NSW, we are able to provide more than a place for children but also a place of connection for families some of who are experiencing isolation, disadvantage and vulnerability. Our teams go above and beyond to support families, delivering on the vision of greater reach with greater impact to ensure they can live and thrive in their community.

Gowrie NSW has supported 1404 children to access early learning whilst their parents studied English at TAFE NSW in the last twelve months. These families came from 52 countries. They speak 54 different languages. Their children were cared for in 223 different centres, including Gowrie NSW Early Learning Centres (located on TAFE campuses) or an external preschool/long day care.

Each one of our children and families attending the Gowrie NSW Early Learning Centres are supported by a team of project officers, special educators and Program Coordinators – without these people it would not be possible to provide this unique and inclusive program.

## 2020 was a challenging year for AMEP.

2019 was business as usual, however the start of 2020 told a different story. COVID-19 impacted referrals and attendance from the start of the term calendar with the program coming to a halt in March 2020. TAFE NSW campuses closed whilst the team managed shifting restrictions and government policy changes. And whilst parts of the program came online in the following months, other parts were slower or remained closed.

During this period, it was a testament to the staff as their concerns centred around what this cease in program meant for children and what it meant for families.

As such the AMEP team worked diligently to continue connection with families as it became evident how important the support and relationships provided by the Early Learning Centres were to families. It was a credit to the staff as to how well they were able to retain these connections during the closure.

When the time to reopen finally came teams worked collaboratively, respectfully and diligently to make sure the transition back into the Early Learning Centres was safe, streamlined and seamless.

Once again, this is a reflection of the work by TAFE NSW, AMEP Coordinators Team and the Early Learning Coordinators.

The AMEP program aligns with Gowrie NSW's longstanding commitment to building social capital through connections to our communities. It provides a platform for Gowrie NSW to realise our vision and commitment to children and families by creating a sense of belonging and working in partnership with families who have newly arrived in Australia. Families in our Programs often have limited support networks when first entering the program. By providing access to quality learning environments and soft entry points to other agencies the AMEP program provides a long-term connection.

It was exciting to open two new outdoor play spaces in Armidale and Coffs Harbour, giving children access to purposeful and meaningful play spaces within the TAFE environment. These new spaces provided opportunity for children not previously afforded.



## LOCAL STORIES

Gowrie NSW continues to work with TAFE to ensure effective and meaningful learning environments are provided for the children in the Early Learning Centres.

# ARMIDALE ELC

## The OUTDOORS come to ARMIDALE ELC

2020 saw Armidale open its new outdoor space with indoor renovations ready for action. Gowrie NSW's Program Foundations highlight that children's learning environments are used to encourage and facilitate exploration, hypothesising and discovery, to nurture children's sense of wonder. Now Armidale ELC is ready to bring these opportunities to life for children.

Historically, Armidale ELC had one large indoor space, with regular excursions around the campus for nature walks and the like. Child safety, being at the forefront, meant that outside adventures were sporadic, and the one large indoor space was not appropriate for our children to be able to enjoy their play in small groups according to age, interest and primary care groups. Our new environments have changed all of this.

Indoors is now separated into a baby/toddler room and a preschool room. This has provided opportunity for children to explore, discover and play in their own safe space.

Educators have seen such an outstanding difference in the way that children play and engage with the resources and each other. Educators are now able to program more effectively for the children's interests and are overwhelmed by how well the children have responded to the new learning spaces, environments and experiences set up for them to explore.

The most significant change has come from the outdoor environment. Children NEED to be outside, enjoying nature, the breeze in their hair and the sun on their face – laughing and playing together, climbing – exploring water, sand, collecting, lifting and carrying.

Educators are excited about all possibilities open to them, from observing our children 'free-range' play to extending the children's interests with indoor and outdoor activities, including experiments, transition and meal times.

**"As an educator, I felt some challenges finding meaningful ways to interact in such a large room with many different age groups all together.**

**We faced some difficulties settling some children in the 'old space'. I think they found it hard to make connections in such a busy and fast-moving room.**

**Now that we have the two rooms, I feel the children are able to settle and we are able to build relationships with them in a safe environment catered to each child's needs.**

**Our children are flourishing in our new outdoor space. They are enjoying using all the new resources to interact in a fun and purposeful way."**

*Lee, Educator  
Gowrie AMEP Armidale*



# COFFS HARBOUR

## Caring

What a transformation our environments have seen this year at Coffs Harbour ELC.

Our outdoor environment, since being renovated, has allowed children to explore and discover the outdoors. The children and educators as well are enjoying all that it has to offer.

With all of the beautiful plants that we now have in our garden, we have discussed a lot about caring for the plants and have particularly enjoyed the watering of the garden.

Setting up the outdoor environment has become more purposeful; that might mean extending on a previous experience, or asking the children what they would like to use today. This has allowed us to reflect on Gowrie NSW's program Foundations to be responsive to children's ideas, interests and questions. Spaces have been created on the verandah to provide opportunities for children to read and participate in other quiet activities. The new space has allowed children to be more involved in their play and they are engaging for longer periods of time.





# INCLUSION

In partnership with KU Children's Services and Include Me, Gowrie NSW is proud to support a diverse group of early childhood services in their journey to include all children in their service. Inclusion and children's rights are the essence of what Gowrie NSW is all about.

The Inclusion Agency works closely with long day care services, out of school hours programs and family day care educators in far reaching corners of NSW to ensure they are equipped to increase educator capacity so that all children are able to actively participate in education and care programs, regardless of circumstance.

## **We continue to support the wider sector to be inclusive.**

With our partners, KU Children's Services, and Include Me, Gowrie NSW continued to deliver the NSW/ACT Inclusion Agency.

Gowrie NSW manages the NSW West, NSW Central West, NSW North and NSW Mid North Coast Inclusion Hubs, as well as the Aboriginal & Torres Strait Islander Inclusion HUB & the NSW/ACT Specialist Equipment Library.

## **Our inclusion work is far reaching.**

In 2020 our hubs supported 368 education and care services. We made 615 visits to these services and provided over 400 hours of phone support. Inclusion Professionals worked with educators to complete 277 Strategic Inclusion Plans, with 146 of these plans focusing on modifying and adapting practice with no funding being sought.

## **In 2020 Gowrie worked on inclusion with communities facing the impacts of drought, fire and COVID-19.**

With many community services providing limited or restricted support due to COVID-19, education and care service providers in our rural, remote and very remote communities such as Lake Cargelligo, West Wyalong, Moree, Grafton, Lightning Ridge, Bourke, Cobar and Broken Hill found themselves struggling with the impacts that isolation, lock down and social distancing were having on their communities, their families and their children. Our inclusion teams were quick to embrace phone and online platforms to provide ongoing targeted and timely support across several key areas. 88% of work achieved was in response to strategic inclusion planning with 71% of the support also related to linking educators with community organisations and 69.9% to developing and maintaining partnerships with families.

## **In 2020 Gowrie supplied specialist equipment to services across the state.**

Gowrie NSW supplied 212 pieces of equipment to 74 services across NSW which assisted 55 children participate in education & care programs alongside their peers. Children like Daisy, a 4 year old child with Cerebral Palsy, attending an early childhood centre in western NSW. Daisy is unable to stand unaided. The educators sent us this message,

**"When we received the equipment and placed Daisy in the standing frame, she had the biggest smile on her face and raised her arms to the air. The children were curious with what was happening and walked over to Daisy. The children talked to Daisy and she seemed so happy as she looked at their faces. We moved outside and although unable to join in physically, Daisy loved looking at all the children running around. Again, the children came to talk with Daisy, sharing their fun and she responded with a big smile. I think Daisy really enjoyed using the frame and we will continue to put her in it when we can. An educator was always close by while she was in the frame."**

*Educator*

*KU Children's Services and Include Me*







# EDUCATION HUB

In 2020, we celebrated our 80-year tradition of providing research-informed professional learning opportunities for the early and middle childhood education and care sector.

