

ANNUAL REPORT 2019







CONTENTS

OUR YEAR OF WORKING TOGETHER	4
VISION – MISSION – CORE VALUES	5
OUR BOARD	6
CHAIRMAN’S REPORT 2019	8
CEO REPORT 2019	10
COMMUNITY ENGAGEMENT	12
DAY PROGRAMS	14
RECREATION	18
ORGANISATIONAL CHART	20
FINANCIAL REPORT YEAR ENDING JUNE 2019	22
MANAGEMENT LETTER	42



Working together. Enriching lives.



185
PARTICIPANTS



7
PROGRAMS



69,555 HOURS
OF SERVICE



153,231
BILLABLE HOURS



78 STAFF
MEMBERS

38.3 FTE STAFF



349 DAYS
OF SUPPORT
PROVIDED



62% MALE AND
38% FEMALE
PARTICIPANTS
IN SERVICE



HUNTINGWOOD
DAY PROGRAM
32 PARTICIPANTS



PROSPECT
DAY PROGRAM
32 PARTICIPANTS



SARGENTS
DAY PROGRAM
20 PARTICIPANTS



MELROSE
DAY PROGRAM
29 PARTICIPANTS



70 ACTIVE
RECREATION
SERVICE
MEMBERS

Vision

Working together to enrich the lives of people with a disability.

Mission

To provide quality services using a holistic and individualised approach that enhances the lives of people with a disability.

Core Values

Dignity – An appreciation of self worth and respect for others

Integrity – being fair in actions and communicating with honesty

Inclusion – working together across the organisation with clients and the community

Excellence – in what we expect of ourselves and others

BOARD PROFILES



DR PETER WELLS

Treasurer

Peter has been a member of Peckys Limited Board of Directors for the past 10 years. Peter is currently a Professor in the Accounting Discipline Group at the University of Technology Sydney. He is also a member of the NSW Regional Council for Chartered Accountants Australia and New Zealand and has been a director of a private company for almost twenty years. Peter has chosen to be part of Peckys Limited Board of directors as he believes in the work and services that are provided to people with disabilities and wants to give something back into the community.



MICHAEL MCKENZIE

Director

Michael is currently consulting to the NDIA on risk and compliance and has over 22 years experience within the financial services industry having started his career with CitiBank in London. Michael previously held the position of Chief Risk Officer for PayPal Australia and a number of roles with the Commonwealth Bank leading large teams within the Banks' Risk and Audit divisions. Michael holds a Bachelor of Commerce (Marketing) degree from the University of Wollongong and is a Member of the Australian Institute of Company Directors. He commenced on the Peckys board in August 2014.

DAVID LAWRENCE

Chairman

I joined the Board in 2008 and was elected Chairman at the 2009 Annual General Meeting. I am a retired police officer with thirty-two years service and the recipient of the National Medal and New South Wales Police Service Medal. After the birth of my disabled son I became acutely aware of the disadvantages faced by people with disabilities, their parents and care givers. I have had the opportunity to meet many other people in a similar situation as my son, many with multiple difficulties as well as their parents and carers. With my personal experience I know the problems we all face and I work towards giving all concerned the best life possible.



PHILLIP KELLY

Director

Phillip has been a Board Member of Peckys for five years. He is a public affairs consultant with respected international firm Newgate Communications. Prior to his current role he held positions including Chief Executive of an organisation providing supported group homes and day programs for adults with intellectual disability, other board positions and senior roles in human services in the not-for-profit and government sectors. Phillip holds a Master of Commerce degree with studies in business management, organisational behaviour, human resources and accounting and is a graduate of the Australian Institute of Company Directors course.



VIVIAN CRONIN

Director

Vivian has been a member of the Peckys Board for three years, bringing over 20 years' experience in both government and the disability/health sectors. She has a keen passion in supporting services for people with disabilities having commenced her career in allied health at Royal North Shore Hospital, Sydney University Pain Management Unit, Royal Rehabilitation Centre, and the Royal NSW Institute for Deaf and Blind Children. She is currently employed in management roles within the NSW government. Vivian holds an Executive Masters in Public Policy (Sydney University), Graduate Certificate of Internal Auditing, and certifications in Business Continuity and Risk Management.



CHAIRMAN REPORT 2019

It is my pleasure to report that we have had another successful year. We are looking fiscally good and are managing the NDIS transition quite well.

This year our CEO Heidi Boardman is enjoying some extended leave so that she can fulfil her dream of the big trip around Australia. Heidi and her husband are now coming towards the end of the trip and are expected back around the new year. We were fortunate to get the services of Rebecca Sobczak to take on the role of CEO during Heidi's absence; she has done a marvellous job aided by the management team. So well done all round for the good work.

A challenge for us this year was the move from Third Avenue, Blacktown to the new site at Huntingwood. Third Avenue was conveniently located but raised concerns for us, particularly for parking our vans. Huntingwood provides much better parking and has a large outdoor area so more varied activities can be planned.

Less daunting for us, we added another Toyota bus to our fleet.

The programs offered to our clients are first class in creating stimulation, interest and good fun. So congratulations goes to the program planners for the thought and innovation that goes into the activities.

The bottom line though, is that no matter what infrastructure Peckys has, it would not be as successful as it is without the right staff. We have the right staff - staff who are well qualified and dedicated to give the best care possible to the clients. After all, the welfare of the people that use our service is paramount and I know our staff go that little bit further to achieve best outcomes. Even when challenged, our staff have responded extremely well and I would like to thank them for a job well done.

