

Artist: Ben Evans
Title: Celestial Heights
Year: 2020
Medium: Acrylic paints



Annual Report 2020 - 2021



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Accessaustraliagroup



Accessaustraliagroupltd



Our Purpose

Provide meaningful participation, training and employment opportunities for people living with disability or disadvantage.

Our Vision

Employment for people living with disability or disadvantage.

Artist: Yvette Adamson
Title: Zen Cat
Year: 2020
Medium: Acrylic paints

Board Chair Report



The bad news is CoViD continues. The good news is that AAG continues...to strive, to change, to adapt, to be positive, in supporting people with disability in our community. Everyone has had to confront ongoing challenges from CoViD throughout 2020-2021. As people, we remind each other to rejoice in small wonders; take pleasure in our connections with others; work hard to remember that this effects different people in different ways and make allowances for that; and hold tightly onto our calm. I am immensely grateful to all those people making really difficult decisions for the public health of our community; and to the battalions of unsung heroes... cleaners, stockers of masks and sanitiser, food growers and freight deliverers. They enable us to stay safely at home when we need to.

In the last year we have welcomed Lauren Ross and Elizabeth Clear to the Board. Between them they bring skills in finance and primary health. Importantly, they bring lived experience of disability, and a younger demographic to our Board profile. Already they are making a significant contribution to the discussions and deliberations of the Board, each from their different perspectives.

Much of the Board work in this last year has been supporting our staff as they have had to change priorities, services, and work practices, then change again, and then again, to keep delivering. This has meant a degree of staying out of their way. We are proud of our staff - the resilience they continue to show as they have to adapt and change, and the continued focus on our clients needs. It is hard to stay positive and forward thinking at such times, but they just keep on keeping on.

Major changes in Government policy and procedures in nearly all our areas of activity are taking significant resources, to ensure AAG is well positioned to best implement those changes for the benefit of our supported employees. Structural adjustments to our financial model will continue as AAG adjusts to the new opportunities.

Our optimism and drive is unchanged, and we look forward to the future with determination and resolve.

Prue Mansfield
Chair

Prue Mansfield
Board Chair - Access Australia Group



Artist: Yvette Adamson
Title: Lazy Foxes
Year 2020
Medium: Acrylic

CEO Annual Report



In reviewing my CEO report from 2019-2020, I realised it was written in the hope that 2021 would look quite different. We had dreams of a year without lockdowns, disruptions to the business, a smooth vaccination roll out and a picture of business as usual. Unfortunately, it hasn't quite panned out that way, but we remain ever hopeful.

We commenced the 2020-2021 financial year in a second wave lockdown that had far reaching consequences, particularly for our staff in Melbourne who were experiencing the strictest restrictions in Australia. Where possible, we pivoted our service delivery, moving training courses online, servicing JobSeekers remotely, focusing on pre-cooked packaged meals rather than business catering and managing Corporate functions with staff working from home.

The Social Enterprises were hardest hit from a financial perspective with the required closures of PepperGreen Farm and the temporary suspensions of work for our Supported Employees. Coupled with the slow creep out of lockdown and the restricted visitor numbers onsite, it continues to be a challenging situation to manage.

There is light at the end of the tunnel; the implementation of the Victorian Government's Procurement Framework and increased partnership activity initiated by the Social Enterprises Network of Victoria and Social Traders, we are optimistic that the future will herald partnership opportunities, growth and security of business for Social Enterprises.

In previous reports, AAG has heralded the individual achievements of each of our Program Areas, however this year, with such a focus on 'surviving' the COVID environment, our staff, participants and volunteers are to be congratulated for holding on and hanging in, in what has been a relentless and tiring year. There has been very little opportunity for doing much more than maintaining the status quo.

However, we look forward with great anticipation to the 2021-22 financial year; one that will be focused on resilience, programmatic remodeling, and organisational change as we review the way we work in order to meet the new environment that we are now faced with.

Significant changes are occurring across the sector with regards to NDIS pricing structures that will shape the way we do business; we see these changes as opportunities to refine the work that we are doing to increase our offerings to the community.

In summary, despite the year that has been, I want to thank and congratulate the Board Directors and staff for the levels of support they have provided me and each other. I particularly want to make special mention to our Supported Employees and Social Inclusion participants who have endured the biggest challenges with service closures and an extremely disrupted year – and yet, they come back smiling and beaming and giving us all the lift we need to carry on.

As with every year that comes to an end, we look forward to the coming year with a sense of hope, optimism and a steely resolve to focus on what we have, what we can achieve and what we can offer our community and our people!

