

One in seven people have a disability



Building a world for all

**CBM Australia**  
Annual Report 2015



The day following their cataract surgeries, the Maasai community in Kenya will soon have their eye patches removed and open their eyes to a whole new world. CBM's partner program in Kenya supports a mobile outreach clinic that performs sight-saving cataract surgery.

Then make my joy complete by being like-minded, having the same love, being one in spirit and purpose.

**PHILIPPIANS 2:2**



CBM Australia is a signatory to the ACFID Code of Conduct and a trusted recipient of funding from the Australian Government's aid program. More information on the Code, including how to make a complaint, can be obtained from ACFID by visiting [www.acfid.asn.au](http://www.acfid.asn.au) or emailing [code@acfid.asn.au](mailto:code@acfid.asn.au).

CBM Australia holds full accreditation status with the Australian Government's aid program.



This report aims to be accountable to key stakeholders and offer transparency across all aspects of our international aid and development activities, evaluations, learnings and financial statements.

CBM Australia is proud to be part of the **Campaign for Australian Aid**, a joint initiative of the **Make Poverty History** and **Micah Challenge** coalitions.

**we're for  
Australian Aid**



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## Our mission

CBM is an international Christian development organisation, committed to improving the quality of life of persons with disabilities in the poorest countries of the world.

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# 2015 snapshot

Together we supported advocacy and alliance partners\* in **18 countries**

\*Advocacy and alliance partners includes other development organisations, governments and Disabled People's Organisations.

Together we raised **\$23.6 million, \$0.6 million** more than ever before



Together we invested **\$24.4 million** in programs, **\$3 million** more than in 2014

Together our programs supported **40 field projects** in **17 countries**



“CBM Australia, operating now for over three decades, takes a strategic and long-term view to ensure the sustainability of funding to our vital development and humanitarian work.

We focus on maximising the impact for our loyal supporters, to build an inclusive society for all.”

**Bill Austin, Chair, CBM Australia**

“In 2015, CBM Australia provided technical expertise on disability inclusion to 12 Australian development partners, including the Australian government’s aid program, other NGOs and private contracting partners.

These partnerships leverage considerable disability inclusion influence, enabling CBM Australia to harness the support of others globally to be more inclusive of people with disability throughout their programs.”

**Jane Edge, CEO, CBM Australia**



# Strategic objectives

## KEY OBJECTIVES

### Increased and improved sustainable field programs **A**

- Strengthen field program implementation
- Contribute to capacity and partnership
- Support program learning, replication and evidence

### Resources of others harnessed towards evidence-based disability inclusive development **B**

- Support the Australian Government's engagement and leadership on disability inclusive development
- Contribute to developing and implementing the evidence on which disability inclusive development is based
- Raise awareness on disability inclusive development
- Provide advice for implementation of disability inclusive development

## ENABLING OBJECTIVES

### Sustained financial health **C**

- Grow income from the Australian public
- Increase non-public funding sources that support our program objectives
- Effective stewardship of resources

### Strengthened organisational capacity and performance **D**

- Ensure we have the right people in the right place at the right time
- Strengthen organisational culture around engagement, learning and performance
- Ensure business management systems are coherent and effective
- Clear and consistent communication contributing to strengthened brand
- Contribute to the support and influence of culture, approaches and systems within the wider CBM family

# Around the globe



● **Countries where there are programs supported by CBM Australia**

F = CBMA Field Partners  
A = CBMA Advocacy and Alliance Partners

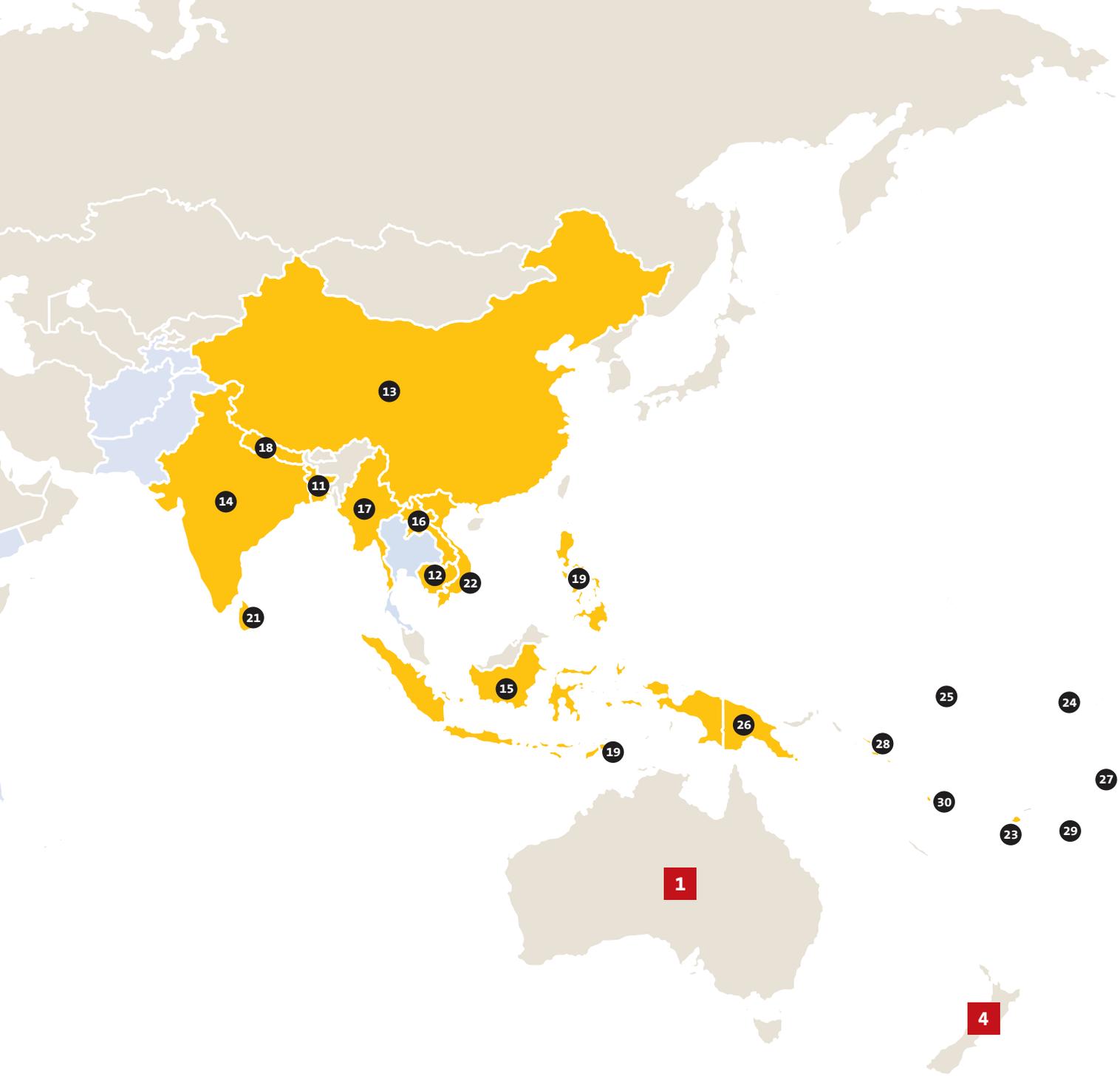
Other countries with programs supported by CBM internationally