DAVID LAWRENCE

Chairman





CEO REPORT 2019

Peckys continues to have a solid presence in the Blacktown area, providing services to approximately 180 people with our Day Programs, Recreation Programs and individual support at home. We have a handful of clients who have been Peckys regulars for over 20 years now and many more who have been with us for more than 10 years. We extend our thanks to them – and everyone who uses Peckys – for continuing to choose us as their provider. We look forward to meeting and exceeding their needs over the coming years.

In late 2018 we successfully moved one of our Day Programs from Third Avenue in Blacktown to Huntingwood. The new location is much more suitable and gives us room to grow. Everyone has settled into the new premises and we have already welcomed some newcomers to the site.

Peckys continues to evolve its processes and people to align with the requirements of the NDIS. In October 2019, we will have our NDIS audit to show we are compliant with the NDIS Practice Standards. Getting ready for the audit has given us the opportunity to review and enhance our practice in the spirit of continuous improvement.

For example, over the past few months we commenced planning so that 80% of Peckys staff complete the NDIS Worker Orientation module before the audit, which will provide a great foundation in what is expected of them under the NDIS. We also set in motion a project to build the role of Team Leaders at each of our Day Programs to become practice leaders, supporting the induction of new staff at their sites and coaching existing staff members.

We are grateful for the support of Western Sydney Business Connect this year. Business Connect provided input on our Business Plan and will deliver a one-day workshop on Complaints and Incident management to our Management



Team and Coordinators in October this year – all at no cost. These opportunities were made possible through funding available to providers like us who continue to build their capacity to meet the requirements of the NDIS.

The organisation again passed audit for ISO:9001 and achieved compliance standards for our two Community Housing properties. These results show we have the right systems and processes in place to support a robust quality management system for Peckys. Thank you to staff across the organisation who supported these events to ensure their success.

Our financial results this year speak to the pressures of adapting the business to the NDIS funding model. This will be a strong focus for us over the next year, so we remain sustainable into the future.

A sincere thank you to all Peckys staff, who continue meet the challenges of a changing sector with good humour and a willingness to get the job done. A highlight was celebrating the 20-year service anniversary for Melissa Terheedge, who started her time with Peckys as a Disability Support Worker and is now Manager, Community Engagement. It's always a pleasure to see people grow with an organisation, and Melissa's passion for her work and Peckys is evident to anyone who speaks to her.

Thanks is also due to the Chairman and our Board of Directors who have supported the governance of Peckys over the past 12 months. It has been exciting to work with such a diverse and passionate group of people who bring a wealth of expertise between them.

I am personally grateful for the support of the Board and the staff during my time relieving for Heidi Boardman who will return to her role in January 2020. With over 10 years of service under her belt, Heidi is taking 10 months off to travel around Australia. It's been a privilege to lead the organisation during her absence and I know she is looking forward to returning to her post.

REBECCA SOBCZAK

CEO



COMMUNITY ENGAGEMENT REPORT 2019

Peckys' supports the principles introduced by the NDIS – to support the lives and give choice and control to all participants with a disability. Whilst the changes are challenging at times, there are so many positive outcomes for people with a disability and their families. As such, we are always looking for opportunities to assist participants and their families to experience greater empowerment, which in turn enables our service to be guided and driven by the participant.

We encourage participants and their families to actively decide how their NDIS plan will work best for them and to discuss this with us. Current and new participants are choosing how they manage their funding packages across different programs. Staff on each program work closely with individuals and their families to design programs of activity responding to the requests for different types of supports.

NDIS process are continually changing for all involved and we are all still learning. I have an active role in attending provider forums to keep on top of changes and this is always helpful in my many conversations with our participants and their families.



Many NDIS reviews are coming up for participants and their families. My role at Peckys can help in preparing for those meetings and attending on the day. This is a part of my role that gives me great pleasure – I genuinely want to support our families to advocate to the NDIS for the best results for their loved ones.

If you have any questions related to the NDIS please contact me. I am more than happy to discuss any issues or concerns you may have about the NDIS and help work out where you need to go for more support.

I am also a member of the Quality Management Committee, which undertakes our own monthly internal audit to check on our compliance systems between audits. This ensures we keep focused on maintaining effective services and systems for all our participants, families and staff.

With my role I work closely with the management team and families to support and engage participants in their growth through the NDIS. With your support, we have seen change and worked through those changes step by step over the past twelve months. We have challenged ourselves to support our participants to be the best that they can be through our effective service of supports.

I would like to thank all the families for their ongoing support and commitment to Peckys Limited. Peckys Management team and staff - without your dedication to Peckys services it would not have been as effective and successful year.

MELISSA TERHEEGDE

Community Engagement Manager





DAY SERVICES REPORT 2019

I am pleased to present Day Services Annual Report for 2019. The report provides an opportunity to reflect on and share some of Day Services' achievements for the year.

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With the advent of the NDIS, Peckys day program has built on the interests of our participants to provide a successful, client-focused service. We have maintained our person-centred approach and focused on the individual goals, needs and wants of all participants.



Day Service is a comprehensive offering that captures personal choice, rights and inclusion (in line with their NDIS funds) by providing in centre supports, in home supports and community access, with programs ranging from one-on-one support to small groups depending on individual funding.

We welcomed two new Coordinators to our sites this year - Sonia Cavero at Melrose and Jessica Portelli at Huntingwood. They have been a great addition to the team of Coordinators leading our Day Services.

