





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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OUR VISION

To enrich lives
through connections,
partnerships and opportunities

OUR MISSION

To coordinate solutions for people in need, at
a time they want, to live the life they choose

OUR TEAM

Peppercorn is committed to creating a diverse, equitable
and inclusive workplace.

Peppercorn considers people to be our most important
asset.

As we continue to grow, we remain committed to investing
in our people.

8

Board Members

21

Volunteers

62

Employees

OUR BOARD



Rob Ewin
Chair
Community Representative



Mary Kinnon
Treasurer
Community Representative



Meagan Ang
Secretary
Public Officer
Hawkesbury City Council
Representative



John Baker
Community Representative



Helen Colagiuri
Community Representative



Kate Tye
Wentworth Healthcare Limited
Representative



Charles McElroy
Hawkesbury City Council
Representative



Clr Danielle Wheeler
Hawkesbury City Councillor
Representative

CHAIR'S REPORT

It has been another busy year in our community, for all of us at Peppercorn Services Inc. helping enrich the lives of our residents through running our community programs, in partnership with residents and various community groups. The range and diversity of our services and programs continues to grow and they are highlighted in our 2023 Peppercorn Annual Report. I trust that you will enjoy reading and learning of the many great things our staff are delivering and participating in, in our community.

I thank our wonderful and very dedicated staff and volunteers for their amazing efforts in planning and delivering our services and programs over the past 12 months. I also thank our clients for their participation, support and valued feedback regarding our staff and programs.

We are most fortunate to have a very professional and capable Executive Officer, in Jessica Innes, supported by an experienced and very professional leadership team, who ensure that our services and programs are always fit for purpose, of high quality and compliant with regulatory and funding requirements. Jess and our leadership team are also always on the lookout for new opportunities and better ways to deliver our services and programs. On behalf of our Board, I thank you all for a job very well done.

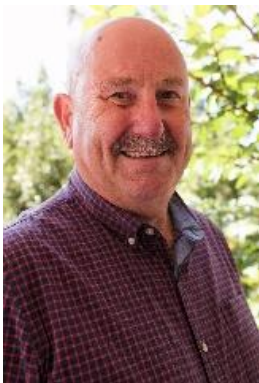
We are facing significant challenges in the near future in relation to the delivery of our Aged Care services and our Community Transport services. The Federal Government are phasing in major reforms in the Aged Care sector for Aged Care providers, while Transport for New South Wales (State Government) are introducing significant changes to their funding requirements for all Community Transport operators.

Our Executive Officer, Leadership Team and Board are well advanced in assessing how these changes will impact on our business and the implications for the delivery and provision of our Aged Care and Community Transport services. We are currently reviewing our business operating model, looking for better ways to help ensure that these services are delivered in a sustainable and compliant manner. We are also reassessing the skills required of our staff, our Leadership Team and Board Members, so that we can provide appropriate training, ensuring compliance with new requirements and excellence in service delivery.

I thank our Board Members for their expertise, their time and their contributions to our Board deliberations over the past 12 months. We have a very active and experienced Board, all who carry out their responsibilities professionally and on a voluntary basis. It is a pleasure to Chair this Board.

Our Board Treasurer, Mary Kinnon, will stand down at our AGM in October. I thank Mary for her valued efforts and contributions over the past 3 years. Mary provided great support to our Executive Officer, our Finance Team and I during the COVID years and during our business restructure in 2022. Thankyou Mary - we wish you good health and much happiness as a new and first-time grandparent.

It has been my great privilege to serve another year as Peppercorn Board Chair



Rob Ewin
Chair
Peppercorn Services

THROUGH THE EYES OF OUR VOLUNTEERS

We asked our volunteers, what do you get out of volunteering? Here's what they told us...

"Contributing to my local community."

"Being part of a team."

"Relationship with clients"

"I feel Peppercorn brings the community together with its events which I wouldn't hear about if I wasn't involved with volunteering. I love the social events, catch ups with other volunteers or other people within Peppercorn, the Xmas events are fabulous. Not many organisations support & celebrate their staff & volunteers like Peppercorn do. I feel very appreciated & blessed to have found Peppercorn."

"Enjoy seeing the clients interacting and enjoying themselves."

"Fulfilment for helping others."