**CBM MEMBER COUNTRIES**

- |                            |                 |
|----------------------------|-----------------|
| 1 Australia                | 7 Italy         |
| 2 Germany                  | 8 Switzerland   |
| 3 Canada                   | 9 Ireland       |
| 4 New Zealand              | 10 Kenya        |
| 5 United Kingdom           | 11 South Africa |
| 6 United States of America |                 |

**AFRICA**

- |  |                               |
|--|-------------------------------|
| 1 Cameroon – F                         | 6 Republic of South Sudan – F |
| 2 Democratic Republic of the Congo – F | 7 Sierra Leone – F            |
| 3 Ethiopia – F                         | 8 Tanzania – F                |
| 4 Niger – F                            | 9 Togo – F                    |
| 5 Nigeria – F                          | 10 Zimbabwe – A               |



**CBM Australia's 2015 impact was driven by emphases of social change, including:**

- awareness of the rights of people with disability amplified for local leaders, government, teachers, health service providers;
- collaboration with NGOs, Disabled People's Organisations, multilaterals, and others, for embedded inclusive practice;
- formation and support of self help groups for people with disability;
- over 40 disability inclusive development workshops; deepening understanding and influence of inclusive approaches.

**ASIA**

- |                     |                      |
|---------------------|----------------------|
| 11 Bangladesh – F/A | 17 Myanmar – A       |
| 12 Cambodia – F/A   | 18 Nepal – F         |
| 13 China – F        | 19 Timor-Leste – A   |
| 14 India – F        | 20 Philippines – F/A |
| 15 Indonesia – F/A  | 21 Sri Lanka – A     |
| 16 Laos – A         | 22 Vietnam – F/A     |

**THE PACIFIC**

- |                         |                        |
|-------------------------|------------------------|
| 23 Fiji – A             | 28 Solomon Islands – A |
| 24 Kiribati – A         | 29 Tonga – A           |
| 25 Nauru – A            | 30 Vanuatu – A         |
| 26 Papua New Guinea – A |                        |
| 27 Samoa – A            |                        |

# Increased and improved sustainable field programs

Our field programs aim to reduce the poverty of people with disability in the poorest countries. Our programs promote sustainable solutions through inclusion of people with disability, government engagement and strengthening partner capacity.

CBM Australia continues to support a number of CBM Regional and Country Offices in developing CBM **country plans**; our main vehicle for taking programming forward.

Local ownership of a coherent plan ensures relevant programs are developed and supported, with better quality outcomes making an even bigger difference to the lives of people with disability.

Once a country plan is finalised, CBM continues to partner and support both ongoing and new initiatives aligning with the foci and strengths of the plan.

## 2015 progress includes:

Planning in **Vietnam** has resulted in CBMA supporting initial scoping of programs around inclusive education, broadening from our initial focus on inclusive eye health.

In **Bangladesh**, we continue to support ongoing and new community based programs and have committed to fund more education work with a number of NGO partners.

From the strong base of our planning together in **India**, we are exploring new programs around health and education and working in new areas of the country.



**2018 TARGET**  
We will work with regional CBM staff and partners to strengthen development approaches, policies and systems towards sustainable inclusive development practice.

**2018 TARGET**  
We will see larger programs in fewer countries, scale up or replication of successful approaches, increased disaster risk reduction initiatives and improved outcomes.

# 2015 Effectiveness Review

Many aspects of the Australian Aid program were given review and highlight during 2015.

The Australian government's Office of Development Effectiveness carried out a review of the ANCP program.

This is the Australian NGO Co-operation Program (ANCP) run by the Department of Foreign Affairs and Trade (DFAT).

ANCP currently supports 53 Australian NGOs, including

CBM Australia, to work in a number of countries, by the provision of block funding grants.

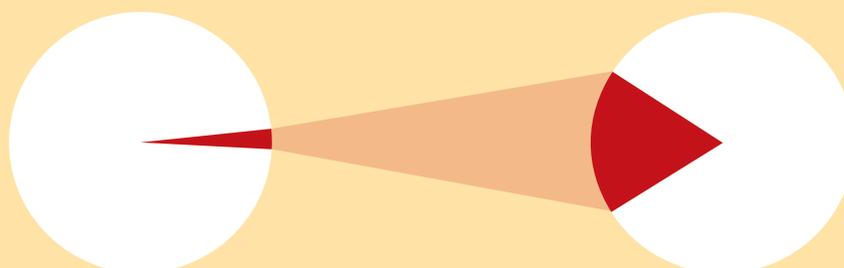
The ANCP Review looked at the relevance, efficiency and effectiveness of ANCP in delivering Australian Aid. ANCP was identified as a 'highly successful and valued program'.

