

# *Lady Gowrie Qld 76 years young* **annual report** 2016



**Lady Gowrie**<sup>QLD</sup>  
Educating and caring  
for children since 1940



Painting of Lady Gowrie Love Street Playground 1998 - by Local Artist

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# Introducing Lady Gowrie Qld



# From the Chair of the Board

## Leisa Prowse Chairperson



This year I step-down as the Chair of the Lady Gowrie Qld Board of Management, and step-off the Board. I have a sense of satisfaction, tinged with a little sadness. It has

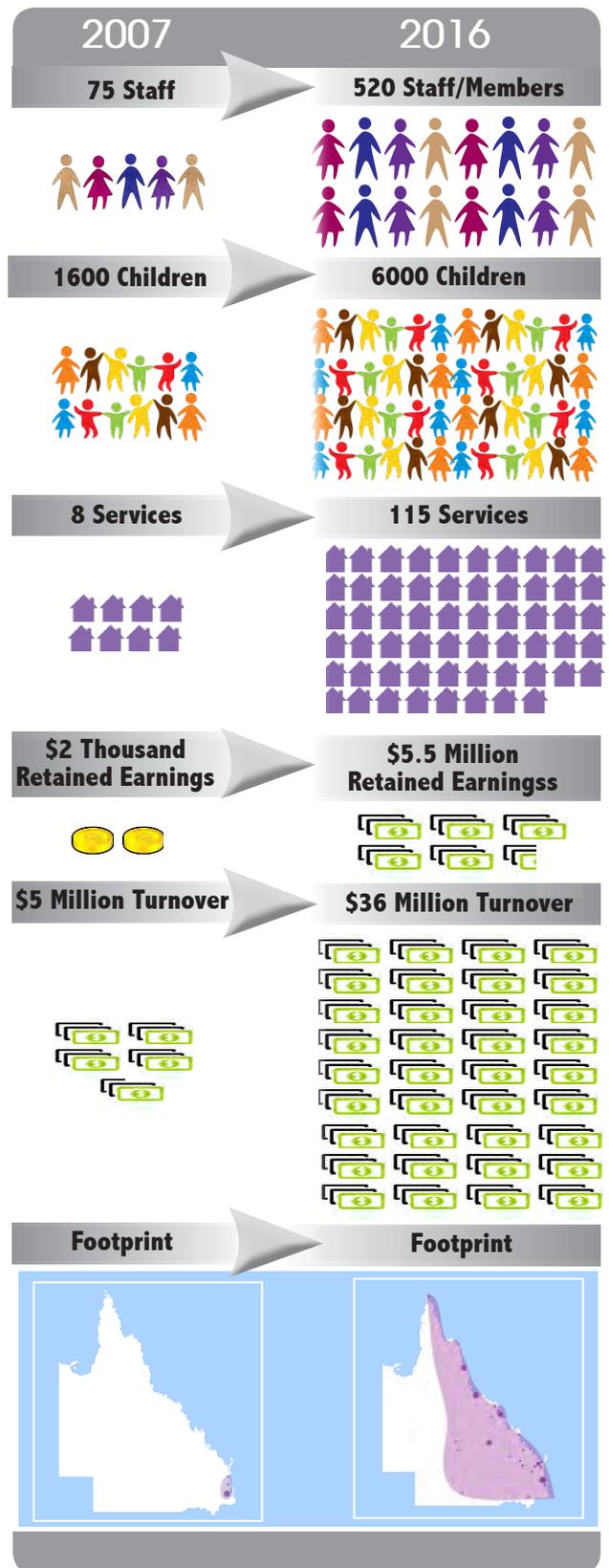
been a fantastic nine year journey, and Lady Gowrie has given me so much personally and professionally.

In July this year I presented a paper at the Better Boards conference in Melbourne. This paper provided a timely opportunity to reflect on my nine year journey with the Board, and the changes in the Board and organisation during that time.

When I joined the Board in 2007, Lady Gowrie Qld had about 75 staff educating and caring for 1,600 children across eight services in South East Queensland. Our turnover was almost \$5 million. Three successive years of deficits had seen the organisation's retained earnings eroded to just over \$2,000. Lady Gowrie Queensland was in deep financial strife.