"Who else gets to enjoy the outings along with the clients?"

"Love my work!"

"I enjoy the satisfaction of contributing and being part of a caring workforce."

"It's great to see clients interact with each other and with staff and volunteers, which I feel for many, enriches their social life. This makes me feel happy."

"Satisfaction at helping others."

"Wonder at watching the families /kids grow and develop."

"Feel supported by the LINC'S team."

"I feel appreciated."

"Valuable time spent with the children."

"Rewarding for me"

"I enjoy connecting with the young families & providing them with some assistance when they may be at their most vulnerable."

“I am always amazed at the bravery of the young mum’s”

“Warm feeling in my heart.”

“Gives me a sense of pride.”

“Brings me joy while I’m with my family and for the rest of my day.”

“I enjoy hearing & seeing their varied stories & lifestyles.”

“I delight in the bond that develops over the course of the visits.”

“I like being able to be helpful & provide the families with at least a small amount of positivity in a non-judgmental way.”

“I love playing & interacting with the children.”

“Having a stable Job that I can get to independently and using all my skills that I have experience in. Peppercorn Services has also trained me up in new job tasks as well, e.g. Excel. “

“Satisfaction of helping others and feeling useful, also helps me, before I joined Peppercorn as a client and also as a volunteer, I used to stay at home most of the time.

“The clients love Peppercorn and the support they receive, they always tell me how grateful they are that they have a bus to pick them up and go out to lunch and outings to meet friends and to be with other people, for the majority of clients it’s the only chance of meeting other people. They are especially thankful that they can go shopping on the bus.”

“Volunteering has made a positive impact on my life in many ways.”

“I feel a sense of pride & achievement helping others.”

“I get to meet new people. The whole LINC's program not only helps the family I visit but myself with isolation & loneliness.”

“I have always found the staff very welcoming & always there to listen & guide me & my families have said the same. “

EXECUTIVE OFFICER'S REPORT

It's quite surreal writing this year's annual report. At a point in time where we are strengthening our strategic position amidst ongoing change, it's important to take the time to reflect on the achievements of not only our volunteers, staff and board, but the achievements of the community and our industry partners who are moving through the motions of sector wide reforms on the back of consecutive natural disasters. Strength, grit and determination prevail as we collectively strive for improved outcomes for the individuals and communities we work with.

The current aged care reforms are driving significant and essential organisational agility to ensure a seamless transition in how we will deliver aged care services across Greater Western Sydney, now and into the future. In February 2023, we underwent a quality review with the Aged Care Quality and Safety Commission, successfully meeting all applicable standards. In the auditors closing meeting they remarked and highly commended the work of our frontline staff and volunteers for the care and dedication evident in feedback from the clients interviewed by the auditors.

It has been fabulous to see our clients getting back to pre-COVID life and engaging with all the community, social, educational and holiday events happening. Having groups fully booked out as soon as the calendars are released has been a delight to see and indicative that the community want more opportunities to connect, learn and explore. To all our clients who provide feedback, we sincerely appreciate it. It has been your feedback that has helped to shape the new services and experiences that you are access, and we are committed to do more.

Some of our key achievements this year include:

- the establishment of the Wellbeing Support Service to provide entry psychological support for people impacted by natural disasters. This activity is supported by Wentworth Healthcare Limited
- the commencement of the NSW Council of Social Service Sector Disaster Capability Project to identify the strengths in disaster preparedness, response and recovery across the Hawkesbury and resourcing required to enhance the approach to supporting communities in the future.
- our ongoing commitment to Disability Inclusive Disaster Risk Reduction and ensuring people living with disability have a voice in disaster preparedness and responses.
- our ongoing advocacy for aged care and transport services delivery frameworks that meet the needs of peri-urban Hawkesbury.
- the revised approach to family support services with a focus on men and their role in early childhood development milestones.

In April we were delighted to partner with New Haven Farm Home to hold a fundraiser race day at the Hawkesbury Race Club. The day was a great success thanks to the many sponsors who helped raise funds, enabling us to subsidise our renal and cancer transport for residents in rural areas of the Hawkesbury region. Our appreciation goes to Annette Allen and her team at New Haven for the overall coordination of the event and the opportunity to work with like-minded people.