The ANCP approach is one of encouraging partnerships - both between DFAT and the NGOs, and in local community

based poverty alleviation work. ANCP systems are in line with international best practice and complement and extend the reach of DFAT's other programs.

An effective ANCP program enables CBM Australia to be more effective in making the difference we desire to see in the lives of poor people with disability; ensuring women and men, boys and girls, are able to access and enjoy their rights.

## ANCP is one of DFAT's best performing programs:



**2.7%**  
of the 2013–14  
aid budget

**DELIVERED**

**18.2%**  
of the Department's  
output level aggregate  
development results

### 2018 TARGET

We will support partner growth and knowledge in development practice, thereby improving outcomes with people with disability. Regional and Country Offices are supported to strengthen development expertise and mentor partners.

### 2018 TARGET

We will support locally successful models of inclusive development; strengthen project learning; gain evidence regarding inclusion and poverty alleviation; and establish mechanisms to share learning.

# Strengthen field programs

## Taking a look at eye care in Vietnam



A magnifying glass helps this girl to read and to keep up with her classmates. Photo: David de Wit

As part of the Australian government's Avoidable Blindness Initiative, CBM Australia has supported the Vietnamese National Institute of Ophthalmology to set up a low vision clinic.

Low vision is an area that is often overlooked.

With the help of strong spectacles, combined with tools like magnifying glasses and strong lights, children with low vision can participate in mainstream education – rather than missing out on school completely or incorrectly being encouraged to learn Braille.

This low vision clinic and its trained staff will continue to be supported by the local hospital, even when CBM Australia's intensive support finishes.

Sustainable local ownership is a clear objective.



CBM Australia continues to support eye health projects in the provinces. Working through government health bodies, this support has enabled government teams to reach more people, in more remote places.

Dr Tuan Anh has been trained by the CBM Australia project to upgrade his ophthalmology skills. He now leads an outreach clinic which goes to a number of remote communities annually, setting up at the relevant district hospital to provide this specialised service.

People hear that a surgeon will be at the district hospital for three days to do operations. This is broadcast on radio, TV, and through the local health clinic. Most people in the area of Dien Bien Dong do not speak Vietnamese; most people are Tai, Hmong and

Dao; so the radio spots are broadcast in ethnic languages.

An elderly man attending the clinic had lost sight in one eye, with the other eye deteriorating. He heard about the clinic on his radio, and travelled on the back of his nephew's motorbike for three hours to reach the clinic.

CBM Australia's support is about helping the Vietnamese government to focus on improving government health services. This includes influencing for more surgeries to be covered by health insurance available to the poorest. Previously, fewer

people accessed health insurance because it was too hard to navigate.

CBM Australia is pleased to contribute to long term change in this way, enabling more of the poorest people to access life changing services.



A strong light close to the book enables this boy with low vision to read. Photo: David de Wit

**1500**  
more people

In just one project in Dien Bien province, 2015 saw a 10% increase – over 1500 more people – accessing eye medical services, including eye health services, cataract operations and spectacles dispensed.

# Contribute to capacity and partnerships

As well as supporting partner organisations to deliver projects that a focus on improving the lives of people with disability, CBM Australia wants to ensure that our partner organisations are strong and their staff have a chance to grow their skills.

Over the past 6 years, with the support of the Australian Government, CBMA has supported work that contributes to building partner capacity.

Part of this initiative was to give partner organisations a chance to learn more about the latest thinking on disability inclusion

– and how to apply this to their work. This might include working to change the situation for children in a community, or supporting a local government to develop program for people with disability, or influencing for change in national policies.

CBM Australia recognised that many organisations needed more support in thinking about issues such as gender – and how to consider gender within their programs – including strategies and approaches to ensure men and women, boys and girls, are all able to be involved in projects CBMA supports.

An evaluation of our partner capacity building in 2015 found that this support by CBMA was greatly appreciated. We learned the value of having a diversity of approaches to sharing capacity, and that investing sufficiently in program design at the outset strengthens everything that follows. The evaluation has confirmed that partners are stronger as a result.

Now CBM internationally is looking at systematically addressing partner capacity and sharing from the CBM Australia learnings.

“CBM is training partners to be professional, but with a heart ... helping us to grow, to be self motivated, to have increased confidence.”  
**CBM partner staff in India**

“CBM training is like a seed that has been sown – these follow up activities are the branches. The training has given us increased knowledge and confidence to influence change.”  
**CBM partner staff in India**



A CBM partner organisation in India ran an awareness session for local government officials on government schemes for people with disability and how to support people to access them. Local government workers now understand the schemes and, importantly, the rights of people with disability to gain access.

# Strengthen access to inclusive services



This sign encourages ethnic groups in Vietnam to seek eye examinations at a health clinic and warns against inappropriate treatment.

Construction Law in Vietnam requires that buildings have facilities that promote social integration of people with disability. These requirements have not been respected in the reality of building design and construction in Vietnam.

People with disability in Vietnam in general, and in the province of Dien Bien in particular, are still facing barriers when participating in public transportation, going

to schools, work places and community spaces.

Up until 2015, at the Centre for Social Disease Control in Dien Bien, doctors and other staff had to physically carry their patients to places such as pharmacies and toilets because the Centre was not accessible. Since its participation in the CBM Australia Inclusive Eye Care Services Project, attention has been paid to inclusive

practices. With the Project's support, necessary changes and reparations have been made to the Centre's facilities.

Our partner believes the changes at the Centre are a great example for other local health facilities to incorporate changes to better serve people with disability. Many people have expressed their appreciation of this patient-centred health Centre.

**6.5**  
million

There are approximately **6.5 million** people with disability living in Vietnam; 4000 live in the Dien Bien province. The CBM and Vietnam government developments of more inclusive services enable local providers to reach more people with greater impact.

# Support program learning and evidence

CBM Australia commissioned a 2015 examination of the link between disability and poverty, with a focus on communities in Uttar Pradesh in India.