At that time, we had just recruited a new Chief Executive Officer (CEO). The Board was mostly parents, except for the staff representative and a couple of early childhood education and care professionals. We had a clearly articulated Mission, Vision and Values, which reflected our long history and commitment to excellence in early childhood education and care, but no clear strategic plan.

Over the past nine years, Lady Gowrie Qld has experienced significant change and enjoyed phenomenal growth. Today, we have about 235 staff educating and caring for more than 3,000 children in 20 services across Queensland. When you include the services affiliated to Lady Gowrie Qld, those numbers grow to 520 staff, caring for more than 6,000 children. This financial year, our turnover plus Kindergarten funding was more than \$36 million.



Our achievements in the past nine years have not been by accident, and the last six years have been particularly important. Since 2007, the Board, and successive CEOs and their teams, have made a series of deliberate and strategic decisions that have created the circumstances that we are enjoying today. These strategic decisions focused on:

- implementing robust and consistent financial management
- developing and implementing clear strategy
- recruiting the right CEOs
- getting the right mix of skills in the Boardroom
- fostering a collaborative culture
- focusing on good governance
- getting clear about who we are and what we offer and articulating that through our brand.

Strategically, 2010 was a big year for us. Jane Bourne joined our organisation, bringing her entrepreneurial spirit, energy and enthusiasm. Our consistent focus on financial management meant that we were slowly inching our way out of trouble, and the Board was becoming more prepared to spend money to grasp opportunity.



This was the year that we made the decision to apply to become a Central Governing Body, which was a game changer for us. It was also the year that we moved our administrative services and some of our Family Day Care operations to a head office in Bowen Hills. This move, quite literally helped us to shift our focus and commercialise our thinking.

At the end of 2010 I became Chair of the Board. Over the past six years, we have focused on becoming a more professional Board. We have worked on our recruitment processes, built our working relationships by getting to know each other better, and set expectations for our Boardroom discussions. We have also focused on building a solid and collaborative relationship between the Board and the CEO, which anecdotal evidence tells us is somewhat rare.

Importantly, over time, the Board has become completely aligned with the notion that it is alright to make a profit if it means that we can do more good in more places. We can have a commercial head and a community heart.

My personal journey with Lady Gowrie Qld started in early 2003 when my son started in the Nursery at the Quarry Street Child Centre. I was returning to work, and the environment at Quarry Street, the staff and the standard of care made that transition so much easier. I have always been very grateful for that.

I joined the Board when my daughter was in the Nursery at Quarry Street. She is now about to finish Grade 5, and my son is in Grade 8. Some of the staff that cared for and educated my children are still with Lady Gowrie today.

This commitment and passion that staff have for the organisation, and what we stand for, continues to set us apart. On behalf of the Board, I would like to thank all of the Lady Gowrie Qld staff. Our enduring success depends on the contribution you make every day. Never doubt that you make a difference.

I would also like to extend my thanks to my fellow Board members: David Harrys, Chris Munday, Peta Perring, Megan Just, Amanda McFadden, Tanya Solomon, Leith Middleton and Ben Gordon. The organisation appreciates your commitment and the expertise you

share. I would also like to thank Anastasia Maynes, who sits on our Risk and Governance Committee and has helped deliver that subcommittee's workload this year.

I would also like to formally thank Kim Parascos who stepped down from the Board at last year's Annual General meeting. We thank you for your contribution to Lady Gowrie Queensland and wish you all the best in your future endeavours.

I would also like to thank the Chairs that have come before me, particularly Ann-Maree David and Megan Giles. It was Ann-Maree who convinced me to join the Board nine years ago, and Megan who convinced me to be part of the succession plan.

During our 75th year I took the opportunity to get to know Lady Zara Gowrie a little more. She was a remarkable woman who left an incredible legacy to the children of Queensland. I am immensely proud of the small part I have played in ensuring that legacy continues.

Of all of our achievements in the past nine years, I am most proud of how we:

- turned our financial story around
- expanded our footprint across the state
- redefined our brand
- diversified the mix of skills and perspectives in the Boardroom
- acquired Love Street
- acquired a new head office in Brookes Street
- celebrated our 70th and 75th anniversaries
- have a vision for the future and are working towards it.

I leave Lady Gowrie Qld in safe hands, with an exciting future ahead. My connection to Lady Gowrie Qld will always remain strong, not only because of the work that I have done, but because of my children who are so fortunate to be alumni of this incredible organisation that has helped to set them up for life.



