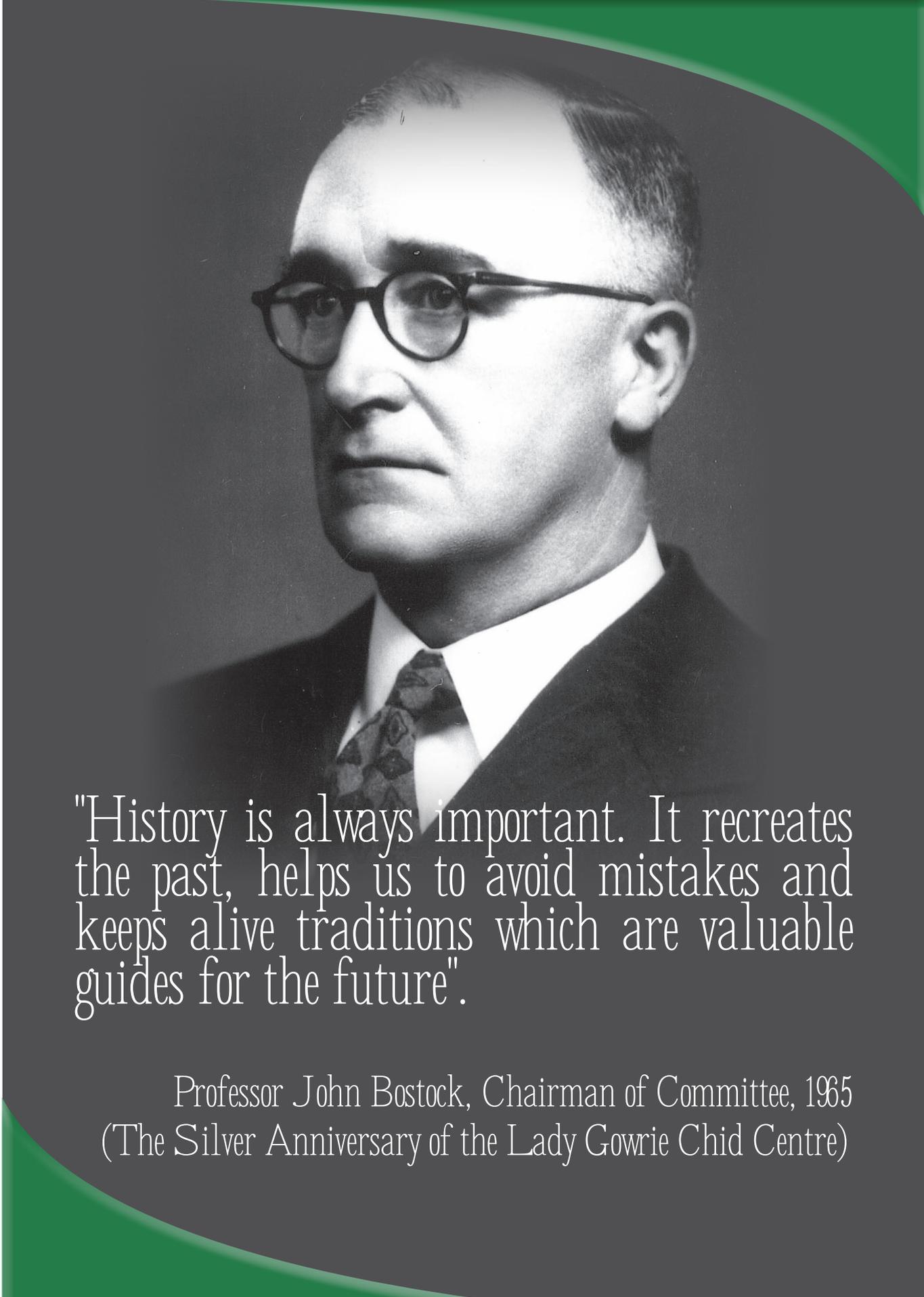


# Lady Gowrie Qld 77 years young annual report 2017



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



"History is always important. It recreates the past, helps us to avoid mistakes and keeps alive traditions which are valuable guides for the future".