With the support of the Delhi School of Social Work, the Study concentrated on a new location where CBM partner, Nirphad

Community Based Rehabilitation Project, was about to start its project work.

A survey of 250 randomly selected households that contained a person with disability asked about the household situation, assets, income, skills, education and outlook.

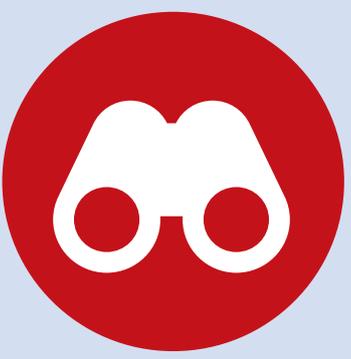
The data has given us a vital 'snapshot', which we will consider again with these households in three years.

We would hope that the Nirphad Community Based Rehabilitation project has changed community attitudes, and provided better support to people with disability

## Some interesting initial findings from the Study showed:

**87%** of households interviewed were earning less than **\$5.50** per day; **10%** of these were earning less than **\$1.30** per day.

**45.6%** of respondents felt that their household was a lot worse off than other households in the community – this is the biggest indicator of the link between disability and poverty.



Evaluation learnings are a vital window into the effectiveness and sustainability of our programs. A persistent theme in 2015 evaluations is the need to focus on broad inclusion across health services, not just eye health. CBM Australia seeks to continue to consider inclusion through the widest possible lens – so that the elderly, the illiterate, the ultra-poor, those from minority ethnicities, women **and** people with disability are able to access all health services.

– but will it have changed their poverty level?

In this community, there are many more men with disability compared to women.

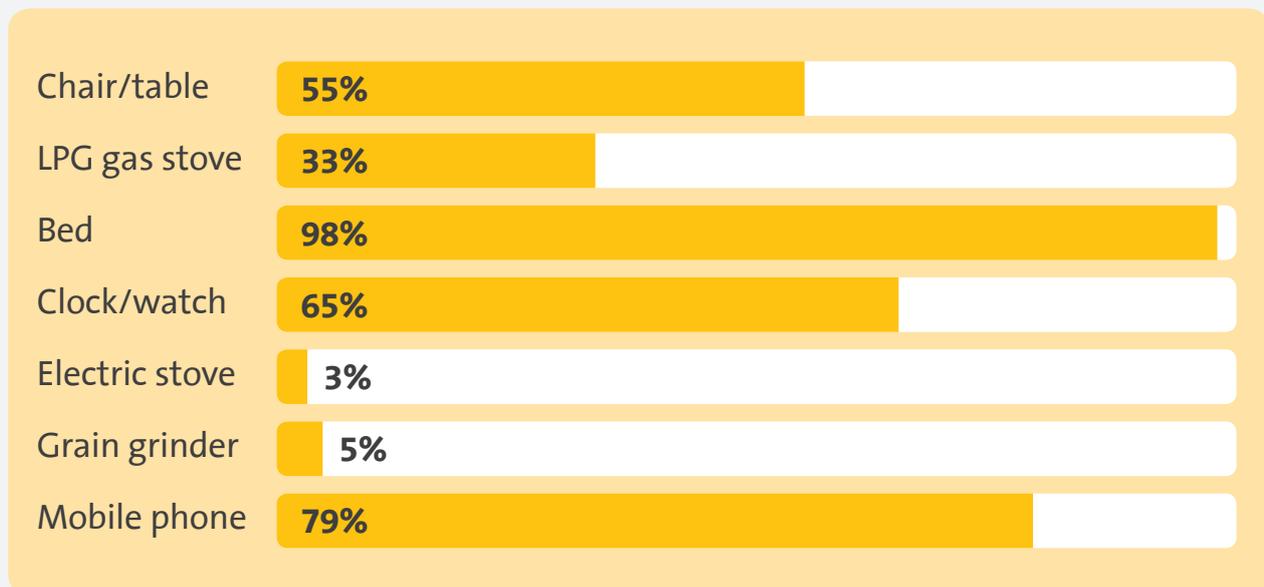
There is an unfortunately high incidence of disability amongst men caused by farming and traffic accidents.

Women who participated in the Study have much higher rates of severe disability compared to men who are more likely to have a mild disability.

More women with severe disability have poor health compared to men with severe disability.

There are indicators of gender differences with access to health care treatment.

### How many people own these household items?



A 2015 evaluation of a key program in Butembo, Cameroon found that the level of household food security had increased from 44% to 69.5% since the start of this CBM Australia funded Project. This is a significant achievement in an area where the prevalence of disability is exacerbated by decades of conflict and widespread malnutrition.

# Resources of others harnessed towards evidence-based disability inclusive development

## Strengthening disability inclusive development in Australian aid

“Disability-inclusive development is an issue of human rights and dignity... It aims to reduce poverty among people with disabilities by improving equality for people with disabilities in all areas of public life, including service provision, education, and employment.

The participation and leadership of people with disability in the aid program remains a key focus. This means seeking to include people with disabilities in all our development efforts, in the planning, the implementation and in the review processes.”

**Hon Julie Bishop MP, 25 May Strategy launch speech**

*Development for All 2015-2020: Strategy for strengthening disability-inclusive development in Australia’s aid program* was launched on 25 May 2015 by the Minister for Foreign Affairs, Hon Julie Bishop MP.

Australian Disability and Development Consortium (ADDC) Executive Officer, Sophie Plumridge, spoke on behalf of the disability and development sector. CBM Australia hosts the secretariat of the ADDC – an Australian based international

network, of over 500 members, which promotes the rights and inclusion of people with disability in development activities.

*Building on from Development for All: Towards a disability-inclusive Australian aid program 2009–2014*, the new Strategy strengthens disability inclusive development in Australia’s aid program, supporting people with disability in developing countries to find pathways out of poverty and achieve their full potential.



ADDC Executive Officer, Sophie Plumridge (centre left), Hon Julie Bishop MP (centre right), with ADDC Executive Committee members at the Strategy Launch.



**2018 TARGET**  
 We will advocate for and provide technical advice to the Australian Government to support their ongoing leadership on disability inclusive development.