# Map of Gowrie Managed & Affiliated Services



## From the Chief Executive Officer

Jane Bourne



Lady Gowrie Qld has experienced another amazing year of achievements.

2016 signals the end of our current strategic plan (2012 – 2016) and I am pleased to acknowledge that through the diligent and committed work of our staff teams and

Board of Management that those goals were realised and many stakeholders shared in our successes. As we reflect on those achievements as an Organisation we look towards a new set of goals and imperatives (2016 – 2020) which continue to support quality early childhood education and care outcomes for children and families, drive sustainable growth, increase collaboration with our partners, and foster empowerment of our staff teams.

Continued growth in the Organisation witnessed a further increase in our geographical footprint with Services opening in Barcaldine, Blackall, Springsure, Dysart, Vincent and Thursday Island. The work in these areas has been heartening for our organisation as we build rich reciprocal relationships within these Communities which not only provide quality Early Childhood programs, but in turn provide the Organisation with further understanding and learnings of the diverse and targeted needs of children and families Queensland wide.

Our partnerships with key stakeholders such as Headstart Kindergarten Association and Torres Shire Council have continued to strengthen and provide us further insight into building stronger understandings, valuing and supporting the richness and uniqueness of Aboriginal and Torres Strait Islander culture. In Thursday Island we have seen participation grow in the Early Childhood programs by 18% across the year and look forward to opening a new site in 2017 to accommodate a Kindergarten for Indigenous children.

With the growth of our organisation we have invested heavily and remain committed to the development of our staff and our administrative systems to ensure the ongoing sustainability of our business. With the acquisition of a new Head Office in Bowen Hills and expansion and increased diversity of our operations, Lady Gowrie Qld maintains the historic nature and

value of the business, whilst continuing to advocate and actively engage in the Early Childhood sector as a contributor. We celebrate success not only by traditional business measures, but herald our commitment to social responsibility and the positive impact on communities in which we reside.

This report gives me an opportunity to thank those who rank second to none in their tireless efforts to enhance what they do and advocate for what they believe in within the sector of Early Childhood Education and Care.

The Central Governing Body Team has enjoyed another year of supporting Affiliated Kindergarten Services located from Cairns in the North, Coolangatta in the South and West to Cunnamulla. The diversity of experiences, environments and learning opportunities which kindergartens provide for children and the community, continues to inspire the ECEC team in their work with the sector. Thank you to all management committees, staff, and families of these kindergartens, for





the work which has been undertaken to provide quality care and education for the children this year.

To our Gowrie Teams – Administration, Early Years Centre, Family Day Care, In Home Care, Long Day Care, Kindergartens and our Family Day Care Educators thank you and well done for all you have achieved this year.

To The Executive Management Team, Louise and Simon, thank you. Your hearts and souls have been part and parcel of a successful year. Your team spirit and best intentions have empowered The Board and myself, to think deeper and view our sustainability in a most sincere and comprehensive degree.

And to our Board of Management who have stood by our side in a most strategic way, whilst we continue our day to day operations. Thank you. You have supported us, acknowledged what we do and are always there to encourage us in continuous improvement and strategy. The subcommittees have only further enhanced our delivery and outcomes.

A special mention to Leisa Prowse who has been on the Board of Management for nine years and in that time Chair for six of those years. Leisa has been my mentor and my support. She has fulfilled her role with a conscious effort to understand our day to day business. I have enjoyed working for her, beside her and with her. I congratulate Leisa on propelling the Board to a new era, one of strategic thinking and focus on the improvement of our place within the Early Childhood sector.

Finally I would like to thank members of the Department of Education, both State and Federal, who have given their time to better understand the workings of Lady Gowrie. Their accessibility and their approach to create innovative partnerships provides a platform for the delivery of best outcomes for children and families.

It is with enthusiasm and inspiration that I continue in my role as a CEO, leading an Organisation that continues to make contributions to Early Childhood Education, both reflective of our history and contemporary in our practice.



# Purpose, Vision and Values

## Vision

- Exceptional, engaging and enriching.

## Purpose

We promote the best possible outcomes for children and families by:

- providing high quality, affordable, early childhood education and care, school age care and family support services
- supporting families in their parenting role, and enabling workforce participation and other choices
- sharing knowledge and promoting the value of high quality early childhood services for children and families of all cultures and backgrounds
- promoting a sense of emotional wellbeing, secure attachments, and social and cultural awareness in children.