Skilled and competent staff are important to providing a quality service. Over the last year we provided training for staff to support participants requiring complex behavioural support. We continued to keep everyone's First Aid up to date and provided Epilepsy and Manual Handling training where required. We commenced planning to deliver more training in the coming months in the NDIS, PEG Feeding and Leadership to name a few areas. We started work with our Team Leaders so they can spend more time supporting our Disability Support Workers. And from October this year, Sargent's will for the first time have a Team Leader supporting the Coordinator for one day per week. We are really excited to see our staff develop and grow, which in turn benefits our participants.

Thank you.

JODIE CARUANA
Day Programs Manager





PROGRAM HIGHLIGHTS AND DETAIL

Many thanks to Peckys staff for their continued patience, positive attitudes and hard work in supporting our participants and management. Special thank you to our participants and care givers.

Huntingwood Day Program

Coordinator: Jessica Portelli

Team Leader: Chloe Dunn

Huntingwood had a very exciting year with growth and the move from our Third Avenue premises to the Huntingwood site. The premises at Huntingwood are a large modern building with individual rooms, a large backyard with an outdoor area and barbeque.

The increasing growth at Huntingwood has allowed our clients to expand the variety of activities and programs they participate in. Our clients enjoyed attending activities such as

Bowling, Casula powerhouse, Featherdale Wildlife Park and club lunches, as well as participating in life skills activities such as cooking, travel training and domestic cleaning.

Huntingwood enjoyed running a pet therapy day on site, inviting peers from across all day programs. The choir program continues to be extremely popular, as it provides sensory stimuli, music and dance, relaxation and performance abilities.



Melrose Day Program

Coordinator: Sonia Cavero

Team Leader: David Shaw

Participants at our Melrose site have taken pleasure being involved in skill-based programs including communication, life, domestic, personal, friendship and social skills.

Melrose continues to coordinate a social skills program called "All about me". This program has been a huge accomplishment and our clients love sharing and recognising self-values, likes and dislikes and who is important in their lives. This program has supported participant contribution and choice in monthly program development and planning.

Our Melrose clients come from a range of culturally diverse backgrounds. We continue to celebrate cultural diversity through programs such as cultural morning tea's, cultural lunches, crafts, music and attending cultural venues. This program gives clients the opportunity to try and prepare

different foods from a range of cultures and learn and experience our countries and world, including Aboriginal awareness and NAIDOC community celebrations.

Exercise is an important part of a healthy lifestyle. Our Melrose clients enjoy going to Pollets, which consist of a self-defence and boxing program, walking programs, dance programs, swimming and sports.



Prospect Day Program

Coordinator: Lisa Oxman

Team Leader: Timothy Williamson

A number of centre-based programs have been operating very successfully at Prospect. The music therapist, Beth, runs a music and drumming group for our clients every second Friday. A cooking program runs every Wednesday and offers our clients an opportunity to participate in living skill activities. Clients can also participate in craft activities that have ranged from origami to puppet making and weaving. Meanwhile, regular science experiments offer an insight into the world as we know it.

For those accessing the community, clients make regular visits to the Secret Garden at Richmond, Merrylands Gardens. Animal-loving clients enjoy their visits to Kellyville Pet Shop (and a big thanks to the staff there for making us feel welcome!). For those who like the great outdoors, bushwalking is a regular feature, as well as BBQs and picnics

at beaches, national parks and botanical gardens. Clients also participate in visits to the sensory room, where they can enjoy a massage and pampering. Other regular activities include visits to cafes, Yogurtland and regional galleries.

A number of special days were celebrated. These included Australia Day, St Patricks Day, NAIDOC week, Melbourne Cup, Halloween, Father's Day and Mother's Day. Special events were held at Easter including Easter craft, cooking and visits to the Easter show. The International Day of People with Disabilities was also celebrated in the local community by participating discos, art shows, lunches and BBQs. Christmas, of course, gave clients an opportunity to immerse themselves in the festive season with craft and music.



Sargents Day Program

Coordinator: Fran Thompson

Team Leader: David Shaw

This year staff and participants at our Sargents site created a picture communication system detailing individual activities and programs that are used on the daily activity board for clients to see. This communication system has worked wonders with assisting the organization of the day for staff and clients. This has also assisted in behaviour management with the reduction of anxiety and increase opportunity of choice.

As always, Sargents enjoyed planning and inviting their peers from the other Peckys Day Services sites for combined events such as a Valentine's Ball, St Patricks Day celebrations and a good old-fashioned Bush Dance. Clients participate in craft activities in the lead up to these events to create for props and decorations for the party. Staff member Amanda Morris is always keen to dress up in fancy dress for the occasion providing some fantastic photo opportunities.

Recycling, reusing and re-purposing was the theme for group art and craft activities. With the leftover hay that was purchased for the Bush Dance photo booth, the group made a large scarecrow for the garden. Large sheets of cardboard were created into props for parties, and a collection of coloured plastic bottle tops was used to create a mosaic butterfly wall hanging. Two large art canvases were re-used by the group. They were repainted and decorated into to new art artworks which now proudly hang in the foyer at the Sargents Centre.

The Sensory Garden has provided a space for plants and gardening activities to improve the mind, body and spirit of clients, whether the involvement is active or passive. The group planted and nurtured flowers, herbs and seedlings. A favourite activity is planting pumpkin seeds then watering and pollinating the flowers on the vines to grow pumpkins. Staff and clients check on the progress of the growing pumpkins regularly as the fully-grown pumpkins are eventually harvested and used in cooking programs – everyone liked the pumpkin soup.