**2018 TARGET**  
 We will contribute to growing the evidence for disability inclusive development, by both engaging in and promoting research projects and drawing lessons from our own programs.

# The Campaign for Australian Aid



CBM Australia CEO, Jane Edge (right), speaking at a Campaign for Australian Aid event with Honorable Members for Deakin, Michael Sukkar (left), and Chisholm, Anna Burke (middle).

The Campaign for Australian Aid is a joint initiative of the Make Poverty History and Micah Challenge coalitions to bring together people, organisations, communities and businesses who believe Australia can and should do more as a nation to end extreme poverty around the world.

The Campaign for Australian Aid was launched in February 2015 after significant aid cuts were announced by the government in late 2014. The cuts, reflected in the 2015-16 Budget, mean Australia's aid budget has now

fallen to \$4 billion, down from a peak of \$5.6 billion in 2012-13, putting the aid budget on track to hit its lowest ever level since records began.

CBM Australia is one of more than 60 international development and private sector organisations behind The Campaign for Australian Aid. Being a member of The Campaign has given CBMA a platform to join like minded organisations to advocate for the restoration of the aid budget to ensure Australia does its fair share.

CBM Australia has also brought a lens of disability inclusion to The Campaign, helping to ensure the stories of people with disability, who benefit from and are included in the aid program, are represented. CBMA has supported a webpage dedicated to disability on The Campaign website.

CBM Australia is a proud supporter and member of The Campaign for Australian Aid, and will continue raising a collective voice for action.

## **2018 TARGET**

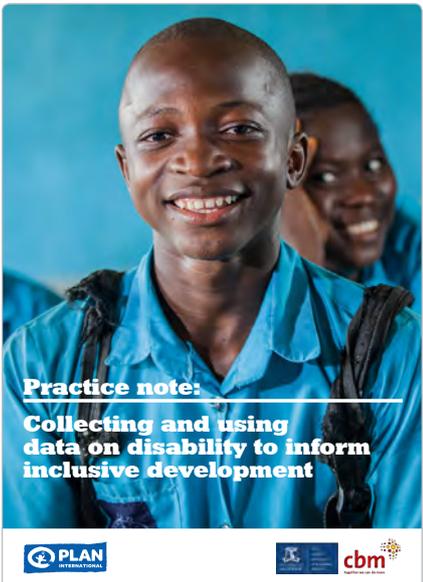
Many more Australians will be aware of disability inclusive development and be increasingly engaged in and advocating for disability inclusive development.

## **2018 TARGET**

We will work in partnership with people with disability to provide advice enabling more of our development partners to practise and promote disability inclusive development in their programs.

# Contribute to evidence base

## Informing inclusive development through data



Strengthening disability inclusive development requires data to understand and respond to the diverse experiences and situations of people with disability.

This relates to both the collection of specific data on disability – such as impairment types and barriers to inclusion – as well as how the information is collected to ensure the voices of people with disability are heard.

In many contexts there has been little data collected.

There is also limited guidance available for development agencies on how to collect and use meaningful data to guide their inclusive development practice.

The Practice Note responds to this need and identifies principles, practices and approaches that help guide development agencies in effectively collecting and analysing data, and in turn, using this data to strengthen disability inclusion within their programs.

Improving the understanding of how data can be used to support disability inclusion – not only is it about identifying people with disability, but also the need for data collection processes to be inclusive of people with disability – is essential to strengthening inclusion across the development sector.

In 2015, CBM Australia-Nossal Institute Partnership for Disability Inclusive Development and Plan International Australia partnered to develop and publish a joint Practice Note: *Collecting and using data on disability to inform inclusive development*.

**Data from Sri Lanka below shows that measurement of disability prevalence can vary significantly within a country or context depending on the questions, methods and definitions used.**

World Report on Disability, cited in Plan International Australia and CBM Australia-Nossal Institute Partnership for Disability Inclusive Development, 2015, *Practice Note: Collecting and using data on disability to inform inclusive development*, p. 20.

**0.8%**

Disability prevalence among Plan Sri Lanka sponsored children, found by asking 'Does [child] have an impairment/condition that could lead to disability?'

**1.6%**

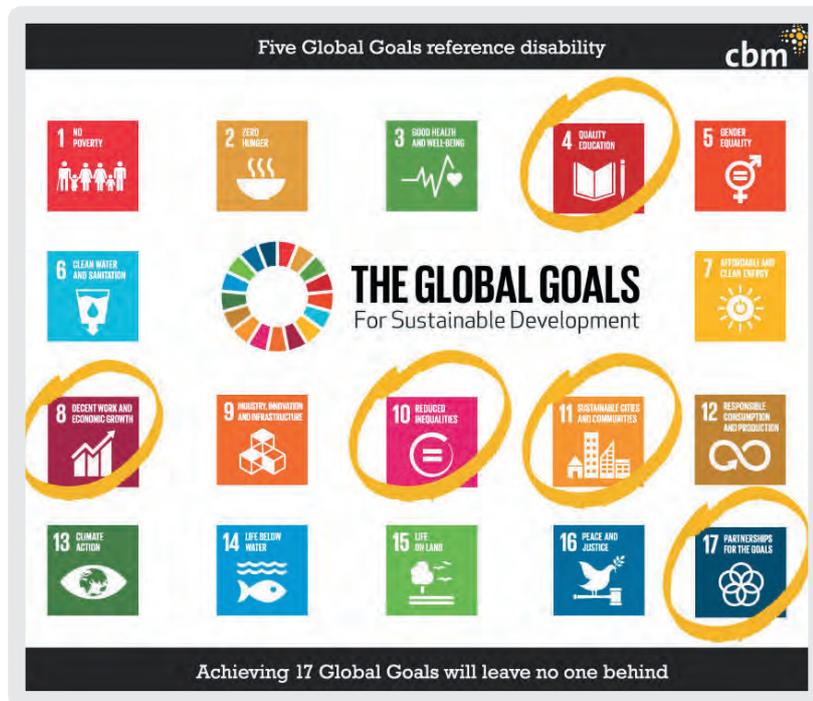
Disability prevalence among all people in Sri Lanka, using a direct question about 'physical and mental disability'

**12.9%**

Disability prevalence among all adults in Sri Lanka, found by asking detailed questions on limitations in functioning

# Raise awareness

## Global Goals for sustainable development



World leaders adopted *Transforming our world: the 2030 Agenda for Sustainable Development* – a roadmap for global development over the next 15 years – at the United Nations in New York on 25 September 2015.