## Lady Gowrie Qld Values

- **Excellence:** We have a commitment to exceptional standards of service and performance.
- **Innovation:** We strive to continually improve professional practice and the relevance and responsiveness of our programs and services.
- **Inclusion:** We provide early childhood services, which provide and support high expectations for all children.
- **Engagement:** We build positive and enduring relationships with children and families, partnering organisations, the community, and with one another based on honesty, trust and respect.
- **Diversity:** We embrace the diversity of our community and workplace, and social and cultural acceptance and competence.
- **Integrity:** We act with utmost integrity at all times, are accountable for our actions, and ensure effective and efficient use of resources.



# Lady Gowrie Qld Services

## GOWRIE OWNED AND OPERATED SERVICES

Barcaldine Early Years Service	Lady Gowrie Qld Family Day Care & In Home Care
Blackall Early Years Service	Lady Gowrie Brisbane North Sunshine Coast Family Day Care
Lady Gowrie Dysart Child Centre and Community Space	Lady Gowrie Townsville Family Day Care
Lady Gowrie Kennedy Place Child Centre	Caboolture Early Years Centre & Satellite Services
Lady Gowrie Love Street Child Centre	Lady Gowrie Caboolture East Community Kindergarten
Lady Gowrie Quarry Street Child Centre	Lady Gowrie Currimundi Community Kindergarten
Lady Gowrie Thursday Island Child Centre	Lady Gowrie Love Street Community Kindergarten
Lady Gowrie Waratah Drive Child Centre	Lady Gowrie Pioneer Valley Community Kindergarten
Lady Gowrie Warry Street Child Centre	Lady Gowrie Springsure Community Kindergarten
Lady Gowrie Worinda Child Centre	

## AFFILIATED KINDERGARTENS

*Lady Gowrie Qld welcome's and acknowledges our affiliation with the following Community Kindergartens.*

Acacia Ridge Early Years Centre and Kindergarten	Buderim Kindergarten & Preschool Assoc. Inc
Alderley Kindergarten	Bulimba Community Kindergarten
Alexandra/Mooloolaba Community Kindergarten	Bundaberg Family Day Care
Ashgrove Memorial Pre-School & Kindergarten Assoc. Inc	Calliope Community Kindergarten
Ballymore Kindergarten & Preschool Assoc. Inc	Campus Kindergarten
Bardon Community Kindergarten Inc	Cannon Hill Kindergarten & Community Pre-School
Beaudesert Early Years Centre and Kindergarten	Cairns South Community Kindergarten
Beerwah & District Kindergarten Assoc. Inc	Cairns Early Years Centre Kindergarten
Birrilee Kindergarten & Community Preschool	Chelmer Station Community Kindergarten
Borilla Community Kindergarten	Condy Park Preschool & Community Kindergarten
Bracken Ridge Kindergarten	Coolum Beach Community Kindergarten & Preschool Assoc. Inc
Broadbeach Waters Kindergarten & Pre-School Assoc.	Cooroy Community Kindergarten
Broadbeach Community Kindergarten	Corinda Christian Kindergarten
Brookes Street Nambour Community Kindergarten	Cunnamulla Kindergarten (Managed by Churches of Christ)
Bucasia Community Kindergarten	Dayboro Community Kindergarten