I would be amiss without our brilliant leadership team who have led and supported significant changes this year and the volunteers and staff who have risen to the challenges that have come their way. The teams are always seeking out ways to do more for the community and enhance the experience and outcomes for clients and the broader community.

To the Peppercorn Board, thank you. You have worked tirelessly this year and steered the organisation into a strong governance, strategic and fiscal position.

I look forward to what the next year brings and embarking on the next phase of our strategic plan with the backing of a brilliant workforce and engaged community.



Jessica Innes
Executive Officer
Peppercorn Services

FAMILIES, DISABILITY SUPPORT AND RESILIENCE SERVICES

To celebrate **Pride Week** and to support an inclusive work environment, we painted the footpath leading to the centre with chalk in rainbow colours.



Hawkesbury Show

We attended the Hawkesbury Show and were one of the passports check points for the children. This was a combined effort from all the Peppercorn Teams, children and family services provided craft activities for the children, while a nappy change and nursing room was available for parents visiting the show. Even though it was quite a wet event this year, it was well attended and a great time was had by all.



Light Up Windsor

Peppercorn attended the Light Up Windsor festival in December, handing out goodies to families including information about our services and supports available.



National Day of Healing

Peppercorn staff attended National Day of Healing events across the Hawkesbury to show our support and recognition of First Nations People. The majority of the Peppercorn staff attended Merana's Aboriginal Cultural Awareness Training which is always insightful and educational. We attended NAIDOC celebrations in Richmond Park which is always well attended and a great community engagement event.



NDIS Support Coordination

Peppercorn delivers Support Coordination Services to people with disabilities that have plan managed or self-managed funding in their NDIS plans. We are primarily supporting people with younger onset dementia but are open to supporting people across the Hawkesbury with their support coordination needs. We are a non-registered provider, working over the next 12 months to complete NDIS registration. Peppercorn NDIS services are an active member of the Nepean Dementia Alliance and ensures that younger people are represented when raising awareness and education about dementia.



Flood Recovery Support

When we thought all floods had disappeared, July rains raised the water again, impacting many of our current clients' homes and properties. The South Windsor Family Centre was once again set up as a recovery centre where the Recovery Support Services (RSS) team positioned themselves amongst it all so we could engage swiftly with the community. To date we have connected with over 5000 people across the 6 LGA's that are along the Nepean Hawkesbury River catchment area.

RSS have worked with many partners in the community, a special mention must go to the local councils and the Lions Club who have been with us throughout the recovery journey, supporting us as a team and in the wider community.

RSS were presented with the Community Services Award from the Lions Club, Richmond for our partnership with them in their white goods program. We were fortunate to be able to have this assistance, linking the community and Lions to provide fridges and washing machines to many families impacted by the floods.

RSS has been actively involved in community engagement activities, reconnecting communities, and building relationships to build resilience. Jubilee Winery has been very generous in opening their beautiful property to us to hold these events, which are booked out each time. Each event has a different focus to engage with different members of the community and to build social connections within their communities.



We have been very fortunate again this year for the generosity of many donations for the community. Foodbank and MTO Shahmaghsoudi have been a great help with supplying us with food and cleaning hampers and GIVIT have been great in providing material aid, while we have worked in partnership with Winmalee Community Centre who has been helping us with vouchers for financial support.

Many community groups have also donated material aid. Throughout the year we have received, beautiful, crocheted blankets from Wrapped with Love, whilst Kamillaroi quilters group, North Richmond provided us with handmade quilts.

All donations were distributed throughout the community and gave much joy to the recipients.



The RSS team ran a Bunnings BBQ to put towards our donated funds to use to support the clients of the program.



Wellbeing Support Services

Peppercorn welcomed a new team to our recovery programs. The Wellbeing Support Services offer counselling to people that have been impacted by disaster. Some of the activities they conduct are art therapy in schools in areas highly impacted by disaster events, they attend community events, hold wellbeing and recovery workshops to targeted audiences and offer individual counselling support.

An example of some of the recent workshops held, in conjunction with Peppercorn Family services were “The Love Languages and Self Care” workshops for young parents. These workshops were targeted at people living in disaster areas that access our services and assisted them to become aware of their own needs and of those they love and learn ways to better meet these needs. Having experienced turbulent times recently, and ongoing for some, these workshops helped them recognise they can settle themselves and their families in healthy ways.