We continue to shape the lived experience and lives of children and the next generation through the provision of quality professional learning for teacher practitioners in the education and care sector.

The areas of focus within the professional learning program are informed by our four practice foundations.

## OUR FOUR PRACTICE FOUNDATIONS

- 1 EMPOWERMENT
- 2 RESPECTFUL RELATIONSHIPS
- 3 INTENTIONAL PLAY-BASED LEARNING
- 4 PRACTITIONER INQUIRY





From January to March, 18 part-day workshops were facilitated in Erskineville, Mayfield, Campbelltown, Canberra and Tamworth by expert sector consultants such as Dr Katherine Bussey, Elena Marouchos, Radha Babicci and our Gowrie NSW consultants.

We successfully launched our RIE Foundations course facilitated by RIE® Associate, Instructor & Mentor Polly Ellam from the USA. Polly is regarded as an international thought leader on infant and toddler pedagogy and in her career studied directly with renowned infant therapist, Magda Gerber.

While April brought challenges, due to the impact of COVID-19, we responded with ease and transferred the remaining face to face component of our professional learning program to an online mode of delivery. By adapting our professional learning program, we recognised the changed needs of the sector and focused on our increased opportunities for flexible and affordable quality content.

### **We provided diverse opportunities for professional learning to many educators from across Australia.**

In 2020, we launched five online self-paced NESA endorsed courses and provided professional learning for 418 early childhood teachers across these courses. We have hosted 48 webinars with ten different facilitators who have presented from locations in NSW and interstate within Australia as well as further abroad in New Zealand, the United Kingdom and the United Arab Emirates. We have also increased our reach and 480 professional educators from across NSW as well other parts of Australia in Western Australia, Queensland, Tasmania, Victoria and the Australian Capital Territory have attended and engaged in flexible, high quality and diverse professional learning opportunities. These learning opportunities focused on the following areas:

- **Leadership**
- **Aboriginal and Torres Strait Islander Culture**
- **National Quality Framework**
- **Infant and toddler pedagogy**
- **Arts and sustainability**
- **Educator wellbeing**
- **Pedagogy of teaching and learning**

- **Learning Environments**
- **Outside School Hours Care**
- **Programming, documentation and reflection**

### **We are committed to supporting the sector.**

In April, when COVID-19 first impacted the sector in unprecedented ways, we recognised the need to support those who undertake this essential work with children and families and provided free access to all our Gowrie NSW webinars. From April to June, this initiative provided over 425 registrations to educators to stay socially and professionally connected with their colleagues to support their ongoing learning and wellbeing at such an uncertain time.

Our consultancy offerings also moved to an online format and we supported early education and care teams through mentoring and tailored online workshops.





## WHAT OUR EDUCATORS SAID...

Jessica and Gowrie have been a significant support providing a series of customised professional learning sessions meeting the individual needs of our program and team. The professional learning sessions mapped strong connections to our unique philosophy as well as best practice, current research and pedagogy. The sessions provided a balance of information, staff reflection and active participation - and were delivered flexibly in response to the health situation this year!

*Sarah Herbert, Head of School  
Early Learning International Grammar School*

Considering the challenges of these current times, we thank Jessica from Gowrie NSW Professional Learning for presenting an inspiring and engaging interactive online workshop for our team. The practical presentation encouraged much reflection as well as valuable discussion among our educators and we are motivated to put many of the ideas into daily practice.

*Karin Watts, Director  
Norwood Community Preschool*

Uniting has engaged Gowrie NSW for a number of years now and at the beginning of the COVID-19 pandemic we quickly realised that our planning for professional learning for 2020 would need to take a different angle. We approached Jessica Horne-Kennedy to see if Gowrie NSW would be willing to present online to our network of educators. Our services were at the beginning of their online journey, not having engaged in many webinars or online learning experiences previously. Jessica presented three live webinars for our network, exploring mindfulness, critical reflection and how to be an ECO smart OSHC. Jessica's teaching style was engaging and interactive, leaving opportunities for educators to ask questions, write comments in the chat box and reflect upon their own practice. Through the online forum, Jessica provided opportunities for educators to engage in learning conversations with each other, taking back to their service ideas and topics to continue the conversation with their teams. Thank you Jess for your willingness to be adaptive and allow us to continue to provide professional learning for our educators in the changing landscape of the 2020 pandemic.

*Melisa Giles, Service Development Lead  
Uniting Early Learning*





## Better outcomes for children through translation of knowledge and research into practice.

In alignment with our historical roots, 2020 brought new initiatives to the Education Hub that highlighted our commitment to deepening practitioner inquiry through translating knowledge and research into practice.

Our emerging researchers' series was launched in September with early career academics from Australia and New Zealand. This initiative has been described as the beginnings of an Australasian community of early career researchers to share and create informed dialogue with those working in the field of early and middle childhood education. Opportunities for emerging and experienced leaders in the sector were also an important feature in our professional learning calendar and our 'Leadership Breakfast' – a networking event was reimagined as an online Q & A session with esteemed leaders Wendy Shepherd and Naomi Abbott.





## New resources supported inspired teaching and learning experiences.

In September, we celebrated our newest resource: our 'Theory into Practice' - Numeracy Discovery Card Set. These cards - designed especially to inspire early childhood practitioners to implement intentional, engaging and playful mathematical learning opportunities - were received with enthusiasm from the sector as a tool to support different layers of practice.

After using the numeracy cards to inform practice, educators observed new ways that children engaged with mathematical learning. Dalia from Gowrie Erskineville shared:

"The children found it exciting to use different tools like the buttons and pom poms. The children voiced: 'It's easier to use the tongs to grab the pom poms.' They found it more difficult to pick up the buttons with the wooden tongs, as they would slip. More children joined in with the numeracy experience as it was different and hands on."

*Dalia, Educator  
Gowrie NSW Erskineville*



"...Excellent resource. We have found the Numeracy Discovery Kit a practical resource for our team. Our Educational Leaders have used it in mentoring Certificate 3 and Diploma Educators to support their recognition of these concepts and to enrich the professional language educators use to articulate children's documentation and conversations. We are installing hooks in a central place so that educators can grab them on the fly (rather than keeping them in the store room). I highly recommend this teaching resource and can't wait for the Literacy Kit to be available. Hint hint."

