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Gowrie NSW officially turned 75 years old on October 16 2015 and to celebrate the occasion we held a special anniversary ball. Also in honour of our anniversary, we launched **"Gowrie NSW: Celebrating 75 years"**, a history book written by Associate Professor Frances Press and Dr Sandie Wong celebrating the passion and commitment of all Gowrie educators. The book documents our journey since founding, and enables us to share how our organisation has changed over time, from a single demonstration child research centre to an entity managing and supporting a diverse and dynamic range of programs for children, families and sector professionals across NSW and the ACT.

Such a significant occasion gave the Board an opportunity to pause and reflect. We are very proud of our history and our journey over the past 75 years. However, it has also made us consider what we need to do now to ensure we are still a significant player across the early childhood sector over the next 75 years. While no one can be sure what 2090 will hold, what is certain is that organisations that are agile, responsive and adaptive in an ever changing environment will have

more chance of being significant, sustainable and successful into the future.

With this in mind the Board of Gowrie NSW has been focusing on our future strategic responsiveness and organisational flexibility. We have consciously employed a new CEO who brings strong strategic leadership, business acumen and financial management skills, enhanced by a successful career in organisational transformation. These are all attributes that the Board believe are crucial to embark on the next phase of our journey and as such we are delighted to welcome Lynne Harwood to Gowrie NSW (Lynne officially started in September 2016 before we went to print).

On behalf of the Board I would like to thank the staff of Gowrie NSW for their commitment to delivering quality care and best practice to children and families. I would like to acknowledge all families for your continued support of Gowrie NSW. I would also like to thank all our partners and last but not least I would like to thank our Board Members for their contribution to our great organisation, Gowrie NSW.

Dana Chardon | Chairperson

From the Board

The role of the Gowrie NSW Board is to provide strategic leadership, demonstrate good governance and ensure the ongoing performance of the organisation.

The Gowrie NSW Board meets bi-monthly and holds special meetings from time to time to discuss particular projects.

Gowrie NSW is an organisation limited by guarantee. All board members are non-executive directors and receive no remuneration for their services.

Director	Meetings held	Meetings attended
Dana Chardon , Chairperson Appointed: 15/11/2012	7	7
Melly Sah Bandar , Treasurer Appointed: 14/11/2013	7	7
Tessa Hoser , Director Appointed: 12/11/2015	5	5
Frances Drummond , Director Appointed: 01/06/2009 Resigned: 12/11/2015 Reappointed: 21/04/2016	5	4
James Falk , Director Reappointed: 21/04/2016	2	1
Carol Burgess , Director Appointed: 15/11/2012 Resigned: 19/04/2016	5	5
Bill Tobin , Director Appointed: 14/11/2013 Resigned: 22/01/2016	4	3



Dana Chardon
Chairperson



Melly Sah Bandar
Treasurer



Tessa Hoser
Director



Frances Drummond
Director



James Falk
Director

Highlights 2015/16

In April 2016, Gowrie NSW celebrated the opening of our newest early-childhood centre, in Mudgee. The long-awaited centre offers 40 new placements for 3- to 5-year-olds in a region that has been dealing with a shortage of preschool places.

The opening of Gowrie NSW's Mudgee centre was a milestone for our organisation, as this is our first in the area, although we have been supporting children and families in Mudgee through government programs for the past 10 years. Deputy Premier Troy Grant, Minister for Early Childhood Education Leslie Williams and Mayor for Mid-Western Council Des Kennedy attended the opening, giving our state-of-the-art centre their tick of approval.



Deputy Premier and Dubbo MP Troy Grant with Minister for Early Education Leslie Williams testing out the toys with Eddie Keen and Noah Robertson.



The Mudgee Guardian/Fairfax Syndication

Highlights 2015/16

The children of Gowrie NSW OSHC Erskineville unveiled a 'totem' created for Erskineville Public School through an artist in residence program in November 2015.

The artist in residence program was an opportunity for the children who attend Gowrie NSW's Outside School Hours Care to design and create individual artworks with guidance from visual artist Philippa Playford. The individual artworks were arranged together to form a grouping of totems and were unveiled at a special celebration.