Best wishes

Liz March

Chief Executive Officer - Access Australia Group





Artist: Caroline Carey
Title: Bright Flowers
Year 2021
Medium: Acrylic paint

Bendigo Deaf Hub Report

“A world free of barriers”



- Deaf Hub Bendigo has been working hard to empower Deaf, Hard of Hearing (H.O.H), Deaf-Blind, CODA (Child/ren of Deaf adult), and families overcoming daily barriers; achieve their life goals by supporting, advocating, reducing barriers and isolation. We strive to ensure our members are empowered, included and achieve personal growth.
- Successful programs delivered during the 2020 - 2021 Financial Year include:
 - Deaf long lunch
 - Mental health retreat
 - Deaf awareness training with a number of organisations, secondary and primary schools, small and large organisation, and childcare centres.
- Auslan courses:
 - Community course
 - Toddler course
 - Delivering courses to childcare centres in Shepparton and Bendigo (day and night courses)
- One on one Auslan in the home course for Deaf children and adults to learn their language and identity.
- A number of deaf led community courses and events have been hugely successful including Deafhood, Yoga, Art, Fishing, Skillshed, Screen printing workshop, P.O.D (parent of the deaf support groups), in collaboration with other deaf services/organisations.
- The Deaf Hub, in partnership with Deaf Victoria, hosted, *Know Your Rights and Advocacy Workshops* alongside monthly coffee clubs in both Bendigo and Shepparton.
- Proudly collaborating with primary and secondary schools that have deaf facilities or deaf children in their schools that need support and advocacy, we now host sport clinics that are led by deaf sporting clubs, a role model program to help inspire deaf children to aspire, this is also deaf led. Asphyxia, a well know artist and author and award winning author visited these children and had a Q & A session.
- Deaf Documentary is our biggest project to help empower deaf and HOH community members in regional Victoria voice their barriers and struggles, this is now in editing phase, Deaf Hub collaborated with Auslan Consultancy to film and produce this project. We travelled regional Victoria to hear their stories.
- The Deaf Hub gained some great media exposure throughout the year, particularly in the Shepparton News; the articles - “The Deaf Community Desperate for more Help” and “a Documentary to share insights of Deaf Community” can be viewed for more information via the papers’ archived records.
- A lot of great articles and pictures are on our Facebook page and more details of what we have done is all documented there.
- The Deaf Hub collaborated with Access Skills Training to deliver a number of courses in Auslan. The Auslan delivery of HLTAID011 Provide First Aid and CPCCWHS1001 - Prepare to work safely in the construction industry, ensured community members were able to upskill and gain qualifications in their own language which was a significant confidence boost to those who participated.

Elise Stewart
Operations Manager - The Deaf Hub





*Xavier Middleton
Access Employment Enterprises team member*

Quality and Compliance Team Report



Quality and Compliance internal audits completed for the Financial Year:

- AST Student and Course Files
- Australian Skills Quality Authority
- Child Safety Principles
- Child Safety Standards
- Essential Safety Measures
- Food Safety
- National Disability Insurance Scheme Practice Standard
- National Standards for Disability Services
- OHS Internal audits
- Skills First Audits

Quality and Compliance external audits completed for the Financial Year:

- National Standards for Disability Services Reaccreditation audit
- Skills First Funding Contract External Audit
- NDIS Quality & Safeguarding 2020

Created thirty nine new AAG policies and thirty three new AAG procedures.

Reviewed fifty seven AAG policies and fifty procedures.