*Allyson Cuskelly,  
Director Evans Head and Woodburn Preschools.*

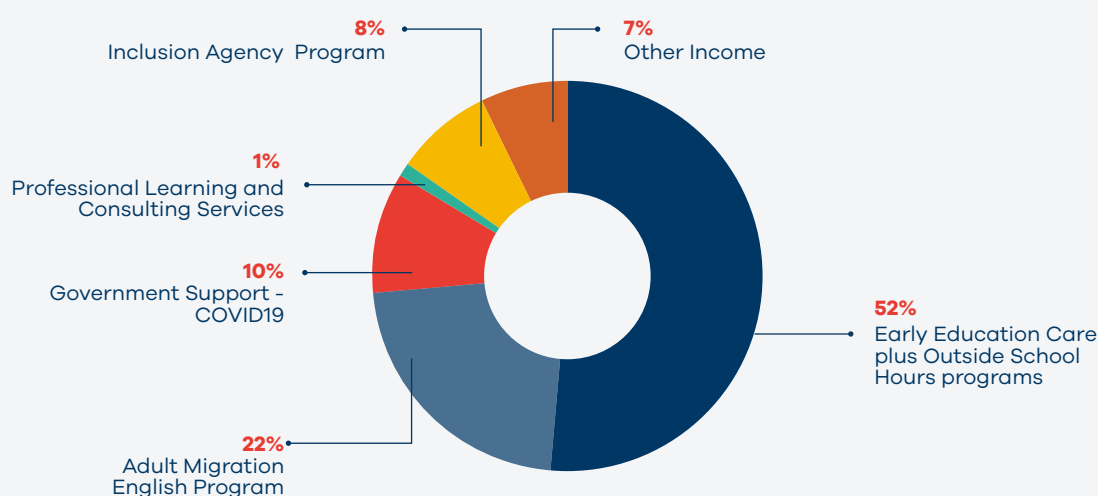


# FINANCIAL SNAPSHOT

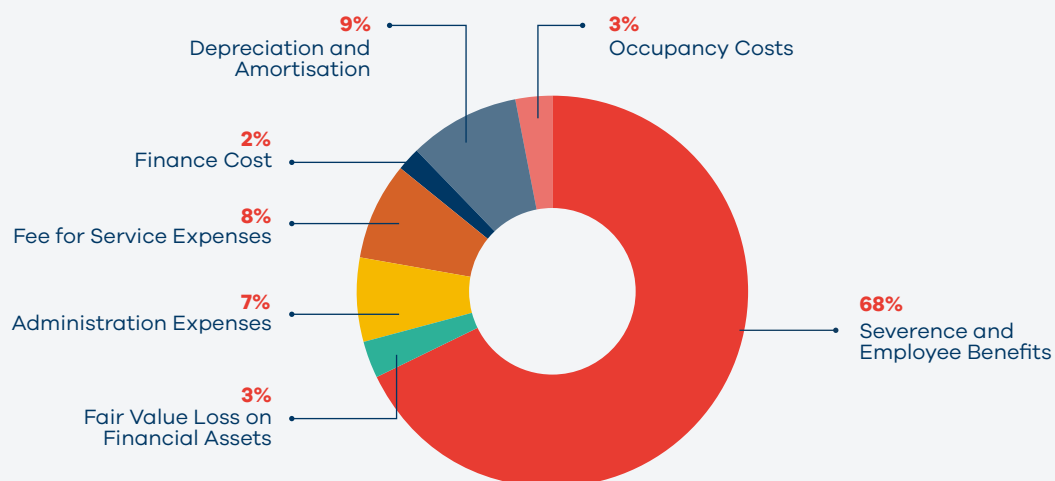
We have successfully managed a challenging period with the pandemic, seeing revenue from the Adult Migrant English Program decrease by 30% from the previous year. Despite this, we are pleased to report a modest surplus for the year of \$470,299, reflecting continued growth in attendances in Early Education and Care centres.

We have a strong focus on contemporary practice and innovation and are considered and deliberate in allocating our resources for the greatest impact on children. With net assets of \$18.8 million we are well positioned for growth.

## Where our dollars come from in 2020



## Where we spent our dollars in 2020





# 2020 ANNUAL STATEMENT





**GOWRIE NSW**  
**ABN 57 001 894 659**

**FINANCIAL REPORT - 30 JUNE 2020**

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**GOWRIE NSW**  
**ABN 57 001 894 659**

**DIRECTORS' REPORT**

Gowrie NSW is registered as a company limited by guarantee and not having a share capital under the provisions of the *Australian Charities and Not-for-profits Commission Act 2012*. The Directors present the financial report on Gowrie NSW for the year ended 30 June 2020 and report as follows:

**DIRECTORS**

The names of and other information on the Directors in office during or since the end of the year are as follows. The Directors were in office for this entire period unless otherwise stated.

NAME	QUALIFICATIONS	EXPERIENCE	SPECIAL RESPONSIBILITY
<b>Tessa Hoser</b>	B.Juris, BA (Law) and MA, GAICD	Consultant Risk, Governance, Compliance, Commercial	Chair of the Board (to 2 March 2020); Board Audit, Risk & Investment Committee; Business Opportunities Committee; Performance Remuneration and Nomination Committee; <b>Resigned 2 March 2020</b>
<b>Sean Parker</b>	CAANZ, AGIA, GAICD	Finance, Strategy and Business Development, Risk Management	Chair of the Board (from 2 March 2020); Board Audit, Risk & Investment Committee; Business Opportunities Committee; Performance Remuneration and Nomination Committee
<b>Melly Sah Bandar</b>	M Science, B Arts, MAICD	Strategic, Commercial, Finance and Investment Consultant	Board Audit, Risk & Investment Committee
<b>Rodney Timm</b>	B.Comm MBA BSc GAICD	Portfolio Strategy and Planning, Development and Transaction Management	Deputy Chairperson; Business Opportunities Committee; Performance Remuneration and Nomination Committee
<b>Sandra Gray</b>	B.Ed Dip Teach MACE MAICD	Strategic Leadership, Academic and Pastoral Leadership and Management, Human Resources Management, Organisation Leadership	Performance Remuneration and Nomination Committee
<b>Johan Palsson</b>	B Arts MAICD	Digital Marketing, Strategy, E-Commerce and Transformation	Business Opportunities Committee
<b>Avryl Lattin</b>	LLM LLB (Hons) BA (International Relations) BEcon	Legal, Corporate Governance, Insurance, Risk Management	<b>Appointed to the Board 26 March 2020;</b> Board Audit, Risk & Investment Committee
<b>Aaron Canning</b>	BComm (Hons) GAICD CA, FCCA, ACCA	Finance, Strategy and Business Development, Risk Management	<b>Appointed to the Board 25 June 2020;</b> Board Audit, Risk & Investment Committee



**GOWRIE NSW**  
**ABN 57 001 894 659**

**DIRECTORS' REPORT**

**MEETINGS OF THE DIRECTORS**

The number of meetings each Director was eligible to attend and actually attended during the financial year is summarised as follows:

<b>Directors</b>	<b>Date appointed</b>	<b>Date of cessation</b>	<b>Number of meetings eligible to attend</b>	<b>Number attended</b>
Tessa Hoser	Appointed: 12 Nov 15 Reappointed: 3 Dec 18	2 Mar 20	6	4
Sean Parker	Appointed: 27 Oct 16 Reappointed: 27 Oct 19		8	8
Melly Sah Bandar	Appointed: 14 Nov 13 Reappointed: 24 Nov16		8	7
Rodney Timm	Appointed: 9 Aug 16 Reappointed: 9 Aug 19		8	6
Sandra Gray	Appointed: 30 Nov 17		8	8
Johan Palsson	Appointed: 30 Nov 17		8	8
Avryl Lattin	Appointed: 26 Mar 20		2	2
Aaron Canning	Appointed: 25 Jun 20		1	1

**BOARD AUDIT, RISK & INVESTMENT COMMITTEE**

<b>Committee Members</b>	<b>Number of meetings eligible to attend</b>	<b>Number attended</b>
Melly Sah Bandar	4	4
Sean Parker	4	4
Tessa Hoser	3	2
Avryl Lattin	1	1

**BUSINESS OPPORTUNITIES COMMITTEE**

<b>Committee Members</b>	<b>Number of meetings eligible to attend</b>	<b>Number attended</b>
Rodney Timm	2	2
Johan Palsson	2	2
Sean Parker	2	2

**PERFORMANCE, REMUNERATION & NOMINATIONS COMMITTEE**

<b>Committee Members</b>	<b>Number of meetings eligible to attend</b>	<b>Number attended</b>
Sandra Gray	1	1
Sean Parker	1	1
Rodney Timm	1	1



**GOWRIE NSW**  
**ABN 57 001 894 659**

**DIRECTORS' REPORT**

**Gowrie NSW's Vision** is that children are active participants in society, their voices are heard, and they are empowered to make a positive contribution in their community and make a difference in the world.