Individual support is also available, the wellbeing team are flexible in the delivery of their counselling support and can travel to the participant to meet within their community and environment where they are most comfortable. 10 free sessions per person are available.

Person Centred Emergency Planning

Rounding up the holistic approach to assisting the community in recovery, we are also lucky to have a team of support workers that sit with people in our community who are over the age of 65 and people that are living with disabilities, to develop individual plans so they are better prepared for when a disaster or emergency happens. This is not always a natural disaster, it can be power outages, support services not being available, carers becoming unwell etc. What is your Plan B?



Person Centred Emergency Planning (PCEP) holds small intimate presentations to groups and themed conferences promoting the services and strategies that can be used to develop a plan to support you in the event of an emergency and/or disaster.

They have been heavily involved in community events and can meet with small groups of people and individuals alike to develop these person centred emergency plans.



Family and Children Services

The Family and Childrens Services team always have so much fun. They hold a variety of supported play groups within our Family centre during school terms, catering for all age groups from new mums all the way through to getting ready for school programs.

The team also delivers short educational sessions for the families to attend which this year has included infant massage, brain development, eating well for families, speech therapy, physiotherapy and wellbeing workshops.

Another parenting program we provide is the Circle of Security Parenting program – it runs 7 to 8 weeks. It’s an evidence-based parenting program from an attachment & parent/child relationship perspective.

We also ran the Triple P program in Dec 2022 and 123 Magic which we’ve run last term, they are also evidence based but are focused on behaviour management.

The Families team supports many community events in the area such as the Scarecrow Festival at the Secret Garden.

We held age-appropriate Christmas Parties, this year we had a reptile show for the older children and messy makers for the younger children.

We are proud to be a part of the Hold My Hand initiative through the Little Blue Dinosaur Project in conjunction with HCC & UNSW. A program to promote road safety for children. The Family teams incorporated the road safety theme in February throughout their playgroup program.



We held a Family Fun Day, the first one back after a couple of years of COVID. We had 50 families attend. This day had a focus on recovery and was attended by the Fire Brigade and SES, along with our very own recovery support services and wellbeing team. Person Centred Emergency Planning ran presentations on being prepared for disasters and everyone that attended left with a “Go” Bag.



LINCS: Living in Communities

The LINCS program connects families with a volunteer worker to support them at home with their children. They can assist by developing a relationship with the parents and children and can offer support and guidance, and practical assistance to the family.

LINCS held our first family picnic day with volunteers and families coming together to enjoy each other's company. It was such a success that we will have a picnic day annually and are planning other outings where we can bring everyone together more often. It was great to see the relationships between the volunteers and the families.

Feedback from one of our participants:

“LINCS have made such a huge impact on our family” and, “having someone to bounce ideas off other than family has been fabulous” and “seeing my two boys engage with the volunteer and learn different things from her has been very rewarding”.



Volunteers

We are fortunate to have a wonderful volunteer at South Windsor helping us out in all areas of the centre. Joan was an important part of our team and vital when the recovery centre was set up and organising the donated goods area. Thank you, Joan, you are wonderful, and we appreciate you.

Volunteer week we celebrated our wonderful volunteers from across all our programs. Thank you, Thank You, Thank you.

COMMUNITY AGED CARE AND TRANSPORT

Lawn and Home Maintenance

Our lawn and home maintenance service supports our community to live in their home safely, we have some amazing and compassionate contractors that engage with our seniors regularly, not only to maintain their yards but to engage with them socially.

Our contractors have a great rapport with our Lawn and Home Maintenance Coordinator, Candice, keeping her up to date with any changes both physically and mentally, for her to follow up if needed. We treat our contractors as our own staff and have high expectations of them when engaging their services, ensuring they follow our Mission and Vision Statement.



“Our home and property were destroyed in the recent Hawkesbury River floods, and we have a huge job restoring our property. Lawns and gardens were completely covered by flood water and thick river sand deposited over our land. We are an elderly couple and doing our best but much of the work required is far more than we can handle. Thankfully Peppercorn has come to our aid and with your help our lawns and garden are being restored and made safe again. We can't thank you enough for the assistance you are giving us at this difficult time.”