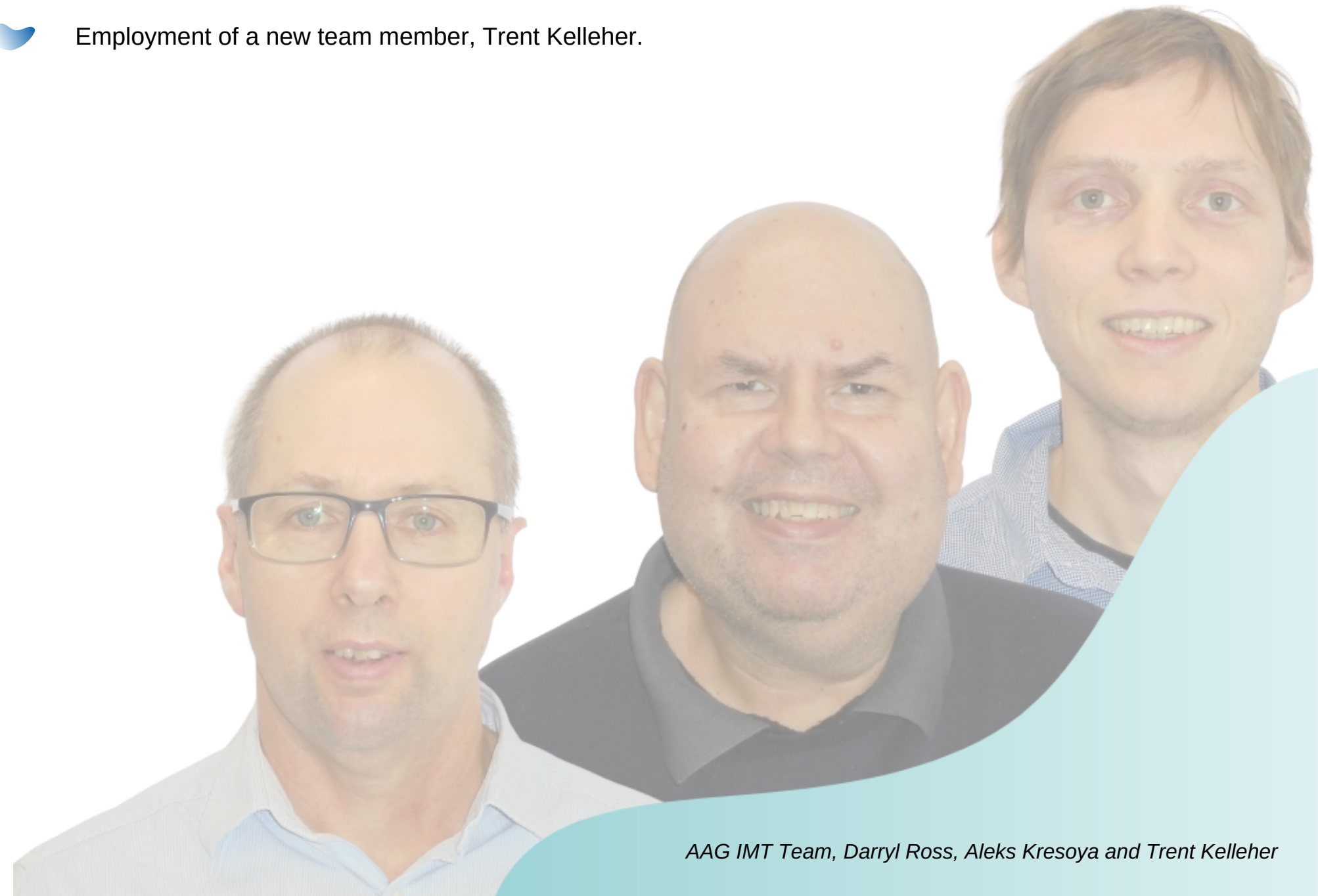
Attended Child Safe Standards training to ensure AAG are compliant and ensure the safety of children across all our sites and services.

Provided trainer qualifications training to RTO staff.

Information Management Team Report

The Information Management Team achievements included:

- Migrated all mobile phones to be fully managed.
- Replaced forty end of life mobile phones with new models.
- Achieved full compliance with the Australian Cyber Security Centre's Essential 8.
- Progression toward achieving compliance to RFFR / ISO27001 standards.
- Employment of a new team member, Trent Kelleher.



AAG IMT Team, Darryl Ross, Aleks Kresoya and Trent Kelleher



Artist: Caroline Carey
Title: Soft Landscape
Year 2021
Medium: Acrylic paint



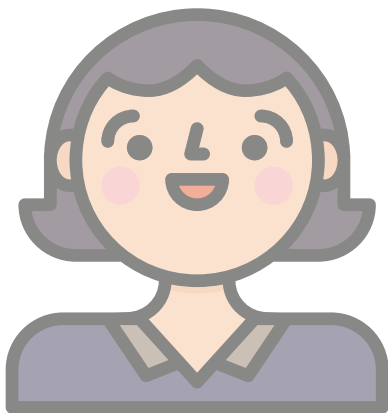
Staff Service Awards



Ten year Service Award
Name: Diane Finch
Start Date: September 2010
Division: Employment Services



Ten year Service Award
Name: Marie Cox
Start Date: February 2011
Division: Access Skills Training



Ten year Service Award
Name: Fiona Morris
Start Date: February 2011
Division: Access Skills Training



Twenty year Service Award
Name: Glynn Mackie
Start Date: April 2001
Division: Corporate



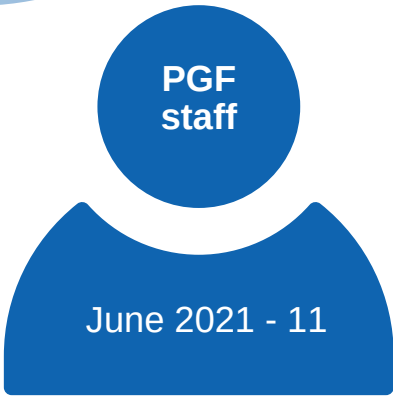
Ten year Service Award
Name: Colin Flitton
Start Date: February 2011
Division: Access Skills Training



