



Peppercorn

BRINGING THE HAWKESBURY TOGETHER

2020 Annual Report





ACKNOWLEDGEMENT OF COUNTRY

Peppercorn Services Inc. acknowledges the Darug nation as the traditional owners and custodians of the land on which our organisation operates. We pay our respect to Elders past, present and emerging.

We acknowledge the spiritual, physical, emotional, mental and economic connections of Aboriginal and Torres Strait Islander people to the Land and Seas. We acknowledge that the dispossession of Country and the disruption to family relationships have resulted in a breakdown of social networks.

Peppercorn is committed to working in ways that support and empower Aboriginal people and their families and communities.

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ABOUT PEPPERCORN

Founded in 2001, Peppercorn Services Inc. (hereafter referred to as Peppercorn) is a dynamic, multi-service organisation serving the Hawkesbury local government area and surrounds.

Peppercorn is registered as a Deductible Gift Recipient and Public Benevolent Institution with the Australian Charities and Not-for-profits Commission (ACNC).

Peppercorn has a strong community reputation and by partnering with other organisations to reach out to isolated communities, we contribute to the development of healthy, inclusive, sustainable and connected communities across the Hawkesbury.

Almost 50 staff and volunteers deliver and provide early childhood education services, early intervention family support and parenting programs, community capacity building, community transport, and meals, social support and lawn and garden maintenance for seniors.

Our services reach communities across the Hawkesbury, Penrith and Blue Mountains local government areas in providing services funded by local, state and federal governments with additional support received through corporate sponsorships, grants and donations. Our organisation is unique as we deliver community services on behalf of Hawkesbury City Council under a Memorandum of Terms of Delegation.

Peppercorn's governance is overseen by a volunteer Board who work to represent the community and oversee governance matters, while the operations of the organisation and its services rest with the Executive Officer.

OUR VISION, MISSION AND VALUES

Peppercorn's vision is for a connected, healthy and inclusive Hawkesbury by reducing social isolation and maximising participation. Our services are underpinned by five core values; community, opportunity, service, learning and leadership.

Community

We value and promote local people, local communities, local resources and local partnerships

Opportunity

We value and promote opportunities for everyone to participate in a healthy community

Service

We value flexible and responsive services that meet the changing needs and expectations of our community

Learning

We value and promote opportunities for everyone to participate in a healthy community

Leadership

We value the respect and trust of our community and seek to lead for the benefit of others

OUR STRATEGY

1. Build stronger, inclusive, cohesive communities
2. Provide flexible services that adapt to changing community need
3. Encourage participation in community, cultural and civic life
4. Support access and equity to services that strengthen wellbeing

2020 AT A GLANCE



107 days of Bushfire
October 26, 2019 - February 10, 2020
Gospers Mountain Fire

5 days of Flood
February 9, 2020 - February 13, 2020
Hawkesbury Floods

Ongoing Pandemic
March 11, 2020
COVID19 Pandemic Declared

1,937
Volunteer Hours

481
Families provided information and referrals

120
Playgroup Sessions run for 251 families

126
Families attended workshops

628
Craft packs delivered to children



5,103
Lawn and Garden Services

2,024
Seniors Meals

2,467
Social Support hours provided

11,601
Transport Trips

225,409
Service kilometres by our fleet of 9
vehicles



Rob Ewin
Chairperson

CHAIRPERSON'S REPORT

Bushfires, flooding and COVID have presented a challenging year for our Hawkesbury community, for our Peppercorn clients and our Peppercorn staff.

Our Board is extremely proud of the exemplary dedication, initiatives, hard work and resilience in the face of adversity, shown by our Peppercorn leadership team and our Peppercorn staff and volunteers. A big thank you to every one of you.

Our team has proactively kept in touch with our clients throughout, to check on their wellbeing and to continue providing as many services as we can, given the prevailing circumstances.

I thank our clients for their patience and understanding, especially when we had to temporarily suspend some of our services and programs due to the necessary COVID restrictions required of us by our authorities.

Our Executive Officer, Andrew Tuck, left us in April, after almost 3 years as our leader. Andrew's leadership and strategic thinking has positioned us well to provide sustainable services and programs and be a future and thank him for his contributions and efforts with us.