Our key strategic priority of achieving 'Greater Reach with Greater Impact' for children, families and professional educators is achieved through:

- People – our people are the cornerstone of the organisation. We value their voice, their participation and their insight
- Quality – we deliver on our promise of exceptional quality every day
- Connected to Community – authentically embedded in each one of our communities to create enduring relationships and build social capital
- Sustainability – we are financially strong with considered and deliberate allocation of resources that will have the greatest impact on children, families, communities and our people

Gowrie NSW remains committed to being inclusive.

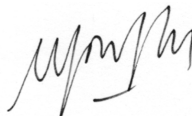
Total surplus before income tax for the year was \$470,299 (2019: deficit of \$ 2,844,560). This turnaround has been achieved through the optimisation of our Gowrie NSW programs, increasing both occupancy and organisational efficiencies and laying the foundations for growth.

The net assets of the company at 30 June 2020 were \$18,797,440 (2019: \$18,327,141). This continues to place the company in a strong financial position to deliver on its vision and key strategies.

Signed in accordance with a resolution of the Directors:



Sean Parker  
Chairperson



Melly Sah Bandar  
Treasurer

Sydney, 22 October 2020



**GOWRIE NSW**  
**ABN 57 001 894 659**

**STATEMENT OF FINANCIAL POSITION**  
**AS AT 30 JUNE 2020**

	Note	2020 \$	2019 \$
<b>ASSETS</b>			
<b>Current assets</b>			
Cash and cash equivalents	6	2,930,139	1,307,926
Trade and other receivables	7	2,253,736	1,328,831
<i>Total current assets</i>		<u>5,183,875</u>	<u>2,636,757</u>
<b>Non-current assets</b>			
Financial assets	8	10,182,644	11,409,007
Property, plant and equipment	9	7,507,389	8,139,302
Right-of-use assets	10	8,253,021	-
Intangible assets	11	193,584	157,607
<i>Total non-current assets</i>		<u>26,136,638</u>	<u>19,705,916</u>
<b>TOTAL ASSETS</b>		<u>31,320,513</u>	<u>22,342,673</u>
<b>LIABILITIES</b>			
<b>Current liabilities</b>			
Trade and other payables	12	3,614,709	3,714,344
Provisions	13	106,680	107,546
Lease liabilities	14	960,489	-
<i>Total current liabilities</i>		<u>4,681,878</u>	<u>3,821,890</u>
<b>Non-current liabilities</b>			
Provisions	13	247,057	193,642
Lease liabilities	14	7,594,138	-
<i>Total non-current liabilities</i>		<u>7,841,195</u>	<u>193,642</u>
<b>TOTAL LIABILITIES</b>		<u>12,523,073</u>	<u>4,015,532</u>
<b>NET ASSETS</b>		<u><b>18,797,440</b></u>	<u><b>18,327,141</b></u>
<b>FUNDS</b>			
Accumulated funds		<u>18,797,440</u>	<u>18,327,141</u>
<b>TOTAL FUNDS</b>		<u><b>18,797,440</b></u>	<u><b>18,327,141</b></u>

The accompanying notes form part of these financial statements

**GOWRIE NSW**

**STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME**  
**FOR THE YEAR ENDED 30 JUNE 2020**

	Note	2020 \$	2019 \$
<b>Revenue</b>	4	22,937,602	20,213,674
<b>Other income</b>	4	1,676,918	1,225,232
		<u>24,614,520</u>	<u>21,438,906</u>
<b>Expenses</b>			
Administration expenses		(1,740,508)	(2,053,898)
Fee for service expenses		(2,043,943)	(4,635,052)
Depreciation and amortisation	5	(2,061,247)	(745,719)
Finance costs - leases	5	(405,830)	-
Impairment	5	-	(566,351)
Fair value loss on financial assets	5	(755,424)	(115,836)
Occupancy costs		(809,685)	(2,269,659)
Salaries and employee benefits		(16,327,584)	(13,896,951)
		<u>(24,144,221)</u>	<u>(24,283,466)</u>
<b>Surplus (deficit) before income tax</b>		470,299	(2,844,560)
Income tax expense		-	-
<b>Surplus (deficit) for the year</b>		470,299	(2,844,560)
<b>Other comprehensive income for the year</b>		-	-
<b>Total comprehensive income (loss) for the year</b>		<u><u>470,299</u></u>	<u><u>(2,844,560)</u></u>

The accompanying notes form part of these financial statements



**GOWRIE NSW****STATEMENT OF CHANGES IN FUNDS**  
**FOR THE YEAR ENDED 30 JUNE 2020**

	<b>Accumulated Funds \$</b>	<b>Total \$</b>
<b>Balance at 1 July 2018</b>	21,171,701	21,171,701
<b>Comprehensive income</b>		
Deficit for the year	(2,844,560)	(2,844,560)
Other comprehensive income	-	-
<b>Total comprehensive loss for the year</b>	<u>(2,844,560)</u>	<u>(2,844,560)</u>
<b>Balance at 30 June 2019</b>	<b><u>18,327,141</u></b>	<b><u>18,327,141</u></b>
<b>Balance at 1 July 2019</b>	18,327,141	18,327,141
<b>Comprehensive income</b>		
Surplus for the year	470,299	470,299
Other comprehensive income	-	-
<b>Total comprehensive income for the year</b>	<u>470,299</u>	<u>470,299</u>
<b>Balance at 30 June 2020</b>	<b><u>18,797,440</u></b>	<b><u>18,797,440</u></b>

The accompanying notes form part of these financial statements

**GOWRIE NSW**

**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 30 JUNE 2020**

	<b>Note</b>	<b>2020</b> <b>\$</b>	<b>2019</b> <b>\$</b>
<b>Cash flows from operating activities</b>			
Government funding received		10,901,115	9,658,231
Receipts from fees for services		13,477,062	11,123,246
Investment income received		527,971	591,448
Payments to suppliers and employees		(22,609,354)	(22,369,520)
Interest paid - leases		(405,830)	-
<i>Net cash flows from operating activities</i>		<u>1,890,964</u>	<u>(996,595)</u>
<b>Cash flows from investing activities</b>			
Proceeds from sale of property, plant and equipment		-	28,200
Proceeds from sale of financial assets		2,614,928	5,545,914
Purchase of property, plant and equipment		(263,578)	(1,665,731)
Purchase of intangible assets		(68,183)	(200,463)
Purchase of financial assets		(1,719,974)	(2,876,732)
<i>Net cash flows from investing activities</i>		<u>563,193</u>	<u>831,188</u>
<b>Cash flows from financing activities</b>			
Repayment of lease liabilities		(831,944)	-
<i>Net cash flows from financing activities</i>		<u>(831,944)</u>	<u>-</u>
Net increase (decrease) in cash and cash equivalents		1,622,213	(165,407)
Cash and cash equivalents at the beginning of the financial year		<u>1,307,926</u>	<u>1,473,333</u>
Cash and cash equivalents at the end of the financial year	6	<u><u>2,930,139</u></u>	<u><u>1,307,926</u></u>

The accompanying notes form part of these financial statements



**GOWRIE NSW****NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2020****Note 1 - Reporting entity**

The financial report includes the financial statements and notes of Gowrie NSW. Gowrie NSW is registered as a company limited by guarantee and not having a share capital under the provisions of the *Australian Charities and Not-for-profits Commission Act 2012*.