Eaton's Hill Community Kindergarten  
 Eidsvold Kindergarten Association  
 Emerald Pre-School and Community Kindergarten  
 Emily Foord Memorial Kindergarten  
 Gan Gani Community Pre-School & Kindergarten  
 Granville Community Kindergarten & Preschool  
 Gundala Kindergarten  
 Headstart Kindergarten & Preschool Inc  
 Hillsdon Kindergarten  
 Holland Park Kindergarten  
 Ipswich Kindergarten  
 Jimboomba Community Preschool & Kindergarten  
 Kenmore District Kindergarten & Preschool Assoc Inc  
 Kenmore Park Community Pre-School & Kindergarten  
 Kookaburra Creek Kindergarten  
 Koolyangarra Kindergarten  
 Landsborough Community Kindergarten Assoc. Inc  
 Lawnton Kindergarten & Preschool  
 Manly Community Kindergarten  
 Memorial Park Community Kindergarten  
 Mission Australia Kindergarten Collingwood Park  
 Mission Australia Kindergarten Fernvale  
 Mission Australia Kindergarten Mango Hill  
 Mission Australia Kindergarten Undurba  
 Mitchelton Preschooling Centre Inc  
 Montessori Children's House  
 Mt Gravatt Kindergarten  
 Mundubbera Kindergarten  
 Nambour Community Preschool & Kindergarten  
 Peregrin Beach Community Kindergarten  
 Pine Rivers Kindergarten  
 Pioneer Community Preschool & Kindergarten  
 Proserpine Public Community Kindergarten  
 Sarina & District Community Kindergarten  
 South Mackay Kindergarten  
 South Pine Community Kindergarten & Preschool Assoc. Inc  
 Springwood Community Kindergarten Assoc Inc  
 St Thomas's Riverview Kindergarten  
 Stafford Heights Pre-School & Kindergarten Assoc  
 Staverton Kindergarten Association Inc  
 Sunnybank Community Pre-School & Kindergarten Assoc.  
 Tannum Sands Community Kindergarten  
 Theodore Early Childhood Centre  
 The Range Community Kindergarten  
 Tinana Preschool & Community Kindergarten  
 Twin Towns Kindergarten  
 Unndenoo Kindergarten  
 Upper Mt Gravatt Kindergarten  
 Wagner Road Community Kindergarten  
 Warwick Community Kindergarten Inc  
 Westside Christian College  
 (Managed by Churches of Christ)  
 Wondai Community Kindergarten  
 Wynnum General Gordon Community Pre-School Kindergarten Assoc. Inc  
 Yeppoon & District Kindergarten Assoc Inc  
 Yeronga Hyde Road Kindergarten



## Our Board of Management

**Chairperson** - Ms Leisa Prowse

**Deputy Chairperson** - Mr David Harrys

**Secretary** - Ms Peta Perring

**Treasurer** - Mr Chris Munday

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Ms Leisa Prowse

Mr David Harrys

Ms Peta Perring

Mr Chris Munday

Ms Megan Just

Dr Amanda McFadden

Ms Leith Middleton

Ms Tanya Solomon

Mr Ben Gordon

### **Honorary Life Members**

Mrs J Lavis OAM

Mr T Thompson

Mr J Tainton

Ms D Le Clercq

The Board of Management thank McCulloch Robertson Lawyers and Mr Anthony Whyte of BDO Audit for their ongoing advice and support.

# Board of Management Profiles

## Leisa Prowse



Leisa is a stakeholder engagement practitioner with more than 22 years experience. Her business helps organisations to deliver infrastructure and contentious planning projects, and explore complex

challenges with their stakeholders.

Leisa's genuine curiosity and flexible approach helps her to quickly get to the heart of an issue, harnessing the energy and expertise of others along the way. She understands people, and can work with any stakeholder.

Leisa's Lady Gowrie journey started in 2003 when her eldest child started long day care at the Quarry Street Child Centre. Both of Leisa's children attended Quarry Street, giving her a strong commitment to high quality early childhood education and care. She joined the Board in 2007, serving as Secretary in 2010 and Chair since November 2010.

## David Harrys



David has worked in banking & finance in the private sector since 1995. He has worked for Queensland's largest financial services company since 2000.

David has a strong understanding of business management and strategy design. David has Bachelor of Commerce, a Masters in Business Administration and is a Justice of the Peace (Qual). David is a Graduate of the Australian Institute of Company Directors and a Fellow of Financial Services Institute of Australasia.

David is a father of three children and commenced his relationship with the Gowrie when his eldest son attended the Gowrie Parent/Toddler group at the Love Street service in 2006.

David was the Treasurer for a Gowrie affiliated service during 2011. He has played an important role in assisting the service with implementing The Gowrie policies and procedures, whilst supporting the service through new legislative requirements and reforms as required under the National Quality Framework.

David joined the Board of Management in 2012.

## Peta Perring



Peta is an executive with over 16 years commercial legal experience, together with over 10 years as a governance practitioner providing company secretarial experience to boards. Peta also has over 10 years' experience as a board

member for statutory authorities that regulate professions and in the not for profit sector in the areas of arts and education.