A big thank you to Jessica Innes for stepping in as our Interim Administrator, following Andrew's departure. Jessica's leadership and dedication to resolving several urgent priorities, whilst steering us through the challenging COVID period has been impressive and greatly appreciated. At the time of writing this report, we are close to finalising the recruitment of a replacement Executive Officer and expect to announce the appointment by November 2020.

Our priorities upon appointment of our Executive Officer are to:

- Complete the renewal of the Memorandum of Terms of Agreement between Peppercorn and Hawkesbury City Council.
- Develop and implement a revised Peppercorn Strategic Plan.
- Ensure that we continue to deliver our services & programs, professionally & responsively to a COVID impacted community

Finally, I thank our Board Members for their continued contributions, engagement, dedication and support during a very disrupted and challenging year. Along with the efforts our staff, I am pleased to report that Peppercorn Services Inc. have emerged from "annus horribilis" in very good shape - financially, operationally and reputationally.

OUR BOARD

Board Members (as at June 30, 2020)

Rob Ewin	Chair	Community Representative
Angela Maguire	Vice Chair	Community Representative
Vacant	Treasurer	Vacant
Meagan Ang	Secretary & Public Officer	Hawkesbury City Council
Clr. Emma-Jane Garrow	Director	Hawkesbury City Council
Amy Bond	Director	Hawkesbury City Council
Cheryl Feeney	Director	Hawkesbury District Health Service
Kate Tye	Director	Wentworth Primary Health Network
John Baker	Director	Community Representative
Helen Colagiuri	Director	Community Representative

AUDITED FINANCIAL REPORT

The Audited Financial Accounts of Peppercorn Services Incorporated for the financial year 2019-2020 are reported in the following pages.

Peppercorn's financial management systems operate in accordance with Australian Accounting Standards and meet the reporting requirements of the relevant funding bodies. The chart of accounts is based on the Australian Government approved National Standard Chart of Accounts for reporting by not-for-profit organisations and is compliant with the guidelines set down by the Australian Charities and Not-for-profits Commission (ACNC).

Peppercorn undertakes a strict financial auditing process utilising the expertise of HG Khouri & Associates, Certified Practising Accountants. The audit is conducted in accordance with Australian Auditing Standards, which require that the auditors comply with ethical requirements and perform the audit to obtain reasonable assurance about whether the financial report is free from material misstatement. The audit involves procedures to obtain audit evidence about the amounts and disclosures in the financial report.

Procedures selected depend on the auditor's judgement and include the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. The audit also evaluates the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial report.

The Audited Financial Report is supplied to our funders and is lodged with the ACNC. An extract from the Audited Financial Statements is provided in this report. A copy of the complete Audited Financial Report including Notes to the Accounts for the year ended 30 June 2020 is available on request.

OUR FUNDERS

Children and
Family Services

Department of Communities and Justice

- Intensive family support
- Supported playgroups
- Community events
- Community capacity building
- School readiness and transitions

NSW Department of Education

- Forgotten Valley Mobile Preschools - Wisemans Ferry and South Maroota

Commonwealth Department of Social Services

- LINCIS Volunteer Family Support
-

Community
Aged Care and
Transport
Services

Commonwealth Department of Health:

Commonwealth Home Support Program

- Community Transport
- Lawns and Garden Maintenance
- Meals
- Social Groups and Individual Support
- Food Explorers

Commonwealth Department of Social Services

- Community Visitors Scheme

Transport for NSW

- Access for people who are transport disadvantaged

NSW Health

- Health Related Transport

Nepean Blue Mountains Primary Health Network

- Blokes of Tomorrow

Foundation for Rural and Regional Renewal

- Street Connect Project (Phase 1)

Resilience NSW

- Street Connect Project (Phase 2)
-

Customer
Service

Hawkesbury City Council

- Peppercorn Place customer support
 - Hawkesbury Leisure and Learning Centre community development & assistance
-

Funding for Peppercorn Services Inc. has been provided by the Australian Government, the NSW Government and Hawkesbury City Council. The material contained in this report does not necessarily represent the views or policies of the Australian or NSW Governments, or of Hawkesbury City Council.

Peppercorn Services Inc.