Networking with other organisations in the community has been beneficial to clients to enable them to achieve their goals of forming, building and maintaining friendships, development of social skills and trying new experiences. The group attended NADO for Friendship Day Discos, Meals on Wheels Blacktown and Mt Druitt for games and lunch, Blacktown Area Community Centres for exercise programs and Cerebral Palsy Alliance for work experience at Packforce.

Another favourite is accessing and participating in community events around Sydney such as International Day of People with a Disability, Seniors Festivals, NAIDOC Week, Disability Expos, Blacktown Festival activities, Cherry Blossom Festival, Sculptures by the Sea with a guided tactile tour and Whale Watching. These events are educational and provide information about other services offered in the community.



RECREATION SERVICES REPORT 2019

In 2019 both Recreation Services, Viva Vibes and TNC, continue to grow into dynamic and robust programs. Their success lies in maintaining inspiring, inclusive and person-centred programs that extend the social and life skills of our participants.

On occasion we combine members of both programs to encourage friendships to develop across the services. Through careful planning and staff assistance, members are guided to build their confidence in approaching a potential friend. This has led to new friendships that continue inside and outside the program.

Every Tuesday night our TNC members get together for a range of activities. It is a huge social atmosphere where new friendships are made, and existing friendships developed. On the last Tuesday of every month we continue to host the TNC disco at Blacktown Workers Club for members, which also welcomes visitors from other disability organisations. Each event has a different theme which gives members the opportunity to dress up, dance and mingle. The Board and Management at Blacktown Workers Club has shown great generosity and kindness in making the Ballroom affordable for our event. Thank you!

Pecky's also offers long domestic or international holidays, short trips away and overnight sleepovers. One of the major highlights from 2018/19 was an 8-day trip to Hong Kong.



This trip was packed with adventure and members enjoyed once in a lifetime cultural experiences like:

- Disneyland & Adventure Land
- Buddha & Lantau Island Tour
- Macau Tour
- Stanley Markets
- Day Tours Visiting Historical Sights and Mountains
- Swimming
- Dining out, entertainment, restaurants

This trip consisted of tours and sightseeing adventures that pushed many of us out of our comfort zone. On our last evening in Hong Kong we all got quite teary. As we all sat outside by the pool, I expressed to each member how far I thought they have come since joining this program. This led to each person reflecting back to the group about what they believe they have gained and how much they have grown since their time with the program. No wonder we were teary!

Our Recreation Services can also provide more individualised plans by working together with a member to design a program specific to their needs, interests and goals. These individualised programs allow the person to follow or fulfil their passion or hobby like fishing, joining a bowling tournament, or cooking and meal preparation...the list goes on. For example, we are currently supporting one member to sit for his driver's test by helping him prepare for the theory exam.

The success of Viva Vibes and TNC is a result of the ongoing support of management and the enthusiasm and dedication from staff. I would also like to thank the members and their families for making this program a positive experience for all.

I'm looking forward to an inspiring and adventurous year ahead. We look forward to the ongoing success of Pecky's Recreation programs.

Keep living the dream.

ANDREANA YOUNG

Recreation Services Manager



BOARD OF DIRECTORS

ORGANISATIONAL SUPPORT

Alison Ayre
Office Administrator

Book Keeping
**Accounts &
Asset Register**
Fleet Management
**Administration
& Reception**

Rebecca Sobczak
Chief Executive Officer
(Relieving for Heidi Boardman)

ORGANISATIONAL SUPPORT

Melissa Terheegde
*Community Engagement
Manager*

**NDIS Organisational
Development**
Stakeholder Engagement
Marketing and Promotion
Systems Development

DISABILITY SERVICES

Jodie Caruana
Day Programs Manager

Melrose Site | **Blacktown Site** | **Prospect Site** | **Sargents Site**

DISABILITY SERVICES

Andreana Young
Recreation and Out of Hours Manager

Weekend Recreation Programs | **Community Integration** | **Social Skill Development**

COMMUNITY SUPPORT

Roslyn Gleeson
Community Liaison Officer

Community Housing | **Recruitment** | **Training** | **RTW Co-ordinator**





"We appreciate the respect and support shown to our loved one at Peckys. A big thank you."



"Peckys respect's staff and client's rights."

"Peckys provides a good work life balance."

"Peckys staff are easily approachable. Very happy with service. I have always found all the staff go beyond their duty of care for client and myself."



"We appreciate the caring and assistance provided by all Peckys staff."

"I feel very valued in my role."



"Peckys staff are easily approachable. Very happy with service. I have always found all the staff go beyond their duty of care for client and myself."



FINANCIAL REPORT
YEAR ENDING
JUNE 2019



**PECKY'S LIMITED
(A COMPANY LIMITED BY GUARANTEE)
ABN 58 002 640 593**

**FINANCIAL REPORT
FOR THE YEAR ENDED
30 JUNE 2019**

**Liability limited by a scheme approved under
Professional Standards Legislation**

PECKY'S LIMITED
(A COMPANY LIMITED BY GUARANTEE)
ABN 58 002 640 593

DIRECTORS' REPORT

Your directors present their report on the company for the financial year ended 30 June 2019.

The names of the directors in office at any time during, or since the end of, the year are:

David Lawrence
Dr Peter Wells
Vivian Cronin
Phillip Kelly
Michael McKenzie

Directors have been in office since the start of the financial year to the date of this report unless otherwise stated.