The interest in totems stemmed from a group investigation into how Indigenous Australians and other cultures use totems as part of their spiritual identity. While participating in the project, the children considered signs and symbols of their culture, personal identity and community experiences to reflect in their individual pieces.

The artist in residence project enabled children to explore the various techniques used in clay work including hand forming, carving & building.

The result, a colourful ceramic art piece which now stands in the grounds of Erskineville Public School as a symbol of community, connection and collaborative relationships with children.



Highlights 2015/16

Year at a glance

- Deputy Premier Troy Grant and Minister for Early Childhood Education Leslie Williams officially opened our newest state-of-the-art centre, Gowrie NSW – Mudgee
- Gowrie NSW held an inaugural Infant and Toddler: Practice, Pedagogy and Research conference in collaboration with Macquarie University
- In April 2016 Gowrie NSW held the cutting-edge conference, Down the Rabbit Hole: a Festival of Bold Childhood Ideas, requiring leaders to reflect and refuel as they listened to speakers who challenged their thinking on bold childhood ideas.
- In honour of our 75th anniversary, Gowrie NSW employees and notable guests were invited to attend an anniversary ball at The Ivy in the Sydney CBD.
- Gowrie NSW was successful in tendering for a project with the Department of Health to identify and develop the 'Munch & Move' learning resource for the vocational and tertiary training sector.
- In the past 12 months Gowrie NSW witnessed a substantial growth in consultancy requests, with a focus on mentoring for supervisors and educational leaders across early education and care.



Highlights 2015/16

Gowrie NSW are knowledge leaders within the early education sector, holding two highly successful conferences during 2015 and 2016.

In April 2016, *"Down the Rabbit Hole: A festival of bold childhood ideas"* conference was held at the NSW Art Gallery. The gathering was unique, stimulation of the senses with a feast of ideas to challenge those who attended.

The *"Infants and Toddlers: Practice, Pedagogy & Research"* conference, held in September 2015, was a partnership with Macquarie University. The conference featured international speakers Dr Jayne White (NZ) and Dr Jools Page (UK) - who spoke about their latest research around infants and toddlers and practical strategies for early-childhood educators - reflecting our goal to lead within the infant and toddler space.



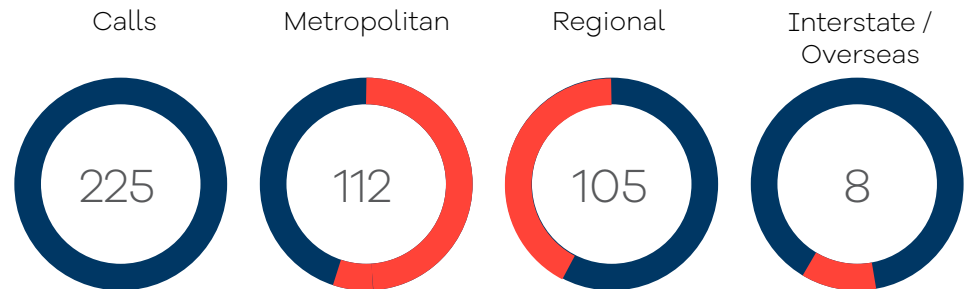
Provide a **focused** time and space for critical and reflective discussion about contemporary approaches to infant-toddler education and care



Highlights 2015/16

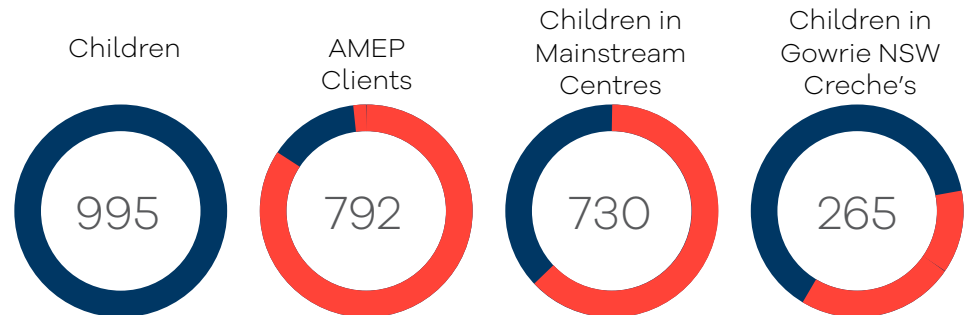
Child and Family Information Line

Gowrie NSW operates the Child and Family Information Line, a NSW State Government-funded project providing a telephone referral service to support families throughout the state. As part of the project, Gowrie NSW maintains an extensive database of childcare centres, government agencies and support services.