ABN 34 611 224 255

STATEMENT OF COMPREHENSIVE INCOME
for the Year Ended 30 June 2020

	Note	2020	2019
		\$	\$
Revenue	2	2,836,774	2,507,213
Employee expenses		(1,904,033)	(1,673,551)
Depreciation & impairment losses		(62,986)	(89,337)
Contractor expenses		(272,052)	(261,959)
Occupancy & Utilities		(167,465)	(146,663)
Insurance		(65,491)	(44,431)
Program expenses		(50,506)	(67,582)
Motor Vehicle		(73,007)	(71,439)
Communication & IT expenses		(95,128)	(71,100)
Other expenses		(82,784)	(60,102)
Surplus / (Deficit) for the year	3	<u>63,322</u>	<u>21,049</u>
Other comprehensive Income after Income tax:			
Other comprehensive Income for the year, net of tax		0	0
Total comprehensive Income for the year		<u>63,322</u>	<u>21,049</u>
Total comprehensive Income attributable to members of the entity		<u>63,322</u>	<u>21,049</u>

A copy of the complete Audited Financial Statements for the year ended 30 June 2020 is available on request.

Peppercorn Services Inc.

ABN 34 611 224 255

STATEMENT OF FINANCIAL POSITION
for the Year Ended 30 June 2020

	Note	2020	2019
		\$	\$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	5	1,890,895	1,472,989
Trade and other receivables	6	69,023	63,260
Deposits		177	177
TOTAL CURRENT ASSETS		1,960,095	1,536,426
NON-CURRENT ASSETS			
Property, plant and equipment	7	187,973	239,277
TOTAL NON-CURRENT ASSETS		187,973	239,277
TOTAL ASSETS		2,148,068	1,775,703
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	8	133,012	99,896
Employee benefits	9	79,732	63,607
Current tax liabilities	10	11,677	19,446
Unspent grant funds	11	297,581	70,466
Funds held for future service delivery		26,946	0
TOTAL CURRENT LIABILITIES		548,948	253,415
NON-CURRENT LIABILITIES			
Employee Benefits	9	159,544	146,034
TOTAL NON-CURRENT LIABILITIES		159,544	146,034
TOTAL LIABILITIES		708,492	399,449
NET ASSETS		1,439,576	1,376,254
EQUITY			
General reserves	12	583,377	583,377
Retained earnings		856,199	792,877
TOTAL EQUITY		1,439,576	1,376,254

A copy of the complete Audited Financial Statements for the year ended 30 June 2020 is available on request.

Peppercorn Services Inc.

ABN 34 611 224 255

STATEMENT OF CHANGES IN EQUITY
for the Year Ended 30 June 2020

	Retained Earnings \$	Financial Assets Reserve \$	General Reserves \$	Total \$
Balance at 30 June 2018	771,828		583,377	1,355,205
Comprehensive Income				
Surplus / (Deficit) for the year	21,049			21,049
Other comprehensive Income for the year	0			0
Total comprehensive Income	<u>21,049</u>			<u>21,049</u>
Transfers to Reserves				
Balance at 30 June 2019	<u>792,877</u>		<u>583,377</u>	<u>1,376,254</u>
Comprehensive Income				
Surplus / (Deficit) for the year	63,322			63,322
Other comprehensive Income for the year	0			0
Total comprehensive Income	<u>63,322</u>			<u>63,322</u>
Transfers to Reserves	0			0
Balance at 30 June 2020	<u><u>856,199</u></u>		<u><u>583,377</u></u>	<u><u>1,439,576</u></u>

A copy of the complete Audited Financial Statements for the year ended 30 June 2020 is available on request.

Peppercorn Services Inc.

ABN 34 611 224 255

STATEMENT OF CASH FLOWS
for the Year Ended 30 June 2020

	Note	2020	2019
		\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES			
Cash receipts in course of operations		3,067,260	2,500,349
Cash payments in course of operations		(2,661,530)	(2,363,399)
		<u>405,730</u>	<u>136,950</u>
Interest received		23,857	28,279
Net Cash generated from operating activities	13	<u>429,587</u>	<u>165,229</u>
CASH FLOWS FROM INVESTING ACTIVITIES			
Purchase of property, plant & equipment		(11,681)	(21,249)
Proceeds from sale of property, plant & equipment		0	0
		<u>(11,681)</u>	<u>(21,249)</u>
Net increase (decrease) in cash held		417,906	143,980
Cash at the beginning of the period		1,472,989	1,329,009
Cash at the end of the period	5	<u>1,890,895</u>	<u>1,472,989</u>
RECONCILIATION OF CASH			
Cash		1,109	1,407
Short term deposits		1,198,136	1,209,000
Cash at Bank		691,650	262,582
		<u>1,890,895</u>	<u>1,472,989</u>

A copy of the complete Audited Financial Statements for the year ended 30 June 2020 is available on request.