The profit of the company for the financial year after providing for income tax and eliminating minority equity interests amounted to \$22,706.

No significant changes in the company's state of affairs occurred during the financial year.

The principal activities of the company during the financial year were provider of services to disabled and frail aged people..

No significant change in the nature of these activities occurred during the year.

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the company, the result of those operations, or the state of affairs of the company in future financial years.

Likely developments in the operations of the company and the expected results of those operations in future financial years have not been included in this report as the inclusion of such information is likely to result in unreasonable prejudice to the company.

The company's operations are not regulated by any significant environmental regulation under a law of the Commonwealth or of a State or Territory.

No dividends were paid during the year and no recommendation is made as to the dividends.

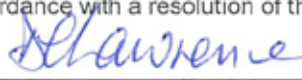
No indemnities have been given or insurance premiums paid, during or since the end of the financial year, for any person who is or has been an officer or auditor of the company.

Auditors' Independence Declaration

A copy of the auditors' independence declaration as required under section 307C of the Corporations Act 2001 is set out on page 2.

Signed in accordance with a resolution of the Board of Directors:

Director:



David Lawrence

Director:



Dr Peter Wells

Dated this 23 day of October 2019

PECKY'S LIMITED
(A COMPANY LIMITED BY GUARANTEE)
ABN 58 002 640 593

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2019

	Note	2019 \$	2018 \$
Income			
Revenue	3	4,775,778.18	4,265,058.93
Other income	3	28,813.06	2,939.84
		<u>4,804,591.24</u>	<u>4,267,998.77</u>
Expenditure			
Advertising expenses		(12,040.13)	(795.45)
Auditors' remuneration	4	(7,100.00)	(6,054.55)
Depreciation and amortisation expenses		(93,937.85)	(84,159.58)
Employee benefits expenses		(3,369,482.26)	(2,900,045.92)
Other expenses		<u>(1,299,324.63)</u>	<u>(1,195,370.80)</u>
		<u>22,706.37</u>	<u>81,572.47</u>
Profit for the year	5	<u>22,706.37</u>	<u>81,572.47</u>
Total comprehensive income for the year		<u>22,706.37</u>	<u>81,572.47</u>

The accompanying notes form part of these financial statements.

PECKY'S LIMITED
(A COMPANY LIMITED BY GUARANTEE)
ABN 58 002 640 593

STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2019

	Note	2019 \$	2018 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	6	1,237,866.42	1,330,939.86
Trade and other receivables	7	207,019.57	60,610.49
Other current assets	8	-	27,951.15
TOTAL CURRENT ASSETS		<u>1,444,885.99</u>	<u>1,419,501.50</u>
NON-CURRENT ASSETS			
Property, plant and equipment	9	429,012.87	390,565.66
TOTAL NON-CURRENT ASSETS		<u>429,012.87</u>	<u>390,565.66</u>
TOTAL ASSETS		<u>1,873,898.86</u>	<u>1,810,067.16</u>
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	10	182,384.68	163,533.85
Borrowings	11	1,772.85	5,660.13
Provisions	12	487,196.12	463,655.66
Other current liabilities	13	2,621.32	-
TOTAL CURRENT LIABILITIES		<u>673,974.97</u>	<u>632,849.64</u>
TOTAL LIABILITIES		<u>673,974.97</u>	<u>632,849.64</u>
NET ASSETS		<u>1,199,923.89</u>	<u>1,177,217.52</u>
EQUITY			
Reserves	14	47,525.00	47,525.00
Retained earnings	15	1,152,398.89	1,129,692.52
TOTAL EQUITY		<u>1,199,923.89</u>	<u>1,177,217.52</u>

The accompanying notes form part of these financial statements.

PECKY'S LIMITED
(A COMPANY LIMITED BY GUARANTEE)
ABN 58 002 640 593

STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2019

	Note	Retained earnings \$	General Reserve \$	Total \$
Balance at 1 July 2017		1,048,120		1,048,120
Opening balance for the year			47,525	47,525
Profit attributable to equity shareholders		81,572		81,572
Balance at 30 June 2018		1,129,693	47,525	1,177,218
Profit attributable to equity shareholders		22,706		22,706
Balance at 30 June 2019		1,152,399	47,525	1,199,924

The accompanying notes form part of these financial statements.

PECKY'S LIMITED
(A COMPANY LIMITED BY GUARANTEE)
ABN 58 002 640 593

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2019

		2019 \$	2018 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from customers		4,768,895.00	4,240,250.00
Payments to suppliers and employees		(4,778,154.00)	(4,054,961.00)
Interest received		19,757.00	21,832.00
Net cash provided by operating activities	16	<u>10,498.00</u>	<u>207,121.00</u>
CASH FLOWS FROM INVESTING ACTIVITIES			
Proceeds from sale of property , Plant & equipment		15,951.00	6,818.00
Payments for plant and equipment		(119,523.00)	(69,100.00)
Net cash provided by (used in) investing activities		<u>(103,572.00)</u>	<u>(62,282.00)</u>
Net increase in cash held		(93,074.00)	144,839.00
Cash at beginning of financial year		1,330,940.00	1,186,101.00
Cash at end of financial year	6	<u>1,237,866.00</u>	<u>1,330,940.00</u>

The accompanying notes form part of these financial statements.