Ten year Service Award
Name: Angela Cope
Start Date: April 2011
Division: PepperGreen Farm Catering

- Commenced implementation of a new Human Resources system, ADP Payforce National
- Forty three recruitment campaigns for the 2020 - 2021 Financial Year
- Introduction of staff ID's across all divisions and sites as required by NDIS accreditation
- Implementation of NDIS Worker Screening Checks
- AAG staff participated as an organisation to raise funds and fitness levels of staff for STEptember
- Staff Health and Wellbeing initiatives including free staff flu vax

Human Resources Report



Access Skills Training Report



*Drawing by Access Skills Training student,
Judith Pengelly*

Stop and smell the roses. In a time when the world still isn't as rosey as we want it to be, even need it be, it is as important as ever to stop and appreciate what we have, look to each other for love and support and be kind to each other.

We are becoming more and more resilient and are somewhat used to swimming up-stream, so it is important to recognize and celebrate the wins. No matter how small they may appear, that is what can put a smile on our faces and a feeling of pride in what we do, not to mention changing someone's life. Things are no different in our RTO. We have had some fantastic wins this year, starting with increased interest from our communities with many of our courses, local organisations offering huge Work Placement and employment opportunities for many of our students, the leasing of a new AAG Training Centre in Echuca and a renewed focus on improving our compliance requirements across the RTO. Oh, and throw in a very successful external audit from the Department of Education and Training as part of our Skills First funded contract.

We have introduced some fantastic new staff to improve our services and have sadly seen some fantastic people leave our team. Our VET for Schools team is seeing increased interest from secondary schools and colleges to partner with our RTO, looking for a more supportive and direct RTO. Our learning and assessment resources continue to see a major update, creating more engaging materials for our students to work with. Our team are involving themselves in more professional development to improve their knowledge and skills to deliver a quality service to everyone who walks through our doors.

We are now offering Traineeships in the Disability sector. Starting with Echuca-based students, we have excellent support from local industry and a dedicated team which allow the RTO to offer in-demand qualifications in a more flexible delivery model and one that suits employers and students.

We continue to support participants living with an intellectual disability by partnering with disability service providers across Victoria to offer engaging Foundation Skills programs. New opportunities here in Bendigo as well as Melbourne ensure we remain committed to delivering on AAG's mission.

So stop and smell the roses. Recognise the difference we make to people's lives; our students, participants, clients and our own colleagues, because that's what we do in AAG. We change lives.

*Access Skills Training RTO Manager,
Paul James*



Access Skills Training Programs



*Drawing by Access Skills Training student,
Judith Pengelly*

Access skills Training

AST Professional Short Courses

- 👉 The team of Colin Flitton, Adrian Hensley, Heather Nicholas, Amanda Southcombe, Jan Hollingsworth, Rod Petty, Fiona Morris, Libby Torney and Bob Cherrie trained approximately 1,250 people in First Aid, CPR, Food Handling, Infection Control, RSA, Construction Induction, Coffee Making, Digital Literacy and Farm Chemical usage. Delivery occurred in Bendigo and across Regional Victoria with many different cohorts including schools, businesses, disability and medical practices.
- 👉 Through the delivery of Infection Control courses, ninety people trained using the Infection Control Skill Sets to help keep workplaces safe during the COVID-19 pandemic.
- 👉 Training was provided to Chemists and Medical Practices to ensure currency of First Aid practices to support the Flu and COVID-19 vaccine rollouts.
- 👉 A new pre-work platform for First Aid units is planned for rollout during early 2021, utilizing a manual with QR codes embedded to enable student to view videos to enhance the training outcomes.

Pre-accredited and Certificate Courses

- 👉 Increased uptake so far in 2021 across multiple qualifications, most notably Certificates in Individual Support and Disability as well as Diplomas in Early Childhood Education and Care and Community Services.
- 👉 Our brand new Echuca Training Centre opened to students in July 2021. Located on the Northern Highway as you enter Echuca, this hub can support delivery of many Certificate programs for up to forty students in any given day. Boasting a Research Hub and Student Lounge, this facility is a massive support to local residents wishing to improve their education and employment opportunities.
- 👉 Our “Introduction to...” pre-accredited programs in Construction, Cleaning and Community Services were very well received, offering students an insight into these sectors before they take the plunge into a full Certificate.

Vet for Schools

- 👉 The 2021 year will see over 2,400 students enrol within our VET for Schools program. This is a very healthy number managed and supported by our expert team.
- 👉 Our Industry Engagement and Peer Support program has been a huge success, seeing an increased effort in partnerships and engagement in a virtual setting. Facilitated by our VFS team, trainers and industry experts offering feedback about program suitability, looking at currency and relevance.
- 👉 Changes to approach and process within the VET in Schools sector sees a number of schools reaching out to smaller RTOs such as AAG who offer a more direct support structure.
- 👉 Our footprint in Western Australia is growing, where secondary schools are reporting their preference with our one-to-one, on hand support from our dedicated team.