The financial statements were approved by the Board of Directors on 22 October 2020.

**Note 2 - Basis of preparation*****Statement of compliance***

Gowrie NSW has adopted Australian Accounting Standards - Reduced Disclosure Requirements as set out in AASB 1053 *Application of Tiers of Australian Accounting Standards* and AASB 2010-2: *Amendments to Australian Accounting Standards arising from Reduced Disclosure Requirement*.

These financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards - Reduced Disclosure Requirements and the *Australian Charities and Not-for-profits Commission Act 2012*. The company is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards.

Australian Accounting Standards set out accounting policies that the AASB has concluded would result in financial statements containing relevant and reliable information about transactions, events and conditions.

***Basis of measurement***

The financial statements, except for the cash flow information, have been prepared on an accruals basis and are based on historical costs, modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities.

***Comparatives***

Where required by Accounting Standards comparative figures have been adjusted to conform to changes in presentation for the current financial year.

***Critical accounting estimates and judgements***

The Directors evaluate estimates and judgments incorporated into the financial statements based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within the company.

**Key estimates*****Impairment***

The Directors assess impairment at the end of each reporting period by evaluation of conditions and events specific to the company that may be indicative of impairment triggers. Recoverable amounts of relevant assets are reassessed using value-in-use calculations which incorporate various key assumptions.

***Estimation of useful lives of assets***

The estimation of the useful lives of assets has been based on historical experience as well as manufacturers' warranties (for plant and equipment) and turnover policies (for motor vehicles). In addition, the condition of the assets is assessed at least once per year and considered against the remaining useful life. Adjustments to useful lives are made when considered necessary.

***Provision for employee benefits***

Provisions for employee benefits payable after 12 months from the reporting date are based on future wage and salary levels, experience of employee departures and periods of service. The amount of the provision would change should any of these factors change in the next 12 months.

**GOWRIE NSW****NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2020****Note 2 - Basis of preparation (continued)*****New and revised standards that are effective for these financial statements******AASB 15 Revenue from Contracts with Customers***

AASB 15 establishes a comprehensive five-step framework for recognising revenue. AASB 15 applies to all revenue arising from contracts with customers, unless those contracts are in the scope of other standards. Under AASB 15, revenue is recognised when a performance obligation has been satisfied at an amount that reflects the consideration to which an entity expects to be entitled in exchange for transferring goods or services to a customer.

The standard requires entities to exercise judgment, taking into consideration all the relevant facts and circumstances when applying each step of the model to contracts with their customers. The company applied the five-step model to its various revenue streams to assess the impacts of AASB 15.

The adoption of AASB 15 has not resulted in any changes to the company's recognition of revenue and accordingly has not materially impacted the company's financial statements.

***AASB 16 Leases***

AASB 16 removes the current operating and finance lease distinction for lessees and requires entities to recognise all material leases on the statement of financial position. AASB 16 requires the recognition of a right-of-use asset and a corresponding lease liability at the commencement of all leases, except for short-term leases and leases of low value assets. The company has elected to apply the modified retrospective method of adoption.

At the date of initial application, 1 July 2019, the company elected to measure the right-of-use asset as an amount equal to the lease liability, adjusted by the amount of any prior accrued lease payments relating to that lease recognised in the statement of financial position immediately before the date of initial application.

The adoption of AASB 16 has resulted in:

- The recognition of right-of-use assets of \$9,353,436
- The recognition of lease liabilities of \$9,353,436

The difference between the operating lease commitments as at 30 June 2019 and the lease liability as at 1 July 2019 is due to the lease liability being discounted by the incremental borrowing rate, the effect of timing differences on entering into the lease agreements and the effect of short-term leases being excluded from the calculation of lease liabilities as at 1 July 2019.

***New standards and interpretations not yet adopted***

There are no other new accounting standards and interpretations expected to have any significant impact on the company's financial report that are issued and not yet applicable.

**Note 3 - Statement of accounting policies**

The principal accounting policies adopted in the preparation of the financial report are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

***Income tax***

Gowrie NSW is a not-for-profit Charity and is exempt from income tax under Division 50 of the *Income Tax Assessment Act 1997*.

***Goods and services tax (GST)***

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO). Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the statement of financial position.



**GOWRIE NSW****NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2020****Note 3 - Statement of accounting policies*****Goods and services tax (GST) (continued)***

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to, the ATO are presented as operating cash flows included in receipts from customers or payments to suppliers.

***Revenue recognition***

Amounts disclosed as revenue are net of returns, trade allowances and duties and taxes including goods and services tax (GST). Revenue is recognised for the major business activities as follows:

***Government grants***

The company receives a variety of state and federal grants supporting the strategy of the organisation. The company's education and care centres, outside school hours care centres and other services and support activities are supported by grants received from federal and state governments. Grants received on condition that specified services are delivered, or conditions are fulfilled, are considered reciprocal. Such grants are initially recognised as a liability and revenue is recognised as services are performed or conditions fulfilled. Revenue from non-reciprocal grants is recognised when the company obtains control of the funds.

***Fees for service***

Fees charged for services at the education and care and outside school hour's care centres are recognised when the service is provided.

***Investment income***

Investment income comprises interest and dividends. Interest income is recognised as it accrues, using the effective interest rate method. Dividends from listed entities are recognised when the right to receive a dividend has been established.

***Rendering of services***

Revenue from the rendering of a service, other than childcare, is recognised upon the delivery of the service to the customers.

***Cash and cash equivalents***

Cash and cash equivalents includes cash on hand, deposits held at call with financial institutions, other short-term, highly liquid investments with original maturities of twelve months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value and bank overdrafts.

***Trade receivables***

Trade receivables, which comprise amounts due from services and for education and care, outside school hours care, and professional learning services provided, are recognised and carried at original invoice amount less an allowance for any uncollectible amounts. Education and care and outside school hours care service is required to be paid one week in advance. Terms of settlement for other receivables are 30 days. An allowance for bad debts is made when there is objective evidence that the company will not be able to collect the debts. Bad debts are written off when identified.

***Property, plant and equipment******Recognition and measurement***

Each class of property, plant and equipment is carried at cost less, where applicable, any accumulated depreciation and impairment losses. Cost includes expenditure that is directly attributable to the acquisition of the asset.

Any property, plant and equipment donated to the company or acquired for nominal cost are recognised at fair value at the date the company obtains control of the assets.

**GOWRIE NSW****NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2020****Note 3 - Statement of accounting policies (continued)*****Property, plant and equipment (continued)*****Subsequent costs**

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the company and the cost of the item can be measured reliably. All other repairs and maintenance are charged to the statement of comprehensive income during the financial period in which they are incurred.

**Carrying Amount**

The carrying amount of property, plant and equipment is reviewed annually by the Directors to ensure that it is not in excess of the recoverable amount from those assets. The recoverable amount is assessed on the basis of the expected net cash flows that will be received from the assets' employment and subsequent disposal.

**Depreciation and amortisation**

The depreciable amount of all property, plant and equipment, excluding freehold land, is depreciated on a straight line basis over the asset's useful life to the company commencing from the time the asset is held ready for use.

The depreciation effective life used for each class of depreciable assets is:

Buildings	4%
Leasehold improvements	10% - 40%
Computer equipment	20% - 33.3%
Plant and equipment	10% - 60%
Motor vehicles	20%

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at the end of each reporting period. An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

***Right-of-use assets***

At inception, a right-of-use assets and a lease liability is recognised. Right-of-use assets are included in the statement of financial position within a classification relevant to the underlying asset.