PECKY'S LIMITED
(A COMPANY LIMITED BY GUARANTEE)
ABN 58 002 640 593

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2019

The financial reports cover Pecky's Limited (A Company Limited by Guarantee) as an individual entity. Pecky's Limited (A Company Limited by Guarantee) is a not for profit Limited by Guarantee company incorporated and domiciled in Australia.

The functional and presentation currency of Pecky's Limited (A Company Limited by Guarantee) is Australian dollars.

Comparatives are consistent with prior years, unless otherwise stated.

1 Basis of Preparation

The financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards, Australian Accounting Interpretations and the other authoritative pronouncements of the Australian Accounting Standards Board (AASB) and the Corporations Act 2001.

These financial statements and associated notes comply with International Financial Reporting Standards as issued by the International Accounting Standards Board.

The financial statements have been prepared on an accruals basis and are based on historical costs modified, where applicable, by the measurement at fair value of selected non current assets, financial assets and financial liabilities.

The significant accounting policies adopted in the preparation of these financial statements are presented below and are consistent with prior reporting periods unless otherwise stated .

2 Summary of Significant Accounting Policies

Property, Plant and Equipment

Each class of property, plant and equipment is carried at cost or fair value as indicated less, where applicable, any accumulated depreciation and impairment losses.

Property

Freehold buildings are shown at cost value.

PECKY'S LIMITED
(A COMPANY LIMITED BY GUARANTEE)
ABN 58 002 640 593

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2019

Plant and equipment

Plant and equipment are measured on the cost basis less depreciation and impairment losses.

The carrying amount of plant and equipment is reviewed annually by directors to ensure it is not in excess of the recoverable amount from these assets. The recoverable amount is assessed on the basis of the expected net cash flows that will be received from the assets' employment and subsequent disposal. The expected net cash flows have been discounted to their present values in determining recoverable amounts.

The cost of fixed assets constructed within the company includes the cost of materials, direct labour, borrowing costs and an appropriate proportion of fixed and variable overheads.

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the company and the cost of the item can be measured reliably. All other repairs and maintenance are charged to the income statement during the financial period in which they are incurred.

Increases in the carrying amount arising on revaluation of land and buildings are credited to a revaluation reserve in equity. Decreases that offset previous increases of the same asset are charged against fair value reserves directly in equity; all other decreases are charged to the income statement. Each year the difference between depreciation based on the revalued carrying amount of the asset charged to the income statement and depreciation based on the asset's original cost is transferred from the revaluation reserve to retained earnings.

Depreciation

The depreciable amount of all fixed assets including building and capitalised lease assets, but excluding freehold land, is depreciated on a straight line basis over the asset

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at each balance sheet date.

An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains or losses are included in the income statement. When revalued assets are sold, amounts included in the revaluation reserve relating to that asset are transferred to retained earnings.

PECKY'S LIMITED
(A COMPANY LIMITED BY GUARANTEE)
ABN 58 002 640 593

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2019

Employee Benefits

Provision is made for the company's liability for employee benefits arising from services rendered by employees to balance date. Employee benefits that are expected to be settled within one year have been measured at the amounts expected to be paid when the liability is settled.

Employee benefits payable later than one year have been measured at the present value of the estimated future cash outflows to be made for those benefits. Those cashflows are discounted using market yields on national government bonds with terms to maturity that match the expected timing of cashflows.

Provisions

Provisions are recognised when the company has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured.

Provisions are measured at the present value of management's best estimate of the outflow required to settle the obligation at the end of the reporting year. The discount rate used is a pre-tax rate that reflects current market assessments of the time value of money and the risks specific to the liability. The increase in the provision due to the unwinding of the discount is taken to finance costs in the statement of other comprehensive income.

Cash and Cash Equivalents

Cash and cash equivalents comprises cash on hand, demand deposits and short-term investments which are readily convertible to known amounts of cash and which are subject to an insignificant risk of change in value.

PECKY'S LIMITED
(A COMPANY LIMITED BY GUARANTEE)
ABN 58 002 640 593

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2019

Revenue and Other Income

Revenue is recognised when the amount of the revenue can be measured reliably, it is probable that economic benefits associated with the transaction will flow to the company and specific criteria relating to the type of revenue as noted below, has been satisfied.

Revenue is measured at the fair value of the consideration received or receivable and is presented net of returns, discounts and rebates.

Interest revenue

Interest revenue is recognised using the effective interest rate method.

Rendering of services

Revenue in relation to rendering of services is recognised depends on whether the outcome of the services can be measured reliably. If this is the case then the stage of completion of the services is used to determine the appropriate level of revenue to be recognised in the period. If the outcome cannot be reliably measured then revenue is recognised to the extent of expenses recognised that are recoverable.

Other income

Other income is recognised on an accruals basis when the company is entitled to it.

Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Tax Office. In these circumstances, the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense. Receivables and payables in the balance sheet are shown inclusive of GST.

Comparative Amounts

Comparatives are consistent with prior years, unless otherwise stated.

Where a change in comparatives has also affected the opening retained earnings previously presented in a comparative period, an opening statement of financial position at the earliest date of the comparative period has been presented.