Adult Migrant English Program (AMEP)

Gowrie NSW in partnership with TAFE NSW and NSW AMES provides child care for the Adult Migrant English Program (AMEP). Gowrie NSW places children aged 6 weeks to 5 years in mainstream child care centres and crèche programs while their parent studies English. In 2015/16 AMEP received 3,414 referrals in total.



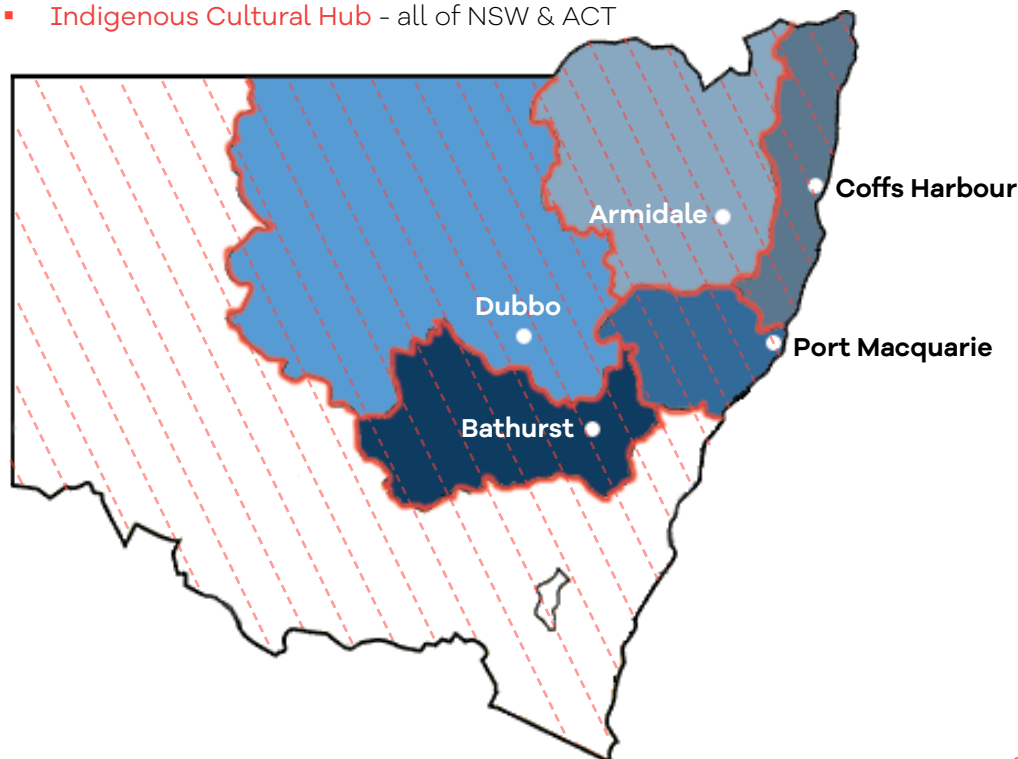
Highlights 2015/16

Gowrie NSW has been providing inclusion support to education and care centres for many years and our commitment to inclusion continues under the Inclusion Support Programme (ISP) which commenced in July 2016. The program has undergone significant changes over the past years and is now a key component of the federal governments **"Jobs for Families Package"**. This coincides with the government's commitment to increased workforce participation for families and a stronger focus on building services capacity to include children with additional needs and providing them with greater opportunities to learn and develop.

Gowrie NSW will be delivering the ISP in partnership with KU Children's Services and Include Me in NSW and the ACT.