Right-of-use assets are initially measured at cost, comprising of the following:

- the amount of the initial measurement of the lease liability
- Any lease payments made at or before the commencement date, less any lease incentives received
- Any initial direct costs incurred
- An estimate of costs to be incurred in dismantling and removing the underlying asset, restoring the site on which it is located or restoring the underlying asset to the condition required by the terms and conditions of the lease, unless those costs are incurred either at the commencement date or as a consequence of having used the underlying asset during a particular period

Subsequently, right-of-use assets are measured using a cost model. The right-of-use asset is depreciated to the earlier of the useful life of the asset or the lease term using the straight-line method and is recognised in the statement of profit or loss and other comprehensive income in "Depreciation and amortisation".

The company tests for impairment where there is an indication that a right-of-use asset may be impaired. An assessment of whether there is an indication of possible impairment is done at each reporting date. Where the carrying amount of a right of use asset is greater than the estimated recoverable amount, it is written down immediately to its recoverable amount. The resulting impairment loss is recognised immediately in surplus or deficit, except where the decrease reverses a previously recognised revaluation increase for the same asset.

The resulting decrease is recognised in other comprehensive income to that extent and reduces the amount accumulated in equity under revaluation surplus, and future depreciation charges are adjusted in future periods to allocate the revised carrying amount, less its residual value, on a systematic basis over its remaining useful life.



**GOWRIE NSW****NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2020****Note 3 - Statement of accounting policies (continued)*****Leases***

The company leases several assets including office space. A lease is a contract, or part of a contract, that conveys the right to use an asset for a period of time in exchange for consideration.

At inception of a contract, it is assessed to determine whether the contract is, or contains, a lease. A contract is, or contains, a lease if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration. If the terms and conditions of a contract are changed, it is reassessed to once again determine if the contract is still, or now contains, a lease.

The term of a lease is determined as the non-cancellable period of the lease, together with the periods covered by an option to extend the lease where there is reasonable certainty that the option will be exercised, and periods covered by an option to terminate the lease if there is reasonable certainty that the option will not be exercised.

The assessment of the reasonable certainty of the exercising of options to extend the lease, or not exercising of options to terminate the lease, is reassessed upon the occurrence of either a significant event or a significant change in circumstances that is within the company's control. The assessment of the lease term is revised if there is a change in the non-cancellable lease period.

The company does not recognise leases that have a lease term of 12 months or less or are of low value as a right-of-use asset or lease liability. The lease payments associated with these leases are recognised as an expense in the statement of profit or loss and other comprehensive income on a straight-line basis over the lease term.

***Lease liability***

At the commencement date of the lease, the lease liability is initially recognised for the present value of non-cancellable lease payments discounted using the interest rate implicit in the lease or, if that rate cannot be readily determined, the company's incremental borrowing rate. The tenor of a lease includes any renewal period where the lessee is reasonably certain that they will exercise the option to renew. The company has reviewed all its leases and included any extensions where the company assessed it is reasonably certain the lease agreement will be renewed.

The lease payment used in the calculation of the lease liabilities should include variable payments when they relate to an index or rate. Where leases contain variable lease payments based on an index or rate at a future point in time, the company has used the incremental uplift contained in the lease or the respective Reserve Bank forward-looking CPI target for CPI-related increases.

In the absence of any floor or cap clauses in the lease agreements, the company measures the rent for the year under market review at an amount equal to the rent of the year preceding the market review increased by a fixed rate.

The lease liability is initially measured at the present value of the lease payments that are not yet paid at the commencement date. Lease payments are discounted using the relevant company's incremental borrowing rate. The incremental borrowing rate used for this calculation is dictated by the tenor of the lease and the location of the asset. The incremental borrowing rate is the rate the company would be charged on borrowings, provided by our banking partners. The weighted average incremental borrowing rate is 4.5%. The following lease payments being fixed payments, less any lease incentives receivable are included where they are not paid at the commencement date.

Subsequently, the lease liability is measured by:

- increasing the carrying amount to reflect interest on the lease liability
- reducing the carrying amount to reflect the lease payments made
- remeasuring the carrying amount to reflect any reassessment or lease modifications or to reflect revised in-substance fixed lease payments

The unwind of the financial charge on the lease liabilities is recognised in the statement of profit or loss and other comprehensive income in "Finance costs" based on the company's incremental borrowing rate.

**GOWRIE NSW****NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2020****Note 3 - Statement of accounting policies (continued)*****Impairment of assets***

Assets that have an indefinite useful life are not subject to amortisation and are tested annually for impairment. Assets that are subject to amortisation are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less costs to sell and value in use. For the purposes of assessing impairment, assets are compared at the lowest levels for which there are separately identifiable cash flows (cash generating units).

***Financial instruments******Initial recognition and measurement***

Financial assets and financial liabilities are recognised when the company becomes a party to the contractual provisions to the instrument. For financial assets this is equivalent to the date that the company commits itself to either purchase or sell the asset. Financial instruments are initially measured at fair value plus transactions costs except where the instrument is classified "at fair value through profit or loss" in which case transaction costs are expensed to profit or loss immediately.

Trade receivables are initially measured at the transaction price if the trade receivables do not contain a significant financing component.

***Classification and subsequent measurement******Financial assets***

Financial assets other than those designated and effective as hedging instruments are classified upon initial recognition into the following categories:

- amortised cost
- fair value through other comprehensive income (FVOCI)
- fair value through profit or loss (FVPL)

All income and expenses relating to financial assets that are recognised in profit or loss are presented within finance income or finance costs, except for impairment of trade receivables which are disclosed with other expenses.

Measurement is on the basis of two primary criteria:

- the contractual cash flow characteristics of the financial asset
- the business model for managing the financial asset

***Financial assets at amortised cost***

Financial assets are measured at amortised cost if the asset meets the following conditions (and are not designated as FVPL):

- the financial asset is managed solely to collect contractual cash flows
- the contractual terms within the financial asset give rise to cash flows that are solely payments of principal and interest on the principal amount outstanding on specified dates

***Fair value through other comprehensive income***

Investments that are not held for trading are eligible for an irrevocable election at inception to be measured at fair value through other comprehensive income. Subsequent movements in fair value are recognised in other comprehensive income and are never reclassified to profit or loss. Dividend revenue received on underlying equity instruments investment will still be recognised in profit or loss unless the dividend clearly represents return of capital.

By default, all other financial assets that do not meet the measurement conditions of amortised cost and fair value through other comprehensive income are subsequently measured at fair value through profit or loss.



**GOWRIE NSW****NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2020****Note 3 - Statement of accounting policies (continued)*****Financial instruments (continued)******Financial assets at fair value through profit or loss***

Financial assets that are held within a different business model other than to “hold and collect” or “hold to collect and sell” are categorised at fair value through profit or loss. The initial designation of financial instruments to measure at fair value through profit or loss is a one-time option on initial classification and is irrevocable until the financial asset is derecognised.

***Impairment of financial assets***

The impairment requirements as applicable under AASB 9 use more forward-looking information to recognise expected credit losses. Expected credit losses are the probability-weighted estimate of credit losses over the expected life of a financial instrument. A credit loss is the difference between all contractual cash flows that are due, and all cash flows expected to be received, all discounted at the original effective interest rate of the financial instrument.