Jessica Innes
Interim Administrator

INTERIM ADMINISTRATOR'S REPORT

I open this report with my sincere appreciation to the board, staff and volunteers for the warm welcome to Peppercorn and would like to recognise Andrew Tuck, former Executive Officer for his lasting contribution to the vision and leadership of Peppercorn.

There is no denying that this has been a difficult year for the Hawkesbury community with bushfires, flooding and COVID19 having a significant impact on the local community. COVID19 required Peppercorn to suspend group and centre based support programs based on the advice of the health authorities.

Despite the challenges, Peppercorn worked to adapt services and provided regular contact with our clients over the phone, internet and contactless delivery to the front door such as food parcels to those unable to access their local shops and craft packs delivered to children at home while they home schooled or were unable to access group support services.

Aside from responding to natural disasters, much of our focus has been on reviewing our services, developing our workforce and driving quality improvement activities in line with the Aged Care Quality Standards; National Quality Standards and the development of evidence based program logic for our LINCS program and Family Services.

Although Peppercorn planned to upgrade our Information Technology systems this year, COVID expediated these plans to enable us to relocate our workforce to be able to work from home and maintain our service operations. This was a true testament to the agility and resilience of the staff, volunteers and the Management team who coordinated these efforts. We are so grateful to our clients for your patience and understanding during these times. We look forward to continuing to work with you as we slowly transition our services into COVID Safe face to face services again.

This year, we had two new community projects established within Peppercorn.

1. Street Connect which aims to increase community awareness and preparedness of natural disasters through the engagement of local community leaders to support communities to connect. This project was made possible with funding received from the Foundation for Rural & Regional Renewal and the Office of Emergency Management.
2. Blokes of Tomorrow which aims to support men to connect through community led gatherings and facilitated workshops aims to break down the stigma associated with mental health. This project was made possible with funding through the Nepean Blue Mountains Primary Health Network's Wellbeing Grants for Farming Communities.

Peppercorn has delivered a sound financial performance for 2019 - 2020 with revenues of \$2,836,774, a growth of 13,1% on the year prior with an end-of-year surplus of \$63,322.

We are truly blessed to have an amazing volunteer team who generously give themselves and their time. Over the course of the year, our volunteers have contributed over 1,900 hours towards Peppercorn's mission. The significance of the assistance they provide directly to the clients they work with and to day to day operations is second to none. I have been in awe of the ideas our volunteers have provided in further developing our services for the future and I sincerely look forward to establishing some of these changes going forward.

For the remainder of 2020 our sights are set on consultation with our clients, partners, staff, volunteers and local community on the development of Peppercorn's new strategic plan to enable us to grow and respond to the changing needs of the communities whom we strive to connect, support and grow alongside.

Thank you to Hawkesbury City Council staff, officers and Councillors for their continued support and contribution to Peppercorn.

I would like to extend my gratitude to the Board for their dedication in overseeing the governance and leadership toward the vision and mission of Peppercorn with a specific thank you to Rob Ewin for his continued role as Chairperson of the Board.

CHILDREN AND FAMILY SERVICES

Peppercorn Children and Families operates from three centres; the South Windsor Family Centre where we provide targeted, intensive family support for vulnerable families and children, and our South Maroota and Wisemans Ferry centres where we provide early learning preschool services.

The Children & Families team adapted quickly and effectively in response to COVID. We provided just as many services, just in a different manner.

FORGOTTEN VALLEY MOBILE PRESCHOOLS

What a challenging but very exciting year we have had at the Wisemans Ferry and South Maroota Preschools. Our mobile preschools are now in scope of the National Quality Framework, so we have been working to develop new procedures and a preschool education program to prepare and support children for their transition to school. The preschool team and other child and family program staff have been working with each other to share ideas, programming, stories and resources - it is a great time to be part of this process and the wonderful world of early education. We thank the whole Children and Family Services team for their commitment to redeveloping our preschool services and the preschool staff for their dedication to the children, families and local community through the changes underway.