Professor John Bostock, Chairman of Committee, 1965  
(The Silver Anniversary of the Lady Gowrie Chid Centre)

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## From the Chair of the Board

### Chris Munday Chairperson



This year is my first as Chair of the Lady Gowrie Qld Board of Management and my 4th as Board member. I recall listening to my predecessor in this role, Leisa Prowse who in vacating the position last year after nine dedicated, successful years on the

Board, told us she had a sense of satisfaction, tinged with a little sadness, at her departure, as it has been a fantastic nine-year journey and had given her much personally and professionally.

After twelve months in the role I'm delighted to say I maintain a sense of excitement as I contemplate our future, mixed with a great deal of satisfaction at another successful year for Lady Gowrie Qld. In particular, over the last year I have had considerable exposure to the Early Childhood Education and Care ("ECEC") industry outside of Lady Gowrie Qld, in my roles in the corporate world. I have been fortunate to meet many other successful ECEC operators and listen to them talk about their businesses. In those discussions I am reminded that what sets Lady Gowrie Qld apart from its peers, is what we have consistently delivered for 76 years: the provision of the very best quality, child education and care.

Our organisation's Vision is to be Exceptional, Engaging and Enriching, and our Purpose is to 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.

Our Values have been and continue to be the foundation for our success: Excellence, Innovation, Inclusion, Engagement, Integrity and Diversity. We strive to improve professional practice and the relevance and responsiveness of our programs and services. We embrace the diversity of our community and workplace and social and cultural acceptance and competence.

I am immensely proud of what our staff and leaders have accomplished this year in facing the challenges

of maintaining and building on our Vision and Values. Operating and opening a long day care and kindergarten service on a location as remote as Thursday Island is a great example of this. Despite the immense challenges of planning, building, implementing and running these services, we have achieved an outstanding result which is being recognised widely from the local community to the highest levels of State and Federal government. We have more than seventy families now receiving the highest levels of ECEC in one of this country's most remote locations. I think Lady Zara Gowrie would be suitably impressed.

We have the opportunity at Thursday Island and indeed in all our regional centres of showcasing why Lady Gowrie Qld has and continues to be the envy of its peers as we build our reputation on the values we hold so precious.

In July this year our Board of Management held our annual Strategic Planning Day, revisiting the core Goals set down in the 2016-20 Strategic Plan and our progress in implementing same. As our investment in Thursday Island, Barcaldine, Blackall and Dysart all demonstrate, we continue to develop a state-wide coverage plan and growth strategy for centre based ECEC to maintain our goal of delivering exceptional Services across all communities of Queensland.

We continue to develop partnerships that bring integrated services to disadvantaged communities as was part of our goal of being the leaders in integrated children and family support services. In 2018 we will hold a Board Meeting and Strategic Planning day in Barcaldine as part of our commitment to these members and ensuring we deliver on our Plan. Our Get Set for Prep program in Townsville and the continued success of our Early Years Centre at Caboolture are further examples of our successes in this regard.

I continue to be impressed by our CEO, Jane Bourne and COO, Louise Jackson's development of key alliances within the ECEC sector. With Universities and Government, they and their team continue to showcase our exceptional practices as leaders in ECEC. We are keen to partner on more opportunities for research and training with these bodies, particularly Universities and

we thank our dedicated Board member Dr Amanda McFadden for her support in this regard.

In the last few years I have been actively involved as the Lady Gowrie Board of Management have implemented a number of key strategic investments as part of our goal of maintaining long term sustainable growth. We have much to do but in a little over five years we have built a solid financial foundation that has enabled sensible acquisition and asset growth which is vital if we are to ensure that we meet all our goals. Our members continue to support us and we remain recognised as the pre-eminent sector contributor.

I would like to congratulate, on behalf of the Board, the staff in our Services and the committees and staff of Affiliated Community Kindergartens for their ongoing success in Assessment and Rating with The Australian Children's Education and Care Quality Authority

(ACECQA). Currently 75% of our Services and Affiliated Community Kindergartens that have been assessed and rated have achieved an overall rating of Exceeding.