Employment Services Report

Transition to Work (TtW)

- 200 new young people enrolled in the TtW program for the 2020 - 2021 Financial Year.
- TtW assisted in 148 employment commencements and forty three education placements to achieve an outcome.
- With a target of 98 x 12 week employment/education outcomes required, TtW exceeded this target for the 2020-2021 Financial Year with 111 outcomes.
- With COVID restrictions requiring 50% of the team working from home and 50% from the office, staff worked as a team to achieve great results. Staff had to learn new, creative ways to interact with job seekers and support them through this time.
- Two new staff members joined the team, Daniel James and Stevie Turak. They joined at a challenging time due to COVID restrictions and the requirement to train new staff while managing higher caseloads.
- Caseloads doubled due to COVID which is attributed to the amount of people newly unemployed due to the pandemic.
- Extra support measures were implemented to support Jobseekers through lockdowns, due to the increase on mental health challenges or issues with our young people.
- Referral numbers for TtW average between four to eight new referrals per week, this has increased considerably in the last two years.



Disability Employment Services

- The DES team have continued to deliver services throughout the ups and downs of the Covid-19 pandemic, remaining available and finding creative ways to engage and support our jobseekers.
- As a result of relationship building during COVID, the DES team provided employment services to more industry sectors supporting employers needs during these difficult times.
- The DES team have continued to deliver individualised training and workshops including; development of soft skills, interview coaching, resume help and work preparation to help our participants feel confident in securing and maintaining meaningful employment. Many of these workshops have been online and face to face.
- This past year Employment Services participated in an Autism Pilot program to further assist participants with Autism cope with everyday issues in a work environment. It has been very helpful for participants to have flyers and their own phone App to deal with certain situations they may face.



Employment Services Manager
Diane Finch

Jobs Victoria Employment Network (JVEN)

- 👉 AAG commenced the Jobs Victoria Employment Network (JVEN) program in the Bendigo region in late 2016. During this time AAG supported over 450 job seekers. Initially the program was to run for two years as a voluntary program to support local people into jobs. Due to the program continually excelling and meeting all targets, it was extended multiple times until June 2021.
- 👉 AAG partnered with Loddon Campaspe Multicultural Services (LCMS) to support refugees and asylum seekers obtain work in the Bendigo region. As a new program created by the State Government, AAG saw many changes in the early days to the delivery of the program and constant re-focus on requirements. Through the JVEN program, AAG and our partner LCMS, delivered all requirements, supporting 181 people to meet their twenty six week program and employment goals.
- 👉 As of the 30 June 2021, AAG has ceased this chapter on a successful program that supported disadvantaged jobseekers.