Each preschool received new outdoor equipment with a cubby house for South Maroota and a new wooden climbing train for Wisemans Ferry.

During the bushfires the pre-school was closed for days at a time which disrupted the usual day-to-day experience for the children, and although the preschools remained open during COVID, most families opted to keep their children at home with them.

While it has been a disruptive year, it has been amazing to see how resilient the children are and how excited they were to return.



SUPPORTING FAMILIES

The focus of our parenting programs has been on our partnership with Hawkesbury District Community Health Service with the aim of connecting new parents with services, programs and groups, to support them during the early years of their child's life. Many groups have been established such as the Mum's and Bubs group, Baby Bunch, the Rascals, Pram Posse and Meet and Greet. Many families then progressed into Tiny Tots, and parenting programs such as 123 Magic and Emotion Coaching, the Triple P and Circle of Security programs and our infant massage sessions.

During COVID, we revised our parenting programs to be able to offer them online at flexible times to meet the changing demand on parents with children home schooling.

Our information, referral and case management services saw a significant increase in the number of families requiring intensive support to work through the challenges imposed on them by the pandemic. Our team maintained regular contact with the families impacted to work through strategies responsive to their individual situations. The impact of the pandemic is ongoing and will be inevitably long lasting.

LIVING IN COMMUNITIES



The Living in Communities program has been a welcome addition to the activities of the Children & Families team. The LINC program and other family support services complement each other so well that we have been able to cross refer between programs as family needs change to provide more holistic, responsive and practical support as it is needed.

Sadly, we farewelled three of our long-standing LINC volunteers; Robyn, Karen and Lynne. Their extensive knowledge and experience of the program from its establishment through to the day to day interactions with various families the program supported has been invaluable. We thank each of you for the years of dedication to LINC and the practical support you provided to many families over the years.

Like all other programs, COVID meant that volunteers were not able to visit with families as they normally would, with support being provided through online meetings and telephone calls.

PLAYGROUPS

As we were not able to run playgroups during the height of the COVID lockdown, we worked to make up and deliver craft packs directly to families.

Children were visited by a different character each week to receive their craft pack and were excited to be able to dance on their driveways with the local fairy, Mel Wiggle and lots of other fascinating characters.

A highlight was our bear hunt where the local community were encouraged to place a bear in the window for children to spot which turned out to be quite the adventure across the Hawkesbury.



COMMUNITY VISITORS SCHEME

Although welcomed by local residential aged care services in the Hawkesbury, the challenge for this program has been the recruitment and match volunteers to provide this important and needed service. The effectiveness of matching volunteers with residents has a lot to do with the success of the program.

The impact our successful connection of a volunteer with a resident over a year ago, has resulted in two ladies forming a strong and ongoing friendship. They both thoroughly enjoy their time together, and as time goes by, they continue to share similar interests, stories, hobbies and a similar sense of humour.

Cardboard Box Fire Truck

- Cardboard Box
- Red Paint or Paper
- Black Marker
- Scissors & Tape
- Thick Ribbon
- Paper Plates
- Bottle Tops



COMMUNITY CARE SERVICES

LAWN AND GARDENING MAINTENANCE

As of June 2020, our lawn and garden maintenance program actively supported 524 clients across the Hawkesbury, Blue Mountains and Penrith areas.

Although extreme drought slowed garden growth, this time allowed us to concentrate on yard clean ups, clearing gutters and generally supporting our clients to prepare for the fire season.

When the rains finally came in February, a combination of the warmth and wet meant that our contractors were busy providing special purpose clean-ups ups to further improve safety and access such as reducing slip hazards by pressure washing paths and driveways.



SOCIAL SUPPORT AND MEALS



In the earlier part of the year, our social groups were a flurry of activity. Aside from our local gatherings, trip highlights included; Grub on the Green at Wisemans Ferry; Christmas in July at the Mean Fiddler; a ride on the new metro rail; a day trip to the Kiama Blowhole; visiting the Rhododendron Gardens at Leura; Christmas lights in our local area and shopping at Birkenhead Point.