The 17 Sustainable Development Goals, otherwise known as the Global Goals, are a major component of and the main tool for implementing and monitoring the 2030 Agenda.

The Global Goals build on the achievements and shortfalls of the previous goals – a set of eight goals that were adopted in 2000 to end poverty and its causes.

Thanks to the previous goals, global poverty has halved; 43 million more children of primary school age attend school; and the number of undernourished people in developing regions has dropped by almost half. However, the goals failed to include people with disability.

Positively, people with disability are strongly included in *The 2030 Agenda* that aims to leave no one behind, with 11 references to disability, including five Global Goals with specific disability references; providing a more inclusive framework to guide global development efforts.

CBM Australia celebrates *The 2030 Agenda* which promotes building an inclusive world for people of all abilities – helping to end the cycle of poverty and disability over the next 15 years.



CBM Australia

30 SEP 2015

The #GlobalGoals are ambitious but possible. Thanks to the last goals, in just 15 years, global poverty has halved.

# International Day of People with Disability



Each year on December 3, CBM Australia celebrates International Day of People with Disability; a United Nations sanctioned day.

It's an important day to raise awareness of the barriers people with disability so often face, and to promote action to include people with disability in all aspects of society.

In 2015, our celebrations highlighted the recently adopted Global Goals. CBMA staff worked together to produce a video "Building a World For All", using LEGO to illustrate the inclusive world we can build by 2030, as well as other resources such as media releases, images and a webinar. The resources formed a 'Communications Kit' that was sent to over 30 organisations and accessed more than 500 times.

The video was shared by many organisations, including World Vision Australia, The Campaign for Australian Aid and Save the Children Australia, resulting in over 4000 'Likes' and 350 'Shares' on Facebook alone.

The Department of Foreign Affairs and Trade also used the video and resources to engage staff and Australian Missions overseas to promote the day.



**Global Citizen**

3 DEC 2015

Our friends at CBM Australia have built a world for people of all abilities from LEGO to celebrate International Day of People with a Disability. Take a look! [#IDPwD](#)



**Plan Australia**

3 DEC 2015

Check out this great video [bit.ly/1NkeWm2](http://bit.ly/1NkeWm2). Beautiful work @CBMAustralia! Happy [#IDPwD](#)

# The lucky country could be willing and able



**KIRSTY THOMPSON**

until I worked in India that I truly understood just how lucky I was. At the time I was a newly minted 21-year-old occupational therapist.

One of the first children I was involved in assessing was an 11-year-old boy who was crawling, rarely leaving his darkened hut, and not going to school. He had clubfoot.

I was born with clubfoot, a relatively common condition where your feet appear to have been turned inward at the ankle. Untreated, it can greatly impact walking and participation in everyday life.

As a child, I was told many times how lucky I was that I had early access to the medical and rehabilitation services that enabled me to walk.

But it didn't really hit home

until I worked in India that I truly understood just how lucky I was. At the time I was a newly minted 21-year-old occupational therapist. One of the first children I was involved in assessing was an 11-year-old boy who was crawling, rarely leaving his darkened hut, and not going to school. He had clubfoot. It wasn't just the physical barriers he faced, but the stigma, belief and assumptions associated with his disability. People's attitudes disabled him far more than his condition. Poverty was rife in his community, but living with a disability deepened the cycle of poverty for him and his family.

Of the one billion people globally who have a disability, more than 80 per cent live in

poverty. Poverty and disability often interact to create a hard-to-break cycle. Poverty can cause disability through poor nutrition, inadequate healthcare, lack of access to clean water and sanitation, and unsafe working conditions.

In turn, disability can contribute to and deepen poverty, as a person with disability is less likely to have access to rehabilitation, healthcare, education and employment opportunities. This cycle can be addressed through the support of countries like Australia.

If all aid and development efforts are inclusive of people with disability, the end of the cycle is achievable; something that today's International Day of People with Disability intends to highlight.

For many countries, particularly in our region, Australia is looked to for example, as well as support through our aid program. Since 2009, there has been a strategy to guide Australia's aid program to include people with disability.

As one of the largest and most disadvantaged minorities in the world, ensuring they can contribute to and benefit from progress and development, is the right thing to do and is critical to the effectiveness of our aid. Australia can, and should be, a leader in disability inclusion, but leadership comes with responsibility.

Across the world, countries including Australia, have committed to a set of 17 goals to focus global development through to 2030. These "global

goals" set out the world's vision for ending extreme poverty and reducing global inequality over the next 15 years, including by ensuring access to education, health and employment. Goals like this make a difference.

The world has worked together to halve global poverty since 2000. So what role will Australia play to ensure the implementation of the global goals includes people with disability? How will we ensure people with disability have a say in their lives?

We can, and do, all contribute in our own way, even if it's simply by celebrating today's International Day of People with Disability. Start close to home. How do you engage with people with a disability?

Australians are generous and compassionate. Through sharing our expertise, and funding, from the Australian aid program as well as public donations, organisations such as CBM and our partners can make a difference.

People like the young boy I met decades ago, can access healthcare and rehabilitation. They can play a role in challenging attitudes and policies that create barriers for people with disability. They will learn and work, raise families, and contribute to bettering their communities in big and small ways. Just as I have been given the chance to. What a gift.

Kirsty Thompson is director of CBM Australia and was recently named one of Australia's 100 "Women of Influence".