EPIC Program

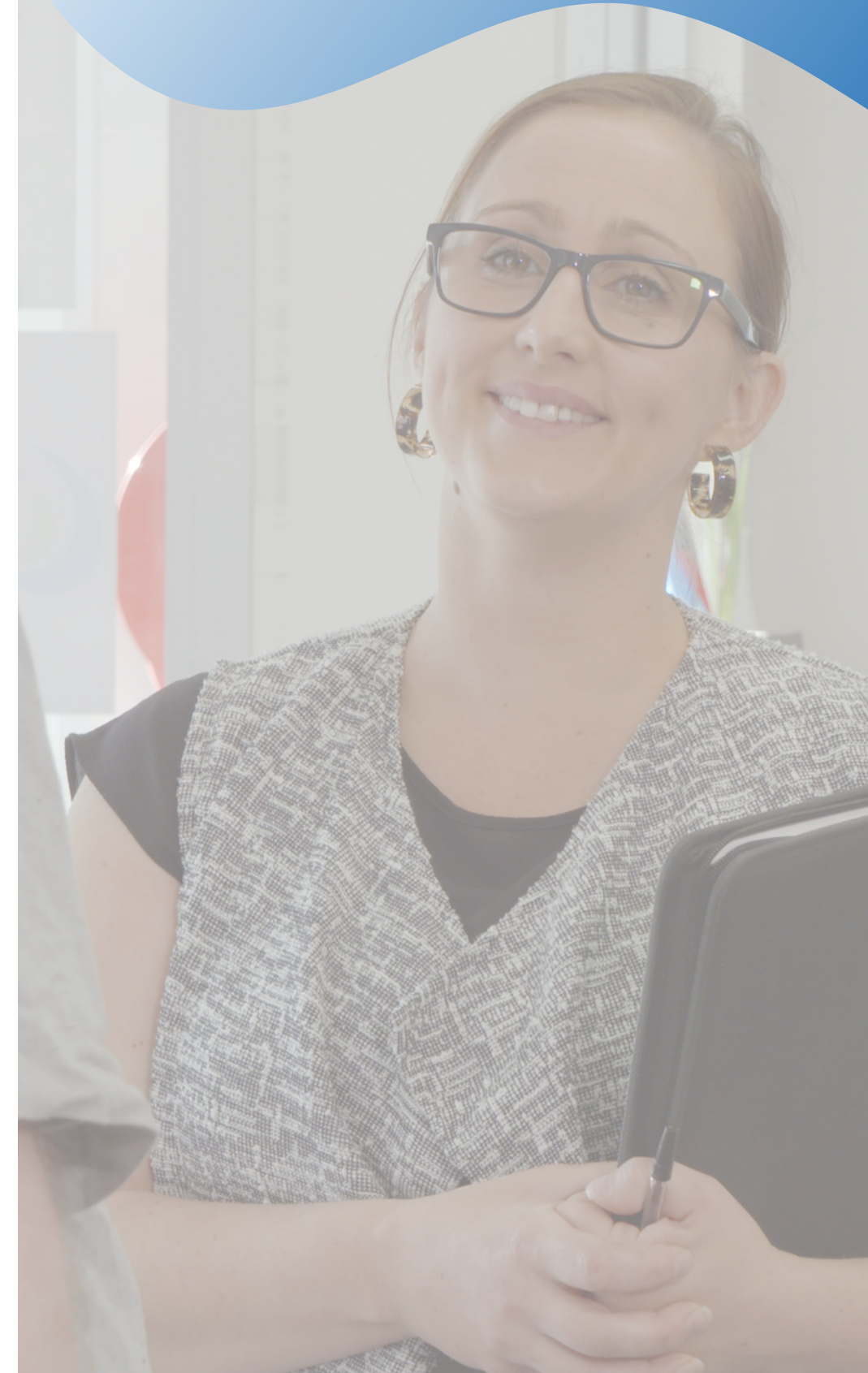
- 👉 In January 2018 AAG launched the EPIC program - an NDIS-funded, individually-tailored, pre-employment program for young people with disability. Since then EPIC has grown from a handful of participants to now supporting over thirty young people to develop the skills and confidence they need to find meaningful paid work.
- 👉 EPIC focuses on work experience and life skills, and activities include a woodwork microbusiness, driving lessons and public transport training, yoga and mindfulness sessions, individual work experience placements at suitable businesses such as supermarkets, op shops, and motor wreckers, as well as a partnership with the soon-to-be re-opened Porcupine Village Historic Gold Mining town.
- 👉 Notable outcomes for the last year include jobs for two Karen participants, who have overcome cognitive impairment, language and socio-economic barriers to find paid employment at a local business, and a female EPIC graduate gained an apprenticeship with a landscape gardener through AAG's DES program.

Youth Specialist Employment Services - Melbourne

- 👉 In collaboration with Axis Performance and headspace, AAG have created a Fit for Your Mind program for young people to participate in a eight week fitness program tailored to improve mental health, work capacity and aiding the success of their vocational journey.
- 👉 Good Food Emporium has been an excellent support to Access Australia Group, especially during lockdown. They have provided opportunities through Internships, Work Experience and Open Employment to young people linked in with AAG. Christine and her team work closely with the young people on a one on one basis to assist them in finding a career opportunity, not just a job! Good Food Emporium has shown themselves to go above and beyond with the support they provide for young people within the community. Thank you!

"Most importantly for me, they have been very understanding of my mental health, I have had bad experiences in the past with employers and staff before but The Good Food Emporium breaks the mould with mental health training and respect. I would highly recommend anyone who might be looking for a fresh start or just a comfortable yet flexible job to come work at the Good Food Emporium" Participant testimonial from Chris Hames.

*Employment Services Business Development Officer,
Holly Green*



Access Employment Enterprises Report



Access Employment Enterprises (AEE) is located at AAG's PepperGreen Farm site and is a social enterprise creating employment opportunities for people with disability through work which suits each individual's abilities, while providing services to local businesses and the community. AAE achievements for the Financial Year include:

- Successful negotiation with Drillman block contracts 20% and 15% increases for tagged and non-tagged drill core sample blocks.
- Increase in negotiated quotes across Garden Maintenance and Car Washing new and existing corporate contracts.
- Successful new acquisition and completion of new contracts for 2021, with local businesses such as local food production company Moira Macs, Kepal Building Services, ACE body corporate services, Bendigo Toyota, and increased business services with DELWP and Bendigo TAFE.
- Commencement of several new Supported Employees across key work areas.
- Successful contribution to the national evaluation of the new Wage Assessment Structure in Australian Disability Enterprises Trial. AEE have been involved with the Commonwealth Department of Social Services (DSS) to participate in the Trial which will contribute to better wage structures for supported employees.
- Creation of the Access Employment Enterprises "Our Services" brochure, showcasing the services on offer by the team.
- Trial Partnership with Wood4Good providing kindling bundles for purchase by the community, returning profits to the social enterprise.
- Successful negotiation of Caddie Liner contract with City of Greater Bendigo Council 35% increase.