Peta is a Fellow of Australian Institute of Company Directors (FAICD), Graduate Member of the Governance Institute Australia. Peta has post graduate qualifications in law and governance and holds a Masters of Business Administration. Peta is also a Registered Teacher – Qld College of Teachers, holds an A.T.Mus.A and is a Reservist Legal Officer for the RAAF.

## Chris Munday



Chris is one of three Principals at LMR Advisory, a boutique Corporate Advisory firm based in Brisbane, Australia and specialising in C-Suite/Executive Support and Investment Support Services, Finance Function Advisory and Turnaround & Restructuring Advisory. Chris

has in excess of 25 years' experience as a Chartered Accountant and business advisor, including six years

as a Partner in the Transaction Advisory Services division of global accounting group, EY. He is a Fellow of the Institute of Chartered Accountants in Australia and New Zealand and holds a Bachelor in Economics from the University of Adelaide.

### Megan Just



Megan commenced her career in professional accounting in February 1995. Since then she has held positions in three different accounting firms. The majority of her time has been spent with BDO where she originally commenced in May 1999 as a Senior accountant and her final 3 years there as a partner.

Whilst the majority of her working career has been within the audit and assurance divisions she has also had a year working in a business services division and a further year as a financial controller of a commodity trader in London. She has also worked in Los Angeles, USA and Birmingham, UK within the BDO International network.

In December of 2011 Megan started her own business of providing business solutions to small businesses, including accounting assistance, system and process reviews and financial statement and reporting assistance.

Megan is a member of the Institute of Chartered Accountants and the Governance Institute of Australia and holds a number of other directorships in the not for profit and charity sector.

### Dr Amanda McFadden



Dr Amanda McFadden has over twenty years experience working in the field of early childhood education and care. Amanda has worked in diverse early childhood contexts including long day care, family day care, and kindergarten programs.

She is a registered early childhood teacher and has also worked as an inclusive education consultant. Inclusive education, supporting educators in their work and partnerships with parents are research areas in which Amanda is active. In the past few years Amanda has travelled to Iceland, Sweden and China as part of her work in early childhood. She is now a lecturer in the School of Early Childhood at QUT.

### Tanya Solomon



Tanya commenced her career within the Finance Industry as an Equity Analyst with Morgans Financial Limited, Australia's largest national full-service retail stockbroking and wealth management firm. From 2004-2015, Tanya specialised in small to mid-cap

emerging healthcare and biotechnology companies listed on the ASX. Tanya's in depth understanding of these segments saw her well recognised as a respected analyst of this segment. Tanya was ranked second for the top stock picker for the Healthcare sector in 2007, recognised for winning the top stock picker for the Healthcare sector in 2009, ranked second for Top Earnings Estimators in 2010 and in 2011 was awarded third place in the Top Earnings Estimators category.

Prior to working with Morgans, Tanya worked as a Graduate Office with the Queensland Government's Department of State Development and Innovation, worked in Management Development with Siam City Cement in Bangkok and completed an internship in Human Resources with Holcim Group Support in Switzerland. Tanya is also an active volunteer with her local Multiple Birth Association.

Tanya's relationship with Lady Gowrie began in 2013 when her children commenced Long Day Care at Love Street Child Centre Brisbane.

#### Qualifications

Bachelor of Business Management (International Business, University of Queensland), Bachelor of Science (Pharmacology and Biomedical Science, University of Queensland), Master of Applied Finance (FINSIA).

## Leith Middleton



For the past 18 years Leith has worked as a corporate consultant and psychologist. She is currently a Project Manager working on strategic organisational change initiatives at QUT. In her role at QUT Leith has also managed the Early Career Academic Recruitment

and Development Program as well as engaged in internal consulting.

Prior to her employment at QUT Leith was a Partner and Corporate Consultant with The PsyCare Group. She was also a Sessional Lecturer and Practicum Supervisor at an undergraduate and postgraduate level with the University of Queensland, and held adjunct lecturing roles at The University of Southern Queensland and Griffith University.

Leith's qualifications include a Bachelor of Behavioural Science, a Graduate Diploma in Psychology and a PhD in Organisational Psychology.

## Ben Gordon



Ben has over 15 years' experience working in various government agencies at the state and national level, including with the Australian Children's Education and Care Quality Authority in Sydney.

Ben's first involvement with the Gowrie was in 2011 while working in the Department of Education and Training on the implementation of the National Quality Framework for early childhood education and care in Queensland.