The work of our services, and the community kindergartens affiliated to The Gowrie Qld has continued to strengthen our credibility with Government, families and the broader community. The strength of our credibility and reputation can only be attributed to our dedicated staff who are committed to the organisation's vision and values. Every day they work to help Queensland children to realise their potential, and the Board thanks you for this passion and your commitment to excellence and innovation. To Jane, Louise and your team of dedicated, hardworking, committed and generous individuals we all thank you for your support and passion to make Lady Gowrie Qld everything it is today.



I would like to express my sincere appreciation to all our dedicated Board and Committee members: Peta Perring, Megan Just, Anastasia Maynes, Amanda McFadden, Tanya Solomon, Leith Middleton, Sarah Black, Kylie Kluger and Ben Gordon. The Lady Gowrie Qld thanks you for your commitment and the expertise you share. The composition of our Board has changed over the past twelve months and we are lucky to have attracted new members Sarah and Kylie to the Board with additional skills that the organisation and the Board can call upon to meet the core goals within our Strategic Plan.

Finally, I would like to formally thank Mark Mugnaioni who stepped down from the Board last month and of course to Leisa Prowse and David Harrys who stepped down at last year's Annual General meeting. We thank you for your contribution to Lady Gowrie Qld and wish you all the best in your future endeavours.

I will conclude by stealing a quote by Lady Zara Gowrie from 1939, shortly after the breakout of World War Two.

*'Our children are our greatest hope, and anyone doing work for children these days is doing national work and giving splendid war service. Not only must we stand by our soldiers but we must also stand by our soldiers' children... Every thinking person must realise that when this bitter strife is over, we must build up a better world, and it is only through the children that this can be done.'*

Despite the enormous changes that have occurred over the last 78 years, the fact remains the success of our future will be measured by the investment we make today in our children. I am proud to be Chair of an organisation that is at the forefront of building a better world.





*'The Lady Gowrie Child Centre, I firmly believe has come to stay and will long survive its first five years of experiment. I have reasons for stating that the work of this institution will continue long after its preliminary experimental period,'*

Professor EJ Goddard, Chairman, 1940

In 1940 the total enrolment of our Lady Gowrie Child Centre was 61 children. By September of that year enrolments reached 95 children and waiting lists were kept for the 2 year and 4 year old age groups. The Jacaranda trees were planted as were the wishes of Lady Gowrie and three were specifically planted in the yard of the centre.

The Centre closed down for 6 weeks at Christmas and because of the war situation was not allowed to reopen until January 1943. During that year enrolments reached the full complement of 100 children.

Outside interest was apparent by the number of people who visited and by 1946 the five year experiment had proved an enormous success and the work of the centre could be put on a permanent basis.

Of course there is much more intimate history to explore in this wonderful organisation, but our spiritual home continues! Today, the building is still very much intact and looking better than ever, the trees have grown to give the canopy we all admire, the staff are just as resilient and focused in their professional space, and families continue to bring their children from near and far, and keen to put children on the waiting list. The children, well they are a lot healthier than their peers were 75 years ago! The sound of laughter and learning would be the same, and the enjoyment of the atmosphere inside the old lady and outside under the canopy of leaves, (where experiments are made through play and a social society is established), does not alter.

Professor Goddard was correct Lady Gowrie Child Centres have long survived!

The expansion of our work continues. Our sustainability and capability is equal to none. The Board of Management has worked hard to drive sustainable growth believing that 'childhood is a unique time of life to be valued and enjoyed in its own right' (Strategic Plan 2016-2020).

Our teams in all our operations understand and respond to our Values; Excellence, Innovation, Inclusion, Engagement, Diversity and Integrity. We promote the best possible outcomes for children and our families.

We have enjoyed a year of sustainability, acknowledging what we have achieved as a business, within our Services and within our staff teams.