The Directors considers a broad range of information when assessing credit risk and measuring expected credit losses, including past events, current conditions, reasonable and supportable forecasts that affect the expected collectability of the future cash flows of the instrument. In applying this approach, a distinction is made between:

- financial instruments that have not deteriorated significantly in credit quality since initial recognition or that have low credit risk
- financial instruments that have deteriorated significantly in credit quality since initial recognition and the credit risk is not low
- financial assets that have objective evidence of impairment at reporting date

The loss allowance for the first category is measured as “12-month expected credit loss” and for the second category is measured as “lifetime expected credit losses”.

***Trade and other payables***

Trade and other payables represent the liability outstanding at the end of the reporting period for goods and services received by the company during the reporting period, which remain unpaid. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability. The carrying amount of trade and other payables is deemed to reflect fair value.

***Deferred income***

The liability for deferred income is the un-utilised amounts of grants received on the condition that specified services are fulfilled. The services are usually provided, or the conditions usually fulfilled, within 12 months of the receipt of the grant. Where the amount received is in respect of services to be provided over a period that exceeds 12 months after the reporting date, or the conditions will only be satisfied more than 12 months after the reporting date, the liability is discounted and presented as non-current.

***Employee benefits***

Provision is made for the company’s liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits that are expected to be settled within one year have been measured at the amounts expected to be paid when the liability is settled. Employee benefits payable later than one year have been measured at the present value of the estimated future cash outflows to be made for those benefits. In determining the liability, consideration is given to employee wage increases and the probability that the employee may not satisfy vesting requirements. Those cash outflows are discounted using market yields on high quality corporate bonds with terms to maturity that match the expected timing of cash flows.

**GOWRIE NSW**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2020**

	<b>2020</b>	<b>2019</b>
	<b>\$</b>	<b>\$</b>
<b><u>Note 4 - Revenue and other income</u></b>		
<b>Operating revenue</b>		
Government funding - AMEP	5,493,857	7,836,890
Government funding - Other	1,988,392	1,558,328
Government support - COVID-19	2,458,800	-
Fees for service	12,660,237	10,367,279
Professional learning and consulting services	198,737	421,849
Other operating revenue	137,579	29,328
<i>Total operating revenue</i>	<u>22,937,602</u>	<u>20,213,674</u>
<b>Other income</b>		
Investment income	530,014	620,667
Rent abatements	722,889	-
Net gain on disposal of financial assets	424,015	604,565
<i>Total other income</i>	<u>1,676,918</u>	<u>1,225,232</u>
<i>Total revenue and other income</i>	<u><u>24,614,520</u></u>	<u><u>21,438,906</u></u>
<b><u>Note 5 - Expenses</u></b>		
Depreciation and amortisation		
Property, plant and equipment	842,121	727,493
Right-of-use assets	1,133,550	-
Software	85,576	18,226
<i>Total depreciation and amortisation</i>	<u>2,061,247</u>	<u>745,719</u>
Finance costs - leases	405,830	-
Fair value loss on financial assets	755,424	115,836
Impairment - intangible assets	-	424,530
Impairment - trade receivables	-	141,821
Rental expenses relating to operating leases	292,282	1,783,668
<b><u>Note 6 - Cash and cash equivalents</u></b>		
Cash at bank and on hand	1,452,665	650,612
Deposits at call	1,477,474	657,314
<i>Total cash and cash equivalents</i>	<u>2,930,139</u>	<u>1,307,926</u>
<b><u>Note 7 - Trade and other receivables</u></b>		
<b><u>Current</u></b>		
Trade receivables	715,367	393,244
Provision for impairment	(98,283)	(166,821)
	<u>617,084</u>	<u>226,423</u>
Accrued income	1,021,331	566,644
Interest receivable	285,980	283,937
Other receivables	53,570	168,234
Prepayments	275,771	83,593
<i>Total current trade and other receivables</i>	<u>2,253,736</u>	<u>1,328,831</u>



**GOWRIE NSW**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2020**

	2020	2019
	\$	\$
<b>Note 7 - Trade and other receivables (continued)</b>		
<b>Provision for impairment</b>		
Opening net carrying value	166,821	25,000
Bad debts written back	(47,364)	-
Increase (decrease) in provision	(21,174)	141,821
Closing net carrying value	<u>98,283</u>	<u>166,821</u>

**Note 8 - Financial assets**Non-current

Financial assets at fair value through profit and loss

Managed funds

*Total non-current financial assets*

10,182,644	11,409,007
<u>10,182,644</u>	<u>11,409,007</u>

**Movements in carrying amount**

Opening net carrying amount	11,409,007	13,589,460
Additions	1,719,974	2,876,732
Disposals	(2,190,913)	(4,941,349)
Fair value loss	(755,424)	(115,836)
Closing net carrying amount	<u>10,182,644</u>	<u>11,409,007</u>

**Note 9 - Property, plant and equipment**

	Capital WIP	Leasehold Improvements	Land and Buildings
	\$	\$	\$
<b>At 30 June 2019</b>			
Cost	374,994	4,931,356	3,336,044
Accumulated depreciation	-	(763,417)	(283,866)
<i>Net carrying amount</i>	<u>374,994</u>	<u>4,167,939</u>	<u>3,052,178</u>
<b>Movements in carrying amounts</b>			
Opening net carrying amount	374,994	4,167,939	3,052,178
Additions	9,150	166,838	-
Reclassification	(374,994)	321,624	-
Depreciation charge for the year	-	(448,843)	(121,657)
Closing net carrying amount	<u>9,150</u>	<u>4,207,558</u>	<u>2,930,521</u>
<b>At 30 June 2020</b>			
Cost	9,150	5,423,127	3,336,044
Accumulated depreciation	-	(1,215,569)	(405,523)
<i>Net carrying amount</i>	<u>9,150</u>	<u>4,207,558</u>	<u>2,930,521</u>

**GOWRIE NSW**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2020**

**Note 9 - Property, plant and equipment (continued)**

	<b>Plant and Equipment</b>	<b>Motor Vehicles</b>	<b>Total</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>At 30 June 2019</b>			
Cost	1,257,872	53,705	9,953,971
Accumulated depreciation	(734,734)	(32,652)	(1,814,669)
<i>Net carrying amount</i>	<u>523,138</u>	<u>21,053</u>	<u>8,139,302</u>
<b>Movements in carrying amounts</b>			
Opening net carrying amount	523,138	21,053	8,139,302
Additions	87,590	-	263,578
Reclassification	-	-	(53,370)
Depreciation charge for the year	(262,307)	(9,314)	(842,121)
Closing net carrying amount	<u>348,421</u>	<u>11,739</u>	<u>7,507,389</u>
<b>At 30 June 2020</b>			
Cost	1,342,154	53,705	10,164,180
Accumulated depreciation	(993,733)	(41,966)	(2,656,791)
<i>Net carrying amount</i>	<u>348,421</u>	<u>11,739</u>	<u>7,507,389</u>

**2020****\$****2019****\$****Note 10 - Right-of-use assets**

Leased offices and motor vehicles - at cost	9,386,571	-
Accumulated depreciation	(1,133,550)	-
<i>Total right-of-use assets</i>	<u>8,253,021</u>	<u>-</u>

**Movements in carrying amounts**

Balance at the beginning of the year ( <i>adoption of AASB 16</i> )	9,353,436	-
Additions - new leases	33,135	-
Depreciation charge for the year	(1,133,550)	-
Closing net carrying amount	<u>8,253,021</u>	<u>-</u>

**Note 11 - Intangible assets****Software**

Cost	344,853	223,300
Accumulated amortisation	(151,269)	(65,693)
<i>Total intangible assets</i>	<u>193,584</u>	<u>157,607</u>