PECKY'S LIMITED
(A COMPANY LIMITED BY GUARANTEE)
ABN 58 002 640 593

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2019

	2019 \$	2018 \$
3 Revenue and Other Income		
Revenue		
Sales revenue:		
Rendering of services	4,567,614.69	4,033,578.03
Other revenue:		
Fees & Subscriptions	186,042.11	190,988.44
Interest received	19,757.18	21,832.46
Other revenue	2,364.20	18,660.00
	<u>208,163.49</u>	<u>231,480.90</u>
Total revenue	<u>4,775,778.18</u>	<u>4,265,058.93</u>
Other income		
Profit on Sale of Non-current Assets	28,813.06	2,939.84
Total other income	<u>28,813.06</u>	<u>2,939.84</u>
Other revenue from:		
Fees Received	186,042.11	190,988.44
Total Other revenue	<u>186,042.11</u>	<u>190,988.44</u>
Interest revenue from:		
Interest Received	19,757.18	21,832.46
Total interest revenue on financial assets not at fair value through profit or loss	<u>19,757.18</u>	<u>21,832.46</u>
Other revenue from:		
Management Fees Received	2,324.20	18,615.00
Sundry Income	40.00	45.00
Total other revenue	<u>2,364.20</u>	<u>18,660.00</u>
4 Auditors' Remuneration		
Auditor's Remuneration		
Auditor's Remuneration	<u>7,100.00</u>	<u>6,054.55</u>

PECKY'S LIMITED
(A COMPANY LIMITED BY GUARANTEE)
ABN 58 002 640 593

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2019

	2019 \$	2018 \$
5 Profit for the year		
The result for the year was derived after charging / (crediting) the following items:		
Profit before income tax from continuing operations includes the following specific expenses:		
Expenses		
Depreciation of property, plant and equipment	93,937.85	84,159.58
Revenue and Other Income		
Profit on Sale of Non-current Assets	28,813.06	2,939.84
6 Cash and Cash Equivalents		
Current		
Petty Cash Imprest	4,025.90	4,614.05
Deposits	15,757.50	12,375.00
Cash Management Account	525,607.17	577,282.47
Cash at Bank	164,632.36	130,236.80
Electronic Clearing Ac	(105,848.70)	976.30
Term Deposit	540,000.00	551,633.89
Westpac Bank Guarantee	92,475.00	52,600.00
Administration	1,217.19	1,221.35
	<u>1,237,866.42</u>	<u>1,330,939.86</u>
Reconciliation of cash		
Cash at the end of the financial year as shown in the statement of cash flows is reconciled to the related items in the balance sheet as follows:		
Petty Cash Imprest	4,025.90	4,614.05
Deposits	15,757.50	12,375.00
Cash Management Account	525,607.17	577,282.47
Cash at Bank	164,632.36	130,236.80
Electronic Clearing Ac	(105,848.70)	976.30
Term Deposit	540,000.00	551,633.89
Westpac Bank Guarantee	92,475.00	52,600.00
Administration	1,217.19	1,221.35
	<u>1,237,866.42</u>	<u>1,330,939.86</u>

PECKY'S LIMITED
(A COMPANY LIMITED BY GUARANTEE)
ABN 58 002 640 593

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2019

	2019 \$	2018 \$
7 Trade and Other Receivables		
Current		
Sundry Debtors	2,117.21	2,681.73
Trade Debtors	204,902.36	56,315.55
GST Payable	-	1,613.21
	<u>207,019.57</u>	<u>60,610.49</u>

The carrying value of trade receivables is considered a reasonable approximation of fair value due to the short term nature of the balances.

8 Other Assets		
Current		
Prepaid Expenses	<u>-</u>	<u>27,951.15</u>

PECKY'S LIMITED
(A COMPANY LIMITED BY GUARANTEE)
ABN 58 002 640 593

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2019

	2019 \$	2018 \$
9 Property, plant and equipment		
Land and Buildings		
Property Improvements	28,750.19	28,750.19
Less: Accumulated Depreciation	(18,656.90)	(16,133.66)
Buildings - at cost	194,011.96	194,011.96
Less: Accumulated Depreciation	(137,988.51)	(134,360.91)
	<u>66,116.74</u>	<u>72,267.58</u>
Total Land and Buildings	<u>66,116.74</u>	<u>72,267.58</u>
 Plant & Equipment - at cost	 98,479.17	 98,479.17
Less: Accumulated Depreciation	(96,435.73)	(95,924.89)
	<u>2,043.44</u>	<u>2,554.28</u>
 Motor Vehicles - at cost	 832,825.09	 801,712.18
Less: Accumulated Depreciation	(503,191.14)	(520,919.36)
	<u>329,633.95</u>	<u>280,792.82</u>
 Office Furniture & Equipment - at cost	 55,323.36	 55,323.36
Less: Accumulated Depreciation	(54,704.79)	(54,595.59)
	<u>618.57</u>	<u>727.77</u>
 Furniture & Fittings - at cost	 32,839.86	 32,839.86
Less: Accumulated Depreciation	(31,289.54)	(30,901.94)
	<u>1,550.32</u>	<u>1,937.92</u>
 Floor Coverings - at cost	 6,136.73	 6,136.73
Less: Accumulated Depreciation	(5,704.67)	(5,648.99)
	<u>432.06</u>	<u>487.74</u>
 Playground Improvements - at cost	 139,096.03	 139,096.03
Less: Accumulated Depreciation	(110,478.24)	(107,298.48)
	<u>28,617.79</u>	<u>31,797.55</u>
Total Plant and Equipment	<u>362,896.13</u>	<u>318,298.08</u>
Total Property, Plant and Equipment	<u>429,012.87</u>	<u>390,565.66</u>