We have strongly advocated for the rights of children and families within our Services exploring opportunities within our centre based care, family day care, kindergartens and integrated early year's services.

A year of consolidation has brought with it new programs in Vincent, working closely with the Headstart Association and the Torres Shire Council with our services On Thursday Island.





The success of the Get set for Prep program in Vincent has given children in the programs an opportunity to grow confident and competent in their transition to school. We have also worked closely with Hear and Say with the program Ready Set Shine. It has been a wonderful relationship where we can complement one another and in doing so, provide particular incites to one another.

Our Central Governing Body continues to expand. We have welcomed to our Gowrie network more affiliated kindergartens this year. The level of dedication and enthusiasm from the teachers and families is to be applauded.

None of our work could be achieved if it wasn't for our teams, who work hard, are dedicated and respond to challenges with professional integrity. Administration, The Early Years Centre and it's Satellites, Family Day Care, In Home Care, Family Day Care Educators, Child Centres and Kindergartens. Thank you.

Much thanks goes to Louise Jackson our Chief Operations Officer for her energy, drive and dedication, who goes out and gets things done! Louise's support is worth more than can be written on this page.

Ryan Sower, our new Financial Controller, well done for your foresight, dedication and focus. You have provided

us with great systems and transparency in your daily operations.

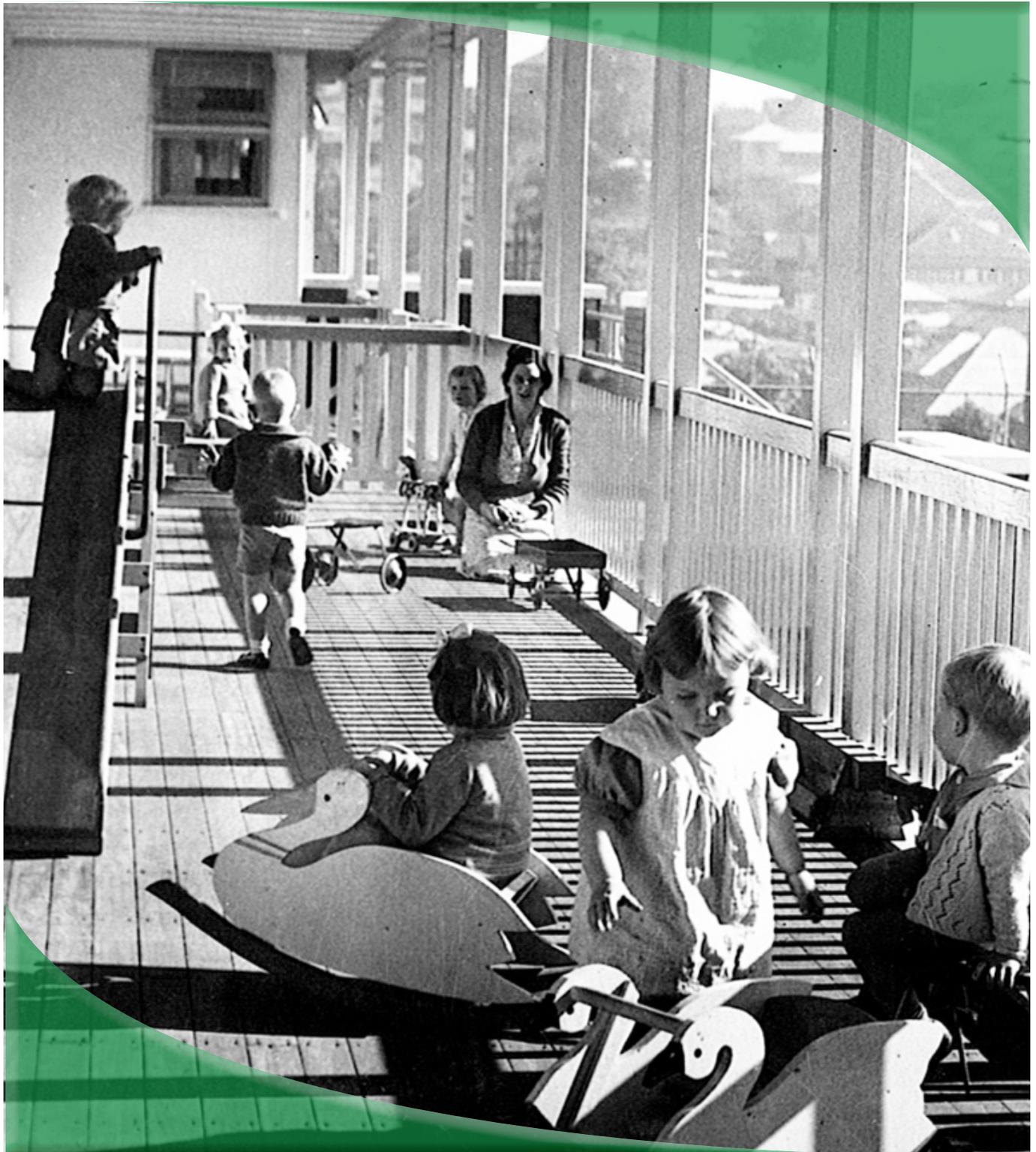
To our Board of Management, led by our most enthusiastic Chair, Chris Munday, thank you. You all work alongside our operations teams, strategising growth and working towards a sustainable and strong organisation. You are both inspirational and aspirational, your hard work and commitment to our teams, our families and our Lady Gowrie are to be acknowledged.