**Movements in carrying amounts**

Opening net carrying amount	157,607	-
Additions	68,183	200,463
Reclassification	53,370	12,900
Amortisation charge for the year	(85,576)	(18,226)
Impairment	-	(37,530)
Closing net carrying amount	<u>193,584</u>	<u>157,607</u>



**GOWRIE NSW**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2020**

	<b>2020</b>	<b>2019</b>
	<b>\$</b>	<b>\$</b>
<b><u>Note 12 - Trade and other payables</u></b>		
<u>Current</u>		
Trade payables	836,363	1,901,329
Grants and revenue received in advance	1,439,311	479,245
Liabilities to employees	1,193,088	1,134,493
Other payables	145,947	199,277
<i>Total current trade and other payables</i>	<u>3,614,709</u>	<u>3,714,344</u>
<b><u>Note 13 - Provisions</u></b>		
<u>Current</u>		
Employee entitlements - long service leave	106,680	107,546
<i>Total current provisions</i>	<u>106,680</u>	<u>107,546</u>
<u>Non-current</u>		
Employee entitlements - long service leave	148,668	97,182
Make good provision - leasehold improvements	98,389	96,460
<i>Total non-current provisions</i>	<u>247,057</u>	<u>193,642</u>
<b><u>Note 14 - Lease liabilities</u></b>		
<u>Current</u>		
Lease liabilities	960,489	-
<i>Total current lease liabilities</i>	<u>960,489</u>	<u>-</u>
<u>Non-current</u>		
Lease liabilities	7,594,138	-
<i>Total non-current lease liabilities</i>	<u>7,594,138</u>	<u>-</u>
<b><u>Movements in carrying amounts</u></b>		
Balance at the beginning of the year ( <i>adoption of AASB 16</i> )	9,353,436	-
Additions - new leases	33,135	-
Repayments	(1,237,774)	-
Interest	405,830	-
Closing net carrying amount	<u>8,554,627</u>	<u>-</u>
<b><u>Note 15 - Key management personnel</u></b>		
<b><u>Remuneration of key management personnel</u></b>		
The aggregate amount of compensation paid to key personnel during the year	<u>963,872</u>	<u>935,919</u>
<b><u>Note 16 - Related party transactions</u></b>		
<b><u>Directors' remuneration</u></b>		
In accordance with the company's Constitution, a Director is not to be paid fees for acting as such except payment or reimbursement of reasonable disbursements relating to the business and activities of the company.		
<b><u>Note 17 - Limitation of members' liability</u></b>		
The company is registered as a company limited by guarantee, and in accordance with the Constitution the liability of members in the event of the company being wound up would not exceed \$50 per member. At 30 June 2020 the number of members of this company was 7 (2019: 8).		

**GOWRIE NSW**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2020**

	2020	2019
	\$	\$
<b>Note 18 - Commitments</b>		
<b>(a) Capital commitments</b>		
Capital expenditure contracted for at the reporting date but not recognised as liabilities is as follows:	<u>5,720</u>	<u>168,000</u>
<b>(b) Operating lease commitments</b>		
Commitments for minimum lease payments in relation to non-cancellable operating leases are payable as follows:		
Within one year	113,171	2,051,000
Later than one year but not later than five years	139,026	5,717,740
Later than five years	<u>-</u>	<u>2,545,805</u>
	<u>252,197</u>	<u>10,314,545</u>

The company is committed to short-term and low-value leases in relation to office equipment.

Due to the adoption of AASB 16 effective from 1 July 2019 operating lease commitments relating to property leases and motor vehicle leases are no longer separately disclosed and are recorded as right-of-use assets and lease liabilities in the statement of financial position.

**(c) Contingent liabilities**

The company has five bank guarantees in place totalling \$538,173 (2019: \$538,173). The company has five term deposits in place to cover these guarantees (2019: five).

**Note 19 - Events occurring after balance date**

**(a) Impacts of COVID-19**

Subsequent to the end of the financial year there have been considerable economic impacts in Australia and globally arising from the outbreak of the COVID-19 pandemic, and Government actions to reduce the spread of the virus.

At the date of signing the financial statements the Directors are unable to determine what financial effects the outbreak of the virus could have on the company in the coming financial period.

The Directors acknowledge their responsibility to continuously monitor the situation and evaluate this impact including the ability to pay the debts as and when they become due and payable.

**(b) Property Acquisition**

On 14th October 2020 Gowrie NSW exchanged contracts on a property in the Central West.

There were no other significant events occurring after balance date.



**GOWRIE NSW**  
**ABN 57 001 894 659**

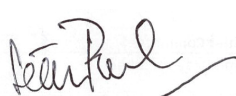
**FINANCIAL REPORT - 30 JUNE 2020**

**DIRECTORS' DECLARATION**

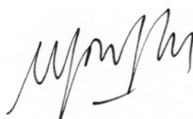
The Directors of Gowrie NSW declare that:

1. The financial statements, which comprises the statement of financial position as at 30 June 2020, and the statement of profit or loss and other comprehensive income, statement of changes in funds and statement of cash flows for the year ended on that date, a summary of significant accounting policies and other explanatory notes are in accordance with the *Australian Charities and Not-for-profits Commission Act 2012* and:
  - (a) comply with Australian Accounting Standards - Reduced Disclosure Requirements (including Australian Accounting Interpretations) and the *Australian Charities and Not-for-profits Commission Regulation 2013*; and
  - (b) give a true and fair view of the financial position as at 30 June 2020 and of the performance for the year ended on that date of the company.
2. In the opinion of the Directors there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

Signed in accordance with a resolution of the Directors:



Sean Parker  
Chairperson



Melly Sah Bandar  
Treasurer

Sydney, 22 October 2020

**GOWRIE NSW**  
**ABN 57 001 894 659**

**FINANCIAL REPORT - 30 JUNE 2020**

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF**  
**GOWRIE NSW**

***Opinion***

We have audited the financial report of Gowrie NSW (the company) which comprises the statement of financial position as at 30 June 2020, the statement of profit or loss and other comprehensive income, the statement of changes in funds and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the Directors' Declaration.

In our opinion, the accompanying financial report of Gowrie NSW is in accordance with the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- a) giving a true and fair view of the company's financial position as at 30 June 2020 and of its financial performance for the year then ended, and
- b) complying with Australian Accounting Standards - Reduced Disclosure Requirements and the *Australian Charities and Not-for-profits Commission Regulation 2013*.

***Basis for Opinion***

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibility for the Audit of the Financial Report* section of our report. We are independent of the company in accordance with the auditor independence requirements of the *Australian Charities and Not-for-profits Commission Act 2012* and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We confirm that the independence declaration required by the *Australian Charities and Not-for-profits Commission Act 2012*, which has been given to the Directors of the company, would be in the same terms if given to the Directors as at the time of this auditor's report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

***Directors' Responsibility for the Financial Report***

The Directors of the company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards - Reduced Disclosure Requirements and the *Australian Charities and Not-for-profits Commission Act 2012* and for such internal control as the Directors determine is necessary to enable the preparation of a financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the Directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

The Directors are responsible for overseeing the company's financial reporting process.



**GOWRIE NSW**  
**ABN 57 001 894 659**

**FINANCIAL REPORT - 30 JUNE 2020**

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF**  
**GOWRIE NSW**

***Auditor's Responsibilities for the Audit of the Financial Report***

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

A further description of our responsibilities for the audit of the financial report is located at The Auditing and Assurance Standards Board and the website address is <http://www.auasb.gov.au/Home.aspx>

We communicate with the Directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



**StewartBrown**  
Chartered Accountants



**S.J. Hutcheon**  
Partner

22 October 2020