The key elements that Gowrie NSW will be delivering are:

- **Inclusion Agencies** - areas we operate in
- **Specialist Equipment Library** - all of NSW & ACT
- **Indigenous Cultural Hub** - all of NSW & ACT



Past, Present & Future

In honour of our 75th anniversary, Gowrie NSW launched **Gowrie NSW: Celebrating 75 years**, a history book written by Associate Professor Frances Press and Dr Sandie Wong, both from Charles Sturt University.

We would like to thank the authors and former Gowrie employees and families who gave their time to assist with the research of the book. Thank you also to the Royal Australian Historical Society for providing us with a grant to help produce the book.

Over the past 75 years, Gowrie NSW has positioned itself as a vital part of the early childhood sector, due to our special and unique way of providing quality education and care as well as our ability to respond to major social, economic and political changes that have occurred over time. The past decade, in particular, has brought an expansion of professional development opportunities for staff. With a focus on research and exploring new areas of practice, Gowrie has always been at the forefront of work in early education and care.

Throughout its history, Gowrie has demonstrated a strong commitment to working in partnership with generations of families to provide a range of services, outreach programs and resources that support the local and wider community. This year, Gowrie has taken strides in strengthening its long connection with regional NSW by opening a new centre in Mudgee.

With continued growth on the horizon, Gowrie continues to prove its integral role in supporting children and families around NSW. Fundamental to this will be the expansion of our centres which will be crucial to our capacity development.



If you would like to purchase a copy of this history, please contact us on **02 8571 9700**.

Key expansion projects

- The completion of Gowrie NSW's new centre in Dubbo, providing a community hub and early learning centre, ready for the start of the 2017 school year.
- The expansion and renovations of our Erskineville centre, with consideration of our original foundations which includes research, health and well being and partnerships with families.
- The provision of specialised playgroups supporting families in a sensitive observation environment and understanding of their child's natural development.
- The growth and expansion of crèche placements, supporting culturally and linguistically diverse children.
- Continued, highly regarded conferences, further establishing Gowrie NSW as reputable knowledge leaders within the sector.
- Building partnerships to grow research capacity to develop positive long-term outcomes for children in the early years.

Benjamin Franklin once said:

*“Without continual **growth** and progress, such words as **improvement**, achievement, and **success** have no meaning.”*

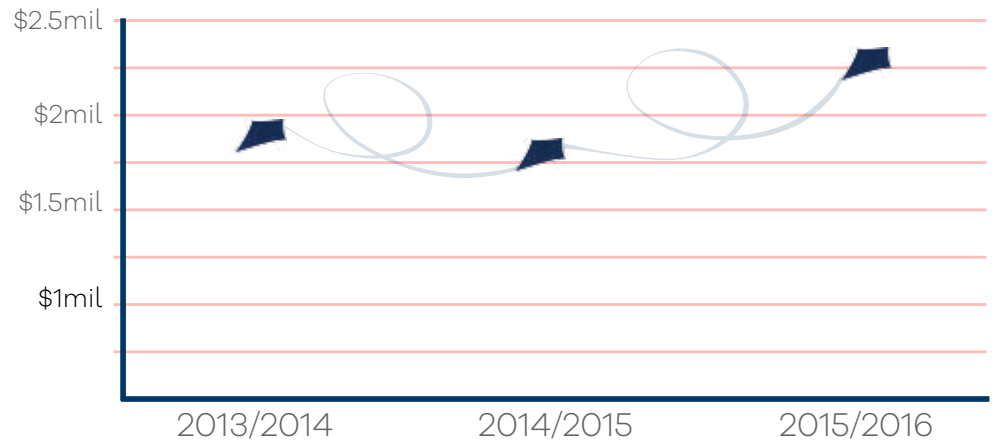
At Gowrie NSW, we are gearing up to ensure our next 75 years are as significant, sustainable and successful as our first 75 years.