I would like to thank the Department of Education both State and Federal for their ongoing support this year. The support we have been given from everyone involved with our services throughout Queensland has been exceptional.

Thank you too, to our networks of organisations who link in with us and invest in us in so many ways.

It is good to report that in all we do, we complement one another, we seek one another out to gather advice, and for guidance. Together we continue to make a difference for our children and our families.

# Introducing Lady Gowrie Qld



# Our Philosophy Our Culture

We believe that childhood is a unique time of life, to be valued and enjoyed in its own right. This is the time where foundations are laid for future health, learning and wellbeing.

We value children growing up with the understandings, skills and dispositions to be caring people and effective learners, able to contribute to their world and to enjoy rich and successful relationships with others. This journey starts at babyhood.

## **In our work with children we:**

- Acknowledge children from birth are active and competent learners
- Encourage children's learning through play by providing for their interests and expanding their knowledge and skills
- Create a safe, welcoming and stimulating learning environment to encourage thoughtful play, early literacy, numeracy development, science and the arts
- Promote resilience, a sense of belonging, self worth, secure attachments and warm trusting relationships and interactions
- Seek to strengthen, critical thinking, intellectual curiosity and informed risk taking
- Promote communication and problem solving skills, together with social and cultural learning and awareness, and the capacity to express and acknowledge feelings.

## **In our partnership with families we:**

- Recognise parents as their child's first and most influential teachers
- Share knowledge and promote confident parenting
- Seek to develop and maintain positive relationships based on honesty, trust and respect, two way communication and participation in service decision-making
- Respect and value the individual backgrounds and unique culture and customs of families
- Build genuine reciprocal relationships with families that are strengthened and sustained over time.

## **In our role as a community of learners we:**

- Create positive environments that foster reciprocal learning between children, families and staff
- Advocate for children and families, and promote sharing of information and expertise
- Reflect on our practice, commit to continuous quality improvement, and support each other's ongoing professional and personal development.

## **In our relationship with the community we:**

- Connect children and families with each other and local child and family support services
- Share our knowledge and expertise with others
- Inform and influence government decision-making
- Promote the value and contribution of our services within the broader community.

## **Our Vision**

- Exceptional, engaging and enriching.