Social Support Services

Peppercorn has provided both individual and group social support over the past year, our services have grown since Covid restrictions eased. We have a great attendance at our meal's programs enjoying meals that our local community offers, such as Billy's Bistro, The Church bar, Macquarie Seafood, RG McGee's and Clarendon Tavern the list goes on. Our social group have gone on a Sydney Harbor Cruise, the Nepean Belle, they head out to North Richmond Panther dancing shoes in hand, to enjoy the likes of the Beach Boys and the Bee Gees. We have introduced overnight excursions which have been received with excitement and anticipation, we have gone to Bathurst to do some exploring and the Hunter Valley to enjoy some cheese, chocolates, and wine. We now organising a two-night trip to Nelsons Bay.

We have introduced a book club run by one of our clients utilising the local library who has come on board to support the initiative, and a men's group which is now being coordinated by one of our male volunteers, we don't know what we would do without our amazing crew of volunteers. The team love sharing in the lives of our clients and see the friendships grow amongst the clients, they have enjoyed many laughs, meals, and adventures together.

Our social support individual clients got to have one on one time with our staff, our staff take them shopping, share coffee, take our green thumbs to Bunnings, they may go along to the hairdresser or just spend time at the client's home, helping them prepare a meal, participate in jigsaw puzzles, crosswords or sit outside enjoying the sun having a chat.

"We would just like to thank Peppercorn for our overnight trip to the Hunter Valley. Sue and I had a great time and would particularly like to thank Natalie and Gail who looked after us so well and our drivers Mark and Greg who brought us home safely."



“This is just a huge thank you for all the support, care and consideration you have shown me over the many years. I always knew that I could rely on the service provided to me and this gave me confidence to travel and do things independently even with impaired vision. So, THANK YOU.”





Transport

This year has had its challenges with the weather events such as two floods one in March and one in July for the Hawkesbury. Our team of drivers, coordinators under the direction of emergency services and our Executive Officer, coordinated evacuation of flood affected community members, taking them to evacuation centres and emergency housing, over three



days we assisted

16 people to get to their emergency housing. We completed welfare checks to our clients ensuring they were safe and had what they needed to endure the floods. We had drivers move vehicles to North Richmond side and Windsor side of the river so that drivers who lived on that side could have access to a vehicle to get our community to shop and medical appointments.

Transport is not always getting a person from point A to B, it is also having people our community can rely on in an emergency, and when the community needs to come together to support each other being there both emotionally and physically for our community.

Our Health-related transport has assisted many people to be transported to hospitals and clinics to undergo treatment for their cancer or dialysis needs. We have worked closely with Pink Finns, The Leukemia Foundation and the Cancer Council

to support our community financially reducing the cost of the transport, in turn minimising the financial stress.

We have received donated funds that we used to support our community, from our generous donors such as Spec Savers and personal donations from community members, without the support of these donations we could not offer such reduced costs for our transport we are so thankful for these donations.

Richmond Rotary generously donated the funds for us to purchase an oxygen concentrator to enable Peppercorn to offer our community specialised transport for clients with chronic respiratory conditions requiring oxygen 24/7.

Of course, with all our transport services this year we have had to negotiate the everchanging landscape of Covid 19, keeping up with NSW health guidelines, ensuring both clients and staff had a reduced risk of exposure. The drivers maintained the vehicles, cleaning after every trip, between clients, washing the vehicles after every shift, wearing masks and being transparent if they had been a close contact, the clients were asked to wear mask and also be honest with being a close contact to ensure our drivers and other clients are not at risk, together we all got the turbulent everchanging landscape coming out stronger on the other side.

Dietetics

This year our dietician Rayna has introduced group cooking classes these run once a month and were held at Hawkesbury Learning and Leisure centre, Richmond, these classes had a regular attendance of 6-8 clients, the classes give people an opportunity to share a meal, reminisce about their favourite recipes and memories that go along with it, they have had the opportunity to try new ingredients and recipes that they get to take away with them to share with their family and friends and to prepare again once at home.

We have worked closely with Hawkesbury City Council who organise and promote the community hubs. Ranya ran an education group at Bilpin where the first class had 18 attendees, the class focused on the main food groups and ways to improve their dietary intake and why. Rayan and the team will be continuing the hubs in 2023.