In March our activities were significantly interrupted by the pandemic with social groups directed to be suspended. All available resources were pooled during this time to provide telephone support to clients to ensure that they were well and to ensure they had some form of connection.



Our meals program was adapted to provide weekly fresh produce boxes and essential items for those unable to access their local shops delivered to their front door. We are grateful to the local businesses who assisted us in providing these essential services including IGA South Windsor and IGA Bligh Park, Windsor Riverview Newsagent for the donations of magazines, Sciberras Fresh and the Humble Bakehouse.

FOOD EXPLORERS

Food Explorers is a newly funded program that aims to bring seniors together to improve their nutrient intake while building social connections within their community. The Food Explorers was ready for launch in March; however, the program was placed on hold due to the pandemic. We look forward to the roll out of the Food Explorers program in the new year.





COMMUNITY TRANSPORT

Our community transport services are provided under three key funding programs: Commonwealth Home Support Program (CHSP) for people aged over 65; NSW Community Transport Program for people who are transport disadvantaged; and NSW Health Transport Program assist people with cancer care and renal and dialysis treatments.

Our appreciation goes out to the Hawkesbury Living Cancer Trust, Windsor Toyota and Specsavers Richmond for their generous support. Their donations enable us to provide fee relief for people undergoing oncology treatment and renal and dialysis patients across the Nepean Blue Mountains Local Health District. Thank you to each donor for your support in delivering these essential supports to our local community.

The Black Summer Bushfires, February floods and the COVID19 Pandemic all significantly impacted on our services this year.

While many of our regular clients chose to stay at home or were being supported directly by their family, friends and neighbours, our transport team continued to operate. To ensure our services minimised COVID risks, our vehicles were restricted to half capacity to enable us to maintain transport to access shopping, medical appointments and other essential services.



COMMUNITY ENGAGEMENT SERVICES

HAWKESBURY LEISURE AND LEARNING CENTRE

We have been actively engaged in various projects and new initiatives across the Hawkesbury this year. The centre was a buzzing hub of exciting new programs up until the public health order was issued for us to close due to COVID. While the centre was closed, we worked to assist our aged care programs with welfare calls and food parcels where people were unable to access the shops for essentials.

School Holiday Activities

In July 2019 we began to offer school holiday activities that work to connect Hawkesbury families. We ran activities such as the 'Family Time Old School Board Games' and 'Backyard Games'. One of messier plays the 'Pie Face Challenge' was a big hit with the kids. We used these activities as an opportunity to introduce games from different cultures such as a traditional game from the Philippines called Sungka - a Count and Capture Game played in the Philippines that most families enjoy during gatherings. It involves dropping shells or stones into large holes on a long canoe-shaped board called Sungkaan.





Connections @ the Park

Peppercorn joined various local services including Western Sydney Suicide Prevention and Support Network, Flourish, LikeMind, Pink Finns and the Hawkesbury Remakery to collaboratively organise and deliver “Connections at the Park”. The event held on Richmond Oval aimed to provide an opportunity for people of the Hawkesbury to connect through conversations.

Little Book Worms

The Little Book Worms project is a collaboration between Peppercorn and local businesses run by women who provide affordable children’s activities that are educational and creative. Each session with children involves story time, followed by a fun activity run by a different organisation each week such as sensory play, food decorating, arts and crafts.

We would like to acknowledge the work of Little Bluebirds books and gifts, Sharlene’s Cupcake Kitchen and Little Mess Makers to deliver an interactive program specifically for pre-school kids.

Building Digital Skills and Confidence

For many people, COVID identified the need to build digital skills and confidence in order to enable people to connect. Peppercorn has partnered with LEEP, an organisation that aims to close the digital divide and reduce social and economic exclusion. Through this partnership, we referred people needing assistance for individualised mentoring sessions specific to their chosen technology device. For some of our local seniors, this support has enabled them to connect and actively participate with the specific Facebook pages as their social groups as they moved to connect online as a result of COVID.

Supporting Local Small Business

This year has proven to be a tough time for many, including small business. The Hawkesbury Leisure and Learning Centre has worked to collaborate and support local businesses while increasing the opportunities for the community to access new services.