## **Our 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.

## Our 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.



# Map of Gowrie Managed & Affiliated Services



## GOWRIE OWNED AND OPERATED SERVICES

Barcaldine Early Years Service

[Blackall Early Years Service](#)

Lady Gowrie Dysart Child Centre and Community Space

[Lady Gowrie Kennedy Place Child Centre](#)

Lady Gowrie Love Street Child Centre

[Lady Gowrie Quarry Street Child Centre](#)

Lady Gowrie Thursday Island Child Centre

[Lady Gowrie Thursday Island Kindergarten and OSHC](#)

Lady Gowrie Waratah Drive Child Centre

[Lady Gowrie Warry Street Child Centre](#)

Lady Gowrie Qld Family Day Care & In Home Care

[Lady Gowrie Brisbane North Sunshine Coast Family Day Care](#)

Lady Gowrie Townsville Family Day Care

[Caboolture Early Years Centre & Satellite Services](#)

Lady Gowrie Caboolture East Community Kindergarten

[Lady Gowrie Currimundi Community Kindergarten](#)

Lady Gowrie Love Street Community Kindergarten

[Lady Gowrie Pioneer Valley Community Kindergarten](#)

Lady Gowrie Springsure Community Kindergarten

[Lady Gowrie Headstart Kindergarten - Vincent](#)

## AFFILIATED KINDERGARTENS

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

[Acacia Ridge Early Years Centre & Kindergarten](#)

[Alderley Kindergarten](#)

[Alexandra/Mooloolaba Community Kindergarten](#)

[Ashgrove Memorial Pre-School & Kindergarten Assoc. Inc](#)

[Ballymore Kindergarten & Preschool Assoc. Inc](#)

[Bardon Community Kindergarten Inc](#)

[Beaudesert Early Years Centre and Kindergarten](#)

[Beerwah & District Kindergarten Assoc. Inc](#)

Birrilee Kindergarten & Community  
Preschool

Borilla Community Kindergarten

Bracken Ridge Kindergarten

Broadbeach Waters Kindergarten &  
Pre-School Assoc.

Broadbeach Community Kindergarten

Brookes Street Nambour Community  
Kindergarten

Bucasia Community Kindergarten

Buderim Kindergarten & Preschool Assoc. Inc

Bulimba Community Kindergarten

Bundaberg Family Day Care

Cairns Early Years Centre Kindergarten

Calliope Community Kindergarten

Campus Kindergarten

Cannon Hill Kindergarten & Community  
Pre-School

Chelmer Station Community Kindergarten

Condy Park Preschool & Community  
Kindergarten

Coolum Beach Community Kindergarten  
& Preschool Assoc. Inc

Cooroy Community Kindergarten

Corinda Christian Kindergarten

Cunnamulla Kindergarten  
(Managed by Churches of Christ)

Dayboro Community Kindergarten

Eaton's Hill Community Kindergarten

Eidsvold Kindergarten Association

Emerald Pre-School and Community  
Kindergarten

Emily Foord Memorial Kindergarten

FDC South Cairns Community 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

Kedron Heights Community Kindergarten

Kenmore District Kindergarten & Preschool  
Assoc Inc

Kenmore Park Community Pre-School &  
Kindergarten

Kookaburra Creek Kindergarten

Koolyangarra Kindergarten



Labrador 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

Peregian Beach Community Kindergarten

Pine Rivers Kindergarten

Pioneer Community Preschool &  
Kindergarten

Proserpine Public Community Kindergarten

Red Hill 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** - Mr Chris Munday

**Deputy Chairperson** - Ms Peta Perring

**Secretary** - Mr Ben Gordon

**Treasurer** - Ms Megan Just

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Mr Chris Munday

Ms Peta Perring

Mr Ben Gordon

Ms Megan Just

Dr Amanda McFadden

Ms Leith Middleton

Ms Tanya Solomon

Ms Kylie Kluger

Ms Sarah Black

Mr Mark Mugnaioni

## **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

## 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.

## 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.

## 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.

## 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.

## Kylie Kluger



Kylie Kluger is a communications professional, with 20 years experience in media and public affairs.

She spent a decade as a producer and broadcast journalist with news agencies including Al Jazeera, BBC World, Sky News and WIN Television. Since 2007, Kylie has worked with corporate, government and not-for-profit organisations, at both local and national levels, on media liaison, community engagement, publication management and events.