Rayna attended the Savour the flavor event In October 2022. Rayna got to meet one of her clients daughters at this event, who Rayna had been speaking with over the phone, she provided positive feedback to Rayna and spoke highly of the work Rayna had provided to her father and looking forward to the changes for his future, she also had a cooking class client mention how much she loves the cooking classes and now has started to make hummus and cook with edamame beans at home which she learnt from the cooking classes.



Rayna supported 45 individual clients in 2022, she visited them in their own home environments to educate and support their dietary and nutritional needs.

Peppercorn Services and New Haven Farm Home Race Day Fundraiser

In April, Peppercorn joined New Haven Farm Home for a joint fundraiser Race Day. We had a tremendous day and raised much needed funds for our Rural Renal and Cancer Care Transport Program. Our sincere appreciation goes to our sponsors of the event:

Major Sponsor – Race

- Lewcon Air Conditioning
- Hawkesbury Consulting

Major Sponsors - table

- Windsor Leagues
- Ray white North Richmond
- Active Care Network
- Alan & Mel Barry



Rafel Donations

- Harvey Norman McGraths Hill
- H.R Kings Mitre 10
- Eather Group

TREASURER'S REPORT

It is my pleasure to present the financial result for the year ended 30th June 2023.

With COVID now behind us, the business of running Peppercorn operations is back to normal and on plan, finishing with a healthy surplus of \$179K for the year. NSW State, Hawkesbury City Council and Federal Government grants continue to be our major source of income with the resilience grant being the largest contributor to our increased operating revenue. It is pleasing to see our strategy to increase our NDIS presence is working with a small increase in revenue to \$37K.

Total expenses for the year were \$5,090,989, up by 219% on last year due mainly the number of staff employed under the resilience grant.

Net assets at 30th June were valued at \$1,787,297, this strong position will enable Peppercorn to continue forward with the board's strategic plan.

It has been my pleasure to work with the board and Peppercorn staff over the past year and I look forward to seeing the growth will produce over the coming years.



Mary Kinnon
Treasurer

AUDITED FINANCIAL REPORT

The Audited Financial Accounts of Peppercorn Services Incorporated for the financial year 2022-2023 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-Profit Commission (ACNC).

Peppercorn undertakes a strict financial auditing process utilising the expertise of KellyPartners + BergerPiepers, 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 2023 is available on request.

OUR FUNDERS

Family Services	NSW Department of Communities and Justice Targeted Early Intervention Commonwealth Department of Social Services LINCS Volunteer Family Support
Community Aged Care Services	Department of Health: Commonwealth Home Support Program Community Transport Lawns and Home Maintenance Meals Group Social Support Individual Social Support Dietetics (Allied Health)
Transport Services	Transport for NSW Access for people who are transport disadvantaged. NSW Health Health Related Transport
Preparedness and Recovery Services	Resilience NSW Flood Recovery Support Service SoDa Hawkesbury Social Dance Events Wentworth Healthcare Limited Wellbeing Support Service Department of Industry, Science, Energy and Resources Person Centre Emergency Planning
Community and Sector Development	Hawkesbury City Council Hawkesbury Leisure and Learning Centre NSW Council of Social Services NCOSS Sector Capability
Disability Support	National Disability Insurance Scheme Support Coordination

Peppercorn Services Inc.

ABN 34 611 224 255

STATEMENT OF FINANCIAL POSITION

for the Year Ended 30 June 2022

		2023	2022
		\$	\$
ASSETS	Note		
CURRENT ASSETS			
Cash and cash equivalents	6	2,272,399	2,225,771
Trade and other receivables	7	649,785	362,512
Other assets	8	91,962	75,760
TOTAL CURRENT ASSETS		3,014,146	2,664,043
NON-CURRENT ASSETS			
Property, plant and equipment	9	126,276	118,621
TOTAL NON-CURRENT ASSETS		126,276	118,621
TOTAL ASSETS		3,140,422	2,782,664
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	10	1,079,452	1,022,277
Employee benefits	11	200,319	105,602
TOTAL CURRENT LIABILITIES		1,279,771	1,127,879
NON-CURRENT LIABILITIES			
Employee benefits	11	63,364	37,011
TOTAL NON-CURRENT LIABILITIES		63,364	37,011
TOTAL LIABILITIES		1,343,135	1,164,890
NET ASSETS		1,797,287	1,617,774
EQUITY			
Reserves	12	583,377	583,377
Accumulated funds		1,213,910	1,034,397
TOTAL EQUITY		1,797,287	1,617,774

Peppercorn Services Inc.