*Access Employment Enterprises Manager
Ben Robins*



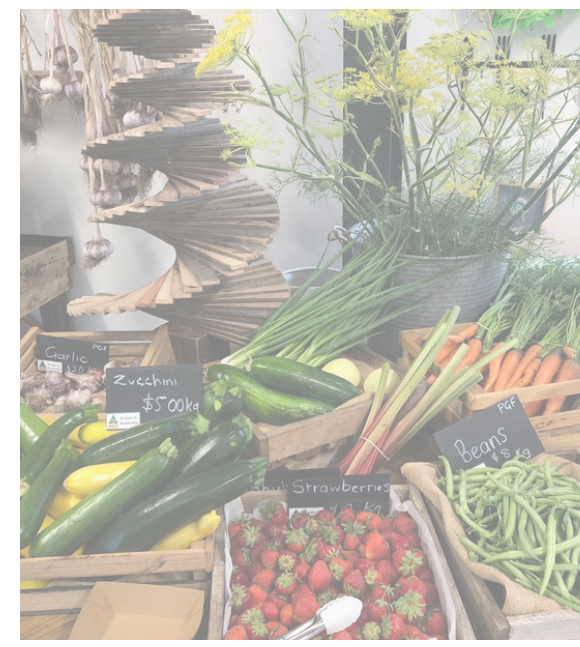
AAE team members
Top left to right: Peter Tubb, Sam Nolan-Beesley, Joel Boxshall
Bottom left to right: Brett Turnbull and Michael Bellwood



- ☑ Increase in contracts for custom ordered furniture, shop fittings and apparel built from reclaimed raw wood and metal materials.
- ☑ The AEE Team managed reduced service delivery through COVID restrictions whilst implementing measures to ensure continued engagement with customers and supported employees.
- ☑ Commencement of the AEE Craft Apparel line of products.
- ☑ Partnership with Bendigo Health to offer reduced garden maintenance to disadvantaged community members.
- ☑ Increased contracts with local businesses and organisations for the provision of land care and fleet car washing.
- ☑ New fleet vehicles to increase transportation and accessibility to work sites.
- ☑ Design of new marketing material showcasing individual services including discount cards and offers.
- ☑ Completion of the new toilet amenities for the team.
- ☑ Increase in sales of AEE recycled Christmas trees and a Christmas tree display at the Bendigo Tourism Centre.
- ☑ David Fuller commenced Seconded position for four month contract in the Team Leader position to trial innovative roles for AEE.
- ☑ Introduction of Supported Employee of the Month to recognise achievements, service delivery and achieving personal goals.
Nominated Employee of the Month: Matty Bull
Manager's Award: Judith Pengelly and Owen Meredith
Employee of the Month: Colin Williamson.



First recipient to receive the AEE
Supported Employee of the Month Award,
Colin Williamson



PepperGreen Farm Report



PepperGreen Farm (PGF) is a social enterprise of AAG located at 40 Thunder Street, North Bendigo. The site has been developed as a tourist, education and employment precinct, providing tourist attractions and experiences to visitors and the community. The Farm café, gift shop, nursery and fresh produce grown on site create supported employment opportunities for people with disability. Achievements for the Financial Year include:

*PepperGreen Farm and Catering Manager
Jennie Walker*



- PepperGreen Farm welcomed Jennie Walker as Manager PepperGreen Farm and Catering.
- Returned to trading after COVID Lockdown in September 2020.
- Supported Employee, Phoenix Dix, achieved a major goal outcome and moved to open employment.
- PepperGreen Farm said goodbye to Ben Cooper, Leigh Somerville, Larry Ellis and Regan Pickering and welcomed new staff members, April Deal, Ashay Frances, Kirsty James, Mel Burns and Amy Sleep.
- Volunteers returned after COVID lockdown and Supported Employees all returned to work by January 2021.
- PepperGreen Farm hosted AAG's NAIDOC event including a free basket weaving workshop.
- The Farm opened over Easter for the first time and held an event onsite for the City of Greater Bendigo Easter Children's Festival.
- PepperGreen Farm was the host site for the launch of City of Gastronomy Guide.