TELE201MA-VI

On International Day of People with Disability there was a wide array of media engagement. An op-ed, authored by CBM Australia's Inclusive Development Director, Dr Kirsty Thompson, was published in The Daily Telegraph – one of Australia's most widely read newspapers.

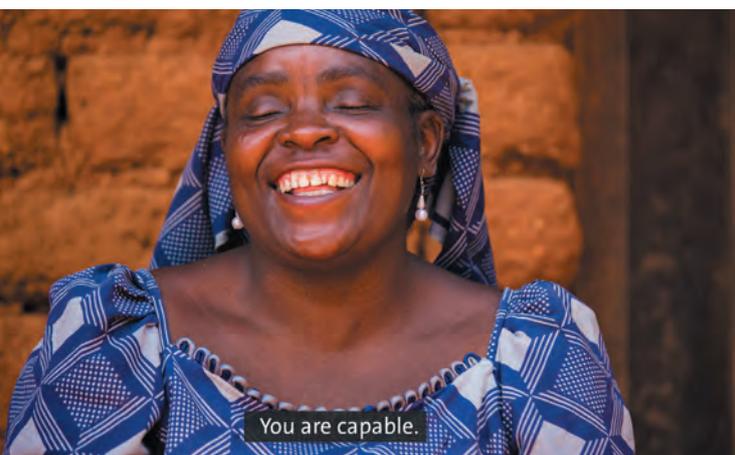
A number of articles written by CBM Australia staff were published by other organisations, including an article highlighting the video on Global Citizen, an agency dedicated to publishing stories and actions that make a positive difference, with a global audience of close to one million people.

International Day for People with Disability remains a key day for CBM Australia to work with partners to promote understanding of disability inclusive development and raise awareness of people living with disability and in poverty around the world.

Building an inclusive world where everyone thrives not only benefits people with disability, it benefits society as a whole. By 2030, we can build a world where no one is left behind and people of all abilities achieve their full potential.

**“If all aid and development efforts are inclusive of people with disability, the end of the cycle [of poverty and disability] is achievable; something that today's International Day of People with Disability intends to highlight.”**

**An extract from *The Daily Telegraph*, 3 December 2015**



To further the celebrations, a CBM Australia video 'Through livelihood, Mourine lives' took centre stage at the United Nations Enable Film Festival in New York on International Day of People with Disability; the film was selected from close to 100 entries from around the world.

# Provide implementation advice

## Working in partnership



Participants at a CBM Australia and Oxfam Australia 'Disability Inclusion Learning Event' in Indonesia.

Through Oxfam Australia's partnership with CBM Australia, CBMA facilitated a Disability Inclusive Development Assessment. Oxfam Australia also completed an internal selfassessment, and from these assessments, Oxfam Australia identified specific organisation wide learning needs on disability inclusive programming.

To respond, CBM Australia and Oxfam Australia used a strength based learning approach, aimed at identifying and using country based experiences and lessons on disability inclusion.

As a first step, CBM Australia and Oxfam Australia facilitated a 'Disability Inclusion Learning Event', bringing together Oxfam staff from 14 country offices to meet in Indonesia to share their experiences. CBMA's role was to explore and learn with the participants; starting with the simple, strategic question: "what are you doing already?"

Oxfam country staff demonstrated and shared in this workshop the wealth of experience they already have in disability inclusive practices. It was found that over 80 per cent of Oxfam country offices

were already taking some or significant steps to ensure inclusion of people with disability in their programs. This evidence will be used to further inform Oxfam Australia's approach and learnings will be embedded into Oxfam's organisational program management guidance and tools.

Further collaboration will flow between CBM and Oxfam stakeholders, including in-country offices and Disabled People's Organisations. For example, CBM Indonesia and Oxfam Indonesia are developing joint advocacy activities.

"This is the first time we have had a workshop on Disability Inclusion. We have spoken to a handful of you, but we had limited documentation and now we know what is going on and happening. We all need to understand that we are on the same journey at the same time."

**James, Oxfam Australia**

This learning event by CBM Australia and Oxfam Australia is just one example of how working in partnership to learn from each other, taking a collaborative and participatory approach, brings about effective and positive change to further strengthen the inclusion of people with disability in all development efforts.

# Disability Inclusive Water, Sanitation and Hygiene (WASH)

In partnership with World Vision Australia and World Vision Zimbabwe, CBM Australia is providing technical support to the Civil Society WASH Fund project in Zimbabwe. The objective is to enhance health and quality of life for vulnerable people by improving sustainable access to WASH.

As part of its support to this project, CBM Australia recommended a disability assessment in the project areas.

CBM Australia facilitated a relationship between local Disabled People's Organisations (DPOs) and World Vision Zimbabwe, enabling both parties to learn about each other's ways of working, as well as DPOs providing technical advice on disability research methods and inclusive WASH. A strong partnership has developed with a commitment to working together in the long term.

World Vision Australia and Zimbabwe recognised that in order to embed disability inclusion in a meaningful way, they needed to establish a Gender Equity and Social Inclusion (GESI) Officer. CBM Australia has provided ongoing mentoring to this Officer and she is developing as a local technical expert on inclusion.

At the community level, DPO members involved have visibly grown in their confidence to articulate WASH issues for people with disability.

World Vision Zimbabwe worked with local council staff to bring water points closer to the homes of people with disability, and accessible public toilets have been built in consultation with people with disability.

With CBM Australia's support, the GESI Officer and DPO members have provided training to senior council staff – bringing the stories of people with disability to their attention. Councils are now taking steps to develop municipality Disability Policy.

CBM Australia fosters partner understanding of the importance of empowering people with disability to achieve inclusive WASH. The GESI Officer has facilitated DPO training for people with disability on their rights, as well as mobilising 'GESI Champions' (people with and without disability), who collect information on disability and advocate for inclusion in their communities. Councils are now calling on GESI Champions for consultation on other community issues outside the World Vision project – an excellent indication of future sustainability.