Some of the new services that have been delivered from the Hawkesbury Leisure and Learning Centre have been:

- PATH Inc are now available in our centre on a fortnightly basis and provide free disability advocacy services.
- Peppercorn collaborated with Hawkesbury Remakery and Boomerang Bags, a not for profit organisation that supports creativity, sustainability and wellbeing to provide arts and craft recycle items.
- Hawkesbury Women in Business offer child friendly networking events from our centre on a regular basis. They work to support all levels of business by through building relationships of likeminded women who are striving towards both professional and personal growth.
- Little Bluebirds books and gifts, Sharlene's Cupcake Kitchen and Little Mess Makers run workshops for children from the centre to provide new and exciting activities for children.

STREETCONNECT

In partnership with the StreetConnect working group, phase one of the StreetConnect project funded by the Foundation for Rural & Regional Renewal worked to engage with local school students to come up with ideas that enable streets to improve their connection.



With minimal input and resources from adults, the students of Richmond North Public School came up with the idea development of a film to promote the StreetConnect vision. The development of the film was led by the students and produced with the assistance of their dedicated teachers. A graphic designer was also engaged to capture the student's ideas for a project logo to be used in promoting their work. also promote their work. Once completed, the film and logo were used to promote StreetConnect to other students, their families, and the wider school community. The film was shown to Hawkesbury residents at the 2019 Hanna Park Carols, promoted through local schools and made available online.



Street Connect

Kids west of the river are creating a social impact with a pilot project

OVER THE PAST six months, kids who live west of the river have been sharing ideas on social connection, examining what helps a neighbourhood to 'pull together' in an emergency.

We thank the teachers and students of Richmond North Public School for all their hard work and dedication to assisting on the first stage of the StreetConnect Project.

Stage two of StreetConnect has been funded by Resilience NSW (formerly the Office of Emergency management), however activities of the project were placed on hold due to the pandemic with students home-schooling and limited access to schools. We look forward to re-engaging phase two in the later half of the year.

BLOKES OF TOMORROW

Blokes of Tomorrow, another of our newly funded programs, was due to commence in late 2019, however the impact of natural disasters and later the pandemic meant that the project was placed on hold. Blokes of Tomorrow aims to bring men together to connect, talk and break down the stigma associated with mental health. We look forward to establishing this program in the new year in the rural areas of the Hawkesbury.

OUR PEOPLE

It is with sincere appreciation that we say Thank You and acknowledge every person who has contributed to the success and growth of Peppercorn Services in 2019 – 2020.

Our Board (through the year)

Rob Ewin (Chair)	John Baker	Kate Tye
Angela Maguire (Vice Chair)	Amy Bond	Karen Scherer
Meagan Ang (Secretary)	Helen Colagiuri	
Cheryl Feeney	Emma-Jane Garrow	

Our Employees (through the year)

Jodie Barber	Rebecca Gilbert	Janet Reed
Amy Barry	Tony Griffiths	Kim Roche
Karen Baughan	Louise Hampshire	Nicole Scott
Mike Berryman	Maree Hanna	Gregory Staniland
Lauren Boaz	Deborah Humphreys	Deanna Stapleton
Therese Bogart	Jessica Innes	Melanie Stephens
Ossie Cividin	John Irving	Michael Taylor
Kristine Cooper	Michael Laing	Andrew Tuck
Khrise Craig	Vickie Macrae	Rebecca Vella
Marilyn Downey	George Maunder	Darren Vos
Edward Harold Dries	Dianne Pausey	Wendy Weibye
Kevin Ewer	Veronique Pierre	Hailee Williams
Debbie Facchin	Tammy Porter	Meigan Williams
Sharon Fisher	Annette Price	Cassandra Windybank

Our Volunteers (through the year)

Amy Barry	Kelly-Marie Gomes	Gail Pausey
Barbara Bolsover	Pamela Holliday	Julie Payne
Joan Bruce	Maggie Kable	Lynne Pfister
Melissa Camilleri	Julie Kim	Adam Pemberton
Helen Colagiuri	Charles Maynard-Sutton	Karen Scherer
Kerrie Creer	Gloria McCabe	Leah Shipard
Robyn Douglas	Elaine O'Connell	Jackie Varley
James Fenech	Beverley Owen	Kaye Weller
Debra Grainger	Liz Parker	Crystal Xerri



Peppercorn

BRINGING THE HAWKESBURY TOGETHER

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