*Heidi Mansbridge
PepperGreen Farm Team Member*



- Little Grubs continued a weekly supported playgroup until April this year, taking a break over Winter.
- The Farm signed a partnership agreement with Victorian Apiarists Association Bendigo Branch.
- Continued support of Passions and Pathways program with Goldfields Local Learning and Employment Network.
- The team worked with the City of Greater Bendigo to deliver garden programs and wicking beds into local primary schools.
- Established an agreement with Department of Environment, Land, Water and Planning to co-deliver Climate Ready Young Growers Workshop.
- The Farm hosted Australian Catholic University Occupational Therapy University student placements.
- Access Creative Studios Summer Exhibition and launch at PepperGreen Farm.
- EPIC garden program - students worked in the garden on a weekly basis.
- Artist of the Month display and sales in PepperGreen Farm cafe.
- The Farm supported the EPIC woodwork team program.
- Certificate II Horticulture students participated in placement at the Farm.
- Studio Two Art Space was utilised by Access Creative Studios participants.
- Social inclusion participants created the signage for new Bee Plant Nursery.
- The Farm welcomed Bendigo South East College Year 9 Students for Volunteer day.
- A private donation of Beekeeping equipment was received.
- The Farm received a generous anonymous donation \$5,000.



PepperGreen Farm Catering Report



Emma's story

I started at PepperGreen Farm catering in November 2016.

In that time I learnt about meals and labeling. Counting meals is one of my jobs on Wednesday (between 200-300) and labeling and then date stamping.

In my spare time I help with packing NDIS lunches.

I have also learnt how to make pizza (ham and pineapple) and roast veggie pizzas.

Sometimes I helped to make scones for catering and we make lots of them at one time.

In the past 5 years, I have made lots of great friends and I played netball with some of them.

In my time working for Access Australia Group I worked at the PepperGreen Farm café waitressing and helped with night functions.

I love doing night functions and delivering fresh food we just made to our customers.

Emma Johnson, PepperGreen Farm Catering Supported Employee



PepperGreen Farm Catering team member Cailee Mitchell



PepperGreen Farm Catering (PGFC) is a social enterprise of AAG providing supported employment for people with disability while providing quality catering and pre-prepared meal options for Bendigo businesses and the community. PGFC achievements for the Financial Year include:

- Return of all supported employees after COVID shutdown.
- Food Share partnership – through SmartMeals funding, PepperGreen Farm Catering provide approximately 300 meals a month to FoodShare to distribute to people in need.
- 10 Supported Employees working at catering including two new staff joining in last 12 months.
- Niel Kalms-Taylor left the PepperGreen Farm Catering team after many years' service as a Supported Employee.
- The office space at Bright Street was refurbished including fresh new flooring and work spaces.
- The team prepared and delivered an average of 250 meals each week.
- New processes were implemented to adapt to COVID safe catering with individual servings and packaged meals.
- Introduced Indigenous ingredients to catering menu.
- PepperGreen Farm was excited to cater for the City of Gastronomy guide launch.
- AAG introduced Communication Boards developed by Occupational Therapy students to support staff and Deaf Supported Employees.





Access Creative Studios (ACS) is a social inclusion division of AAG providing a range of NDIS programs in a safe and supportive environment where participants can gain valuable skills, express their creativity and work towards achieving personal goals.

Achievements for ACS for the Financial Year included:

- ACS Art Exhibition held at Peppergreen Farm on the 24th November 2020 through until the end of January 2021 with twenty one artists exhibiting their work with some artists successfully selling some pieces.
- One Participant prepared his work with ACS for a solo Exhibition and was supported by another organisation exhibit at Exhibition B Bendigo.
- Three Artists entered their work into the SupportAbility 2020 End of Year Celebration Card.
- Artist of the month commenced at Peppergreen Farm Café, to continue to have works exhibited by the community with several pieces being sold since it commenced.
- Nine new amazing motivated and talented staff joined the ACS team.
- Role of the Pathway Planner was developed and implemented.
- Programs offered to participants ranged from art, yoga, woodwork, craft, garden art, gardening, Cooking and Lifestyle program, karaoke, literacy/numeracy, photography, swimming, movement and music.
- Christmas decorations made by the participants were displayed in Canterbury Park.
- Items being made by the participants are now available for purchase at Peppergreen Farm.
- ACS participants worked with PepperGreen Farm to create the Bee Educated Project Bee Nursery signage.

Access Creative Studios Manager
Kerri Hicks

Artist: Yvette Adamson
Title: Adam and Eve
Year 2020
Medium: Acrylic paint

Access Creative Studios Report





ACS Artist Name: Yvette Adamson
 Title: Galaxy Dream of Dragon and Fox
 Medium: Glitter and acrylic paint
 Year: 2021



ACS Artist Name: Yvette Adamson
 Title: Galaxy
 Medium: Acrylic
 Year: 2021

Access Creative Studios participant
 Zabrina Ross





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