Since this time, he has served in several senior policy roles and is now Director, Economic Policy within the Department of the Premier and Cabinet.

Ben is a proud dad of two, of which both are lucky enough to be attending the Gowrie's Love Street Child Centre Brisbane service.





# Gowrie Australia

Gowrie Australia is known for its strong advocacy for children and families and is invited to share a role of advocacy on national forums.

The Chief Executive Officer's of each state based Gowrie take it in turns to take on the role of Convenor for Gowrie Australia.

Each state based Gowrie is a separate entity, however because we share the Gowrie name along with a similar vision, there is a commitment from the Gowrie Boards and Chief Executive Officer's to ongoing support and collaboration.

Evidence of this is the Gowrie publication "Reflections". The Federal Government Department of Education, Employment and Workplace Relations provided funding to support the national distribution of this publication to the wider education and care sector, including Aboriginal services, rural and remote services, kindergartens and prep.

Reflections can be downloaded for free on each Gowrie website.

Beyond the publication, the Gowrie connection has resulted in continued professional dialogue and sharing between each Chief Executive Officer, Managers and Educators, throughout the year. With relationships firmly established, the sharing of knowledge and experience is a regular occurrence. There have been meetings and regular visits to Lady Gowrie Qld, to view and experience new ideas, pedagogy and business systems and processes.

Gowrie services are run in the states of Queensland, New South Wales, South Australia, Victoria, Western Australia and Tasmania. There are 'friends' of the Gowrie Australia in both Canberra and the Northern Territory.



# Lady Gowrie Qld Honour Board

## Lady Gowrie Qld Ten Year Honour Board

Staff Name	Position	Qualifications	Years Experience in ECEC	Years at Gowrie
Kylie Brown	Service Manager	BEC ST (Child Care) 3yrs, Studying Cert IV Training & Assessment	12	12
Cassandra Bell	Service Manager	Advanced Diploma in Children's Services, Assoc Dip Ed (Child Care)	27	11
Mary Carmago	Cook		13	13
Fleur Cossey	ECEC Coordinator	B Ed(EC), BSci (with honours in psychology) (Registered Teacher)	16	15
Lisa Crawford	Early Childhood Wellbeing Advisor	BA Psychology Grad Dip in Education	16	11
Charlotte de Silva	Educator	Diploma Community Services (Children's Services), Cert IV Community Services (Children's Services)	20	13
Lori Douglas	Educator	Diploma Children's Services	26	19
Joady Halpin	Manager - Admin		16	16
Louise Jackson	Chief Operations Officer	Advanced Diploma of Children's Services Studying Grad Cert in Business	30	15
Megan Laraghy	Community Kindergarten Teacher	BTeach(EC), AssocDIPED (ChildCare), CERT IV Training & Assessment, BED (EC) (Registered Teacher)	25	11
Rebecca Leach	Educator	Diploma Children's Services	20	12
Samantha Leach	Educator	Cert III Children's Services	20	10
Pam Reed	Administration Officer		23	19
Ann-Maree Steele	In Home Care Coordinator	B Ed(EC)	20	10
Sasha Tatlock	Educator	Diploma Children's Services	16	11
Judy Treloar	Administration Officer	Cert III – Business Admin	15	15
Jaclyn Ware	Educator	Diploma Children's Services	11	10

## Lady Gowrie Qld Twenty Year Honour Board

Staff Name	Position	Qualifications	Years Experience in ECEC	Years at Gowrie
Margaret Gerrard	Administration Officer	Preschool Teacher's Aide Cert	23	23
Annette Holt	Coordinator FDC	Assoc. Diploma Children's Services	24	24
Pranita Narayan	Coordinator FDC	Advance Diploma Child Care Cert IV Training & Assessment	22	20
Margarita Pahl	Cook		34	20
Sharron Palmer	Desktop Publisher		21	21
Jacqueline Rogerson	Educator	Cert III Early Childhood	21	21
Philip Thompson	Groundsman		26	26
Debbie Verstege	ECEC Coordinator	BEd (EC), Cert IV Training & Assessment	31	24

# Lady Gowrie Thursday Island Child Centre



Lady Gowrie Qld acknowledges and thanks  
our partners, sponsors and suppliers.



Matt Birney – Builders