ABN 34 611 224 255

STATEMENT OF PROFIT AND LOSS AND OTHER COPREHENSIVE INCOME

for the Year Ended 30 June 2023

		2023	2022
		\$	\$
	Note		
Operating revenue	4	5,223,559	3,398,055
Other income	4	46,943	31,254
Employee benefit expenses	5	(3,500,376)	(2,462,520)
Cleaning expenses		(79,440)	(71,177)
Computer expenses		(206,140)	(62,551)
Depreciation and amortisation		(46,601)	(80,908)
Insurance expense		(144,186)	(81,057)
Motor vehicle expenses		(117,549)	(80,733)
Other expenses		(401,650)	(254,132)
Program costs		(533,711)	(373,943)
Rental expense		(53,079)	(94,933)
Utilities expense		(8,257)	(17,779)
		<hr/>	<hr/>
Surplus/(deficit) before income tax		179,513	(150,424)
		<hr/>	<hr/>
Income tax expense		-	-
		<hr/>	<hr/>
Surplus/(deficit) for the year		<u>179,513</u>	<u>(150,424)</u>
		<hr/>	<hr/>
Other comprehensive income for the year, net of tax		-	-
		<hr/>	<hr/>
Total comprehensive income/(loss) for the year		<u>179,513</u>	<u>(150,424)</u>

Peppercorn Services Inc.

ABN 34 611 224 255

STATEMENT OF CASH FLOWS

for the Year Ended 30 June 2023

		2023 \$	2022 \$
CASH FLOWS FROM OPERATING ACTIVITIES:	Note		
Receipts from customers		5,317,502	3,669,082
Payments to suppliers and employees		(5,221,201)	(3,919,209)
Interest received		4,583	3,789
Net cash provided by/(used in) operating activities		<u>100,884</u>	<u>(246,338)</u>
CASH FLOWS FROM INVESTING ACTIVITIES:			
Sale of property plant and equipment			
Purchase of property, plant and equipment		<u>(54,256)</u>	<u>(47,601)</u>
Net cash provided by/(used in) investing activities		<u>(54,256)</u>	<u>(47,601)</u>
Net increase/(decrease) in cash and cash equivalents held		46,628	(293,939)
Cash and cash equivalents at beginning of year		<u>2,225,771</u>	<u>2,519,710</u>
Cash and cash equivalents at end of financial year	6	<u><u>2,272,399</u></u>	<u><u>2,225,771</u></u>
Reconciliation of result for the year to cashflows from operating activities			
Surplus/(Deficit) for the year		179,513	(150,424)
Cash flows excluded from profit attributable to operating activities			
Non-cash flows in profit:			
- depreciation		46,601	80,908
Changes in assets and liabilities:			
- (increase)/decrease in trade and other receivables		(287,273)	(248,694)
- (increase)/decrease in other assets		(16,202)	(20,954)
- increase/(decrease) in income in advance		(140,702)	(165,603)
- increase/(decrease) in trade and other payables		197,877	371,577
- increase/(decrease) in provisions		<u>121,070</u>	<u>(113,148)</u>
Cashflows from/(used in) operations		<u><u>100,884</u></u>	<u><u>(246,338)</u></u>

Peppercorn Services Inc.

ABN 34 611 224 255

STATEMENT OF CHANGES IN FUNDS

for the Year Ended 30 June 2023

	Retained Surplus \$	Reserves (Note 12) \$	Total Funds \$
As at 1 July 2020	1,184,821	583,377	1,768,198
Deficit for the year	(150,424)	-	(150,424)
Other comprehensive income	-	-	-
As at 30 June 2022	1,034,397	583,377	1,617,774
Surplus for the year	179,513	-	179,513
Other comprehensive income	-	-	-
As at 30 June 2023	<u>1,213,910</u>	<u>583,377</u>	<u>1,797,287</u>



Peppercorn

BRINGING THE HAWKESBURY TOGETHER

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