PECKY'S LIMITED
(A COMPANY LIMITED BY GUARANTEE)
ABN 58 002 640 593

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2019

	2019 \$	2018 \$
10 Trade and Other Payables		
Current		
Sundry Creditors and Accruals	4,900.00	4,500.00
Trade Creditors	97,218.27	92,941.79
Other Creditors - Grant Repayment	42,508.56	42,508.56
GST Payable	278.07	-
Superannuation Payable	37,479.78	23,583.50
	<u>182,384.68</u>	<u>163,533.85</u>
Trade and other payables are unsecured, non interest bearing and are normally settled within 30 days. The carrying value of trade and other payables is considered a reasonable approximation of fair value due to the short term nature of the balances.		
11 Borrowings		
Current		
Loans - WBC Mastercard	1,772.85	5,660.13
Total current borrowings	<u>1,772.85</u>	<u>5,660.13</u>
	<u>1,772.85</u>	<u>5,660.13</u>
12 Provisions		
Provision for Annual Leave	148,013.07	166,314.65
Provision for Long Service Leave	204,924.14	180,382.35
Provision for Sick Leave	134,258.91	116,958.66
	<u>487,196.12</u>	<u>463,655.66</u>
Total provisions	<u>487,196.12</u>	<u>463,655.66</u>
Analysis of Total Provisions		
Current	487,196.12	463,655.66
	<u>487,196.12</u>	<u>463,655.66</u>

PECKY'S LIMITED
(A COMPANY LIMITED BY GUARANTEE)
ABN 58 002 640 593

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2019

	2019 \$	2018 \$
13 Other Liabilities		
Current		
Grants in Advance	2,621.32	-
14 Reserves		
General Reserve		
Opening Balance for the year	47,525.00	47,525.00
15 Retained Earnings		
Retained earnings at the beginning of the financial year	1,129,692.52	1,048,120.05
Net profit attributable to members of the company	22,706.37	81,572.47
Retained earnings at the end of the financial year	1,152,398.89	1,129,692.52
16 Cash Flow Information		
Reconciliation of Cash Flow from Operations with Profit after Income Tax		
Profit after income tax	22,706.37	81,572.47
Non-cash flows in profit		
Depreciation	93,937.85	84,159.58
Net gain on disposal of investments	(28,813.06)	(2,939.84)
Changes in assets and liabilities, net of the effects of purchase and disposal of subsidiaries		
(Increase)/decrease in other assets	27,951.15	(27,951.15)
(Increase)/decrease in trade and other receivables	(146,409.08)	25,825.91
Increase/(decrease) in trade and other payables	14,962.85	6,654.66
Increase/(decrease) in provisions	23,540.46	45,480.82
Increase/(decrease) in other liabilities	2,621.32	(5,681.77)
Cash Flow From Operations	10,497.86	207,120.68

PECKY'S LIMITED
(A COMPANY LIMITED BY GUARANTEE)
ABN 58 002 640 593

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2019

	2019	2018
	\$	\$

17 Statutory Information

The registered office of the company is:

Pecky's Limited
(A Company Limited by Guarantee)

Reservoir Road in the grounds of Prospect Reservoir

The principal place of business is:

Reservoir Road in the grounds of Prospect Reservoir

PECKY'S LIMITED
(A COMPANY LIMITED BY GUARANTEE)
ABN 58 002 640 593

DIRECTORS' DECLARATION

The directors of the company declare that:

1. The financial statements and notes, as set out on pages 1 to 17, for the year ended 30 June 2019 are in accordance with the Corporations Act 2001 and:
 - (a) comply with Accounting Standards, which, as stated in basis of preparation Note 1 to the financial statements, constitutes explicit and unreserved compliance with International Financial Reporting Standards (IFRS); and
 - (b) give a true and fair view of the financial position and performance of the company.
2. In the directors' opinion, there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board of Directors.

Director: 
David Lawrence

Director: 
Dr Peter Wells

Dated this 23 day of October 2019

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Chartered Accountants and Business Advisors
Ross Fowler B.Comm. FCA ABN | 96 769 893 959

PECKYS LIMITED

AUDITORS' REPORT TO THE MEMBERS

Opinion

We have audited the financial report of Peckys Limited, which comprises the statement of financial position as at 30 June, 2019, the statement of profit or loss and other comprehensive income, statement of changes in Equity, statement of cash flows, notes comprising a summary of significant accounting policies and other explanatory information, and the directors' declaration.

In our opinion the financial report of Peckys Limited is in accordance with Corporations Act 2001, including:

- (i) giving a true and fair view of the Company's financial position as at 30th June, 2019 and of its performance for the year ended on that date: and
- (ii) complying with Australian Accounting Standards – Reduced Disclosure Requirements and Corporations Regulations 2001

Basis of Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the company in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 10: Code of Ethics for Professional Accountants (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Information Other than the Financial Report and Auditor's Report Thereon

The directors are responsible for the other information. The other information comprises the information included in the company annual report for the year ended 30 June 2019, but does not include the financial report and our auditor's report thereon. Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon. In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibility of the Directors for the Financial Report

The directors of the company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards – Reduced Disclosure Requirements and the Corporations Act 2001 and for such internal control as the directors determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.



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In preparing the financial report, the directors are responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern, and using the going concern basis of accounting unless the directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so

Auditor's Responsibility for the Audit of the Financial Report

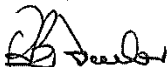
Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the committee.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

ROSS FOWLER & CO
CHARTERED ACCOUNTANTS



R.B. Fowler

11 Tindale Street Penrith NSW 2750

Dated: 23rd of October 2019



peckys.org.au

Working Together to Enrich Lives

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