Kylie has a specialist interest in Aboriginal and Torres Strait Islander affairs and has worked with organisations including Reconciliation Australia and the Healing Foundation on public education campaigns and reconciliation in action. She also has a keen interest in the not-for-profit sector and is passionate about social inclusion and equality-particularly in early learning settings.

April 2017

## Mark Mugnaioni



Mark is a passionate, dedicated and insightful corporate leader, who brings a unique blend of strategy, legal, and operational skills to his chosen roles. He takes pride in looking beyond the ordinary, and seeking

innovative and bespoke solutions to organisational challenges.

With over 16 years accumulated commercial acumen, and a background across top tier law firms, building and construction operations, assistance services, general insurance business lines and major M&A, Mark has a proven track record of delivering results and successfully executing transformational strategy.

Mark is a fellow of both the Australian Institute of Company Directors and the Australian Institute of Management, and is the proud dad of two daughters who attend the Gowrie's Quarry Street Child Centre Brisbane service.

April 2017

## Sarah Black



I come to the Lady Gowrie Queensland Board of Management with a 12 year history in hospitals and healthcare, leading medical, nursing and aeromedical teams. More recently, I have spent extensive time working with the rural sector implementing a feder-

ally funded junior medical training program with significant involvement in Aboriginal and Torres Strait Islander healthcare. I am currently the Chief Nursing Officer with the Royal Flying Doctor Service.

April 2017



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
Cassandra Bell	Service Manager	Advanced Diploma in Children's Services, Assoc Dip Ed (Child Care)	28	12
Jennifer Burns	Service Manager	Diploma Children's Services	28	10
Mary Carmago	Cook		14	14
Fleur Cossey	ECEC Coordinator	B Ed(EC), BSci (with honours in psychology) (Registered Teacher)	17	16
Lisa Crawford	Early Childhood Wellbeing Advisor	BA Psychology Grad Dip in Education	17	12
Charlotte de Silva	Educator	Diploma Community Services (Children's Services), Cert IV Community Services (Children's Services)	21	14
Joady Halpin	Manager - Administration		17	17
Peta Kerwin	Service Manager		10	10
Louise Jackson	Chief Operations Officer	Advanced Diploma of Children's Services Studying Grad Cert in Business	31	16
Megan Laraghy	Community Kindergarten Teacher	BTeach(EC), AssocDIPED (ChildCare), CERT IV Training & Assessment, BED (EC) (Registered Teacher)	26	12
Rebecca Leach	Educator	Diploma Children's Services	21	13
Samantha Leach	Educator	Cert III Children's Services	21	11
Ann-Maree Steele	In Home Care Coordinator	B Ed(EC)		11
Sasha Tatlock	Educator	Diploma Children's Services	17	12
Judy Treloar	Administration Officer	Cert III – Business Admin	16	16
Norma Viviers	Coordinator		10	10
Jaclyn Ware	Educator	Diploma Children's Services	12	11
Vanessa Wratten	Service Manager		10	10

## Lady Gowrie Qld Twenty Year Honour Board

Staff Name	Position	Qualifications	Years Experience in ECEC	Years at Gowrie
Lori Douglas	Educator	Diploma Children's Services	27	20
Margaret Gerrard	Administration Officer	Preschool Teacher's Aide Cert	24	24
Annette Holt	Coordinator	Assoc. Diploma Children's Services	25	25
Pranita Narayan	Coordinator	Advance Diploma Child Care Cert IV Training & Assessment	23	21
Margarita Pahl	Cook		35	21
Sharron Palmer	Desktop Publisher		22	22
Pam Reed	Administration Officer		24	20
Jacqueline Rogerson	Educator	Cert III Early Childhood	22	22
Philip Thompson	Groundsman		27	27
Debbie Verstege	ECEC Coordinator	BEd (EC), Cert IV Training & Assessment	32	25

# Acknowledgement and Thanks to Staff Teams





**Matt Birney – Builders**