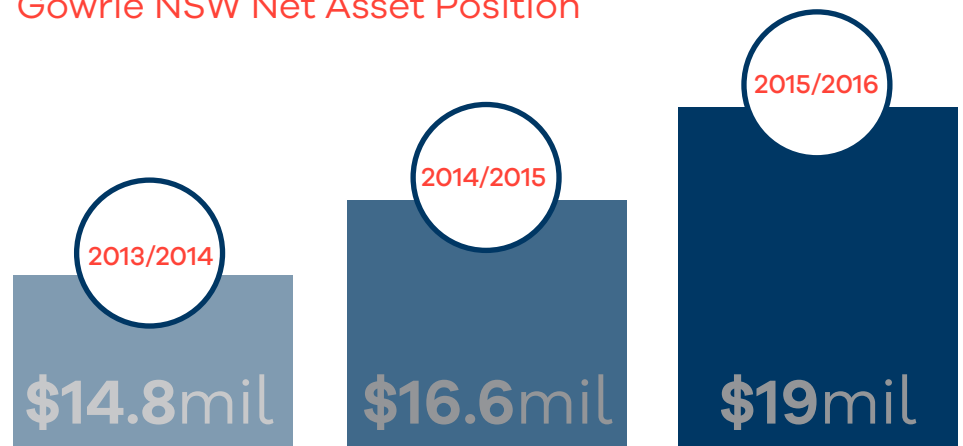
Gowrie NSW Financials

Gowrie NSW understands the importance of strong financial acumen.

Gowrie NSW Surplus



Gowrie NSW Net Asset Position





Level 17, 383 Kent Street
Sydney NSW 2000

Correspondence to:
Locked Bag Q800
QVB Post Office
Sydney NSW 1230

Auditor's Independence Declaration To the Responsible Entities of Gowrie NSW

In accordance with the requirements of section 60-40 of the Australian Charities and Not-for-profits Commission Act 2012, as lead auditor for the audit of Gowrie NSW for the year ended 30 June 2016, I declare that, to the best of my knowledge and belief, there have been:

1. no contraventions of the auditor independence requirements of the Australian Charities and Not-for-profits Commission Act 2012 in relation to the audit; and
2. no contraventions of any applicable code of professional conduct in relation to the audit.

GRANT THORNTON AUDIT PTY LTD
Chartered Accountants

James Winter
Partner - Audit & Assurance

Sydney, October 2016

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What our children say...

Purpose

Our purpose is to contribute to an enduring and sustainable society through a focus on early and middle childhood education and care.

Our vision

Gowrie NSW aspires to be at the forefront of early and middle childhood education and to empower and support children, families and professional educators.

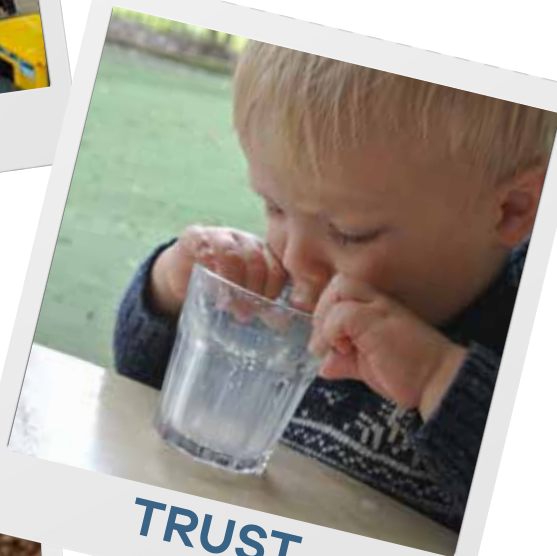
Our values

- We are diverse and inclusive in how we work
- Our practice is grounded in evidence and research
- We aim to be leaders in everything we do



CURIOSITY

“ I like the building, watching the diggers and drains. I wish there was a BIG real life digger WE could play on! ”



TRUST

“ I like drinking my milk from a glass. ”



IMAGINATION

“ The hammocks make me feel like I'm in the air flying with a fairy. ”



RESPECT

“ I really like the new sport equipment because it teaches us how to look after things! ”

“ I like the climbing frames because I like climbing. ”



RESILIENCE



RELATIONSHIPS

“ I like to play with my friends. I wish we had a dragon that could spray water. ”

Social Media

Like us on Facebook or follow us on Twitter to keep up to date with the latest news from our education and care team.



We would like to thank Gowrie NSW families for providing consent for the use of all images throughout this report.

Gowrie NSW acknowledges the traditional owners of this land. We acknowledge elders past and present and all Aboriginal and Torres Strait Islander Peoples as the first people of this nation.



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