Safe water, sanitation and hygiene are at the center of breaking the cycle of poverty and disability

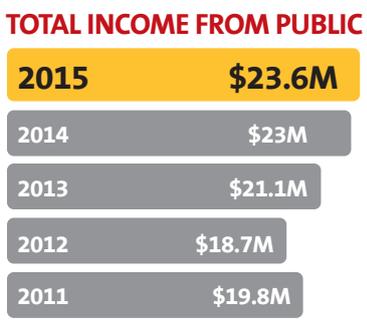
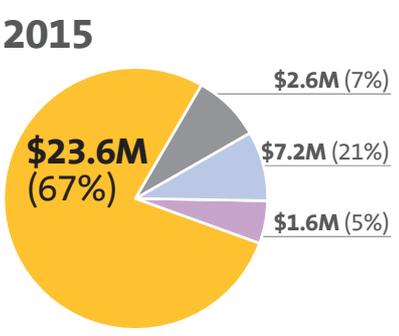


“One person with disability (pictured), who lives in the project area and was employed to collect data in the disability assessment, reported that through being a part of the research team he has learned about what is involved in building accessible latrines. He used the proceeds of his research role to have a latrine built in front of his home which other people with disability living in the same street can now use.” **Aleisha Carroll, CBM Australia Technical Advisor**

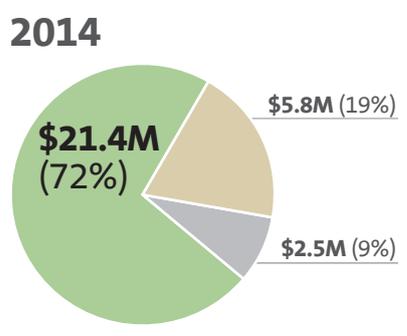
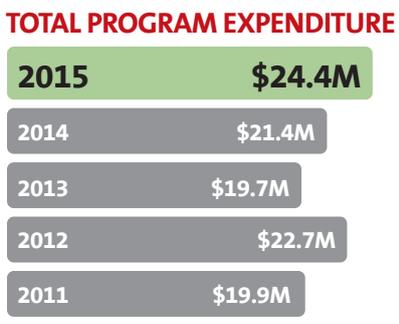
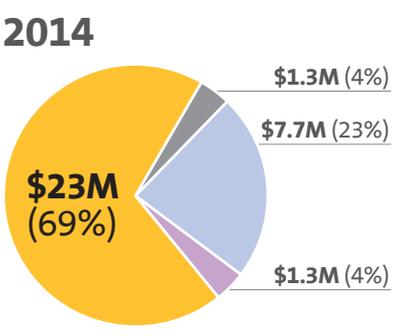
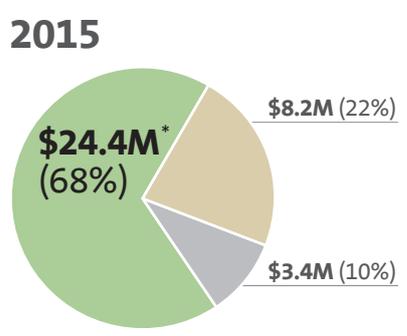
# Sustained financial health

We will ensure we have the financial resources to achieve our key objectives.

## How did we raise funds?



## How did we spend funds?



- Public fundraising
- Investments (income and gains)
- Government grants
- Technical advice

- Programs
- Administration
- Fundraising investment

\* 2015 program expenditure of 68% included 60% for development and emergency programs and 8% for community education programs

**23%**

In the last five years, total program expenditure has increased by \$4.5M or 23%. Our long term strategy continues to be to significantly increase our program work, enabled by accelerated fundraising investment.

# Grow income from engaged Australians



Lucy Holmes from the Light FM 'Kel and Lucy' breakfast team, meets Nepalese women whose lives are about to be transformed.

Miracles Day, our annual radiothon, is one aspect of CBM Australia's growing engagement with everyday Australians.

In 2015, Miracles Day hit an all-time high of 25,229 sight-restoring cataract surgeries. Twenty-four Christian radio stations around Australia took part, with four broadcasting live from Nepal. The familiar and trusted radio hosts added extra connection and context for listeners, deepening the engagement.

The stories of those who choose to get involved are inspiring:

- nine-year-old twin boys donated one Miracle each from their pocket money;
- a Sydney real estate agent donation her entire commission earned on Miracles Day;
- a family gave up their weekly take-away dinner to give a Miracle instead.

**2015 supporter growth**

**20,112** new single gift supporters

**4,658** supporters new to regular giving

**2018**

**2018 TARGET**

Our annual income is upwards of \$40M, from engaged Australians and other funding areas.

**2018 TARGET**

Increased investment in public fundraising with more regular and single gift supporters.

# Summary financial statements

## STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME

for the year ended 31 December 2015

	2015 \$'000	2014 \$'000
<b>Revenue</b>		
Donations and gifts		
– Monetary	18,344	18,580
– Bequests and legacies	5,275	4,440
Grants received		
– DFAT	7,156	7,767
– Other Australian	–	–
– Other overseas	135	13
Other income		
– Investment income	1,350	1,297
– Other income	2,753	1,349
<b>Total revenue</b>	<b>35,012</b>	<b>33,445</b>
<b>Expenditure</b>		
<b>International aid and development programs expenditure</b>		
International programs		
– Funds to international programs	(17,124)	(14,029)
– Program support costs	(3,956)	(3,723)
Community education	(3,015)	(2,734)
Fundraising costs		
– Public	(8,022)	(5,593)
– Government, multilateral and private	(146)	(153)
Accountability and administration	(3,443)	(2,547)
Total international aid and development programs expenditure	(35,706)	(28,779)
Domestic programs expenditure	(298)	(881)
<b>Total expenditure</b>	<b>(36,004)</b>	<b>(29,660)</b>
<b>Excess/(shortfall) of revenue over expenditure</b>	<b>(992)</b>	<b>3,785</b>
<b>Other comprehensive income</b>		
Net movement in the financial assets reserve	(1,240)	127
<b>Other comprehensive income for the year</b>	<b>(1,240)</b>	<b>127</b>
<b>Total comprehensive income for the year</b>	<b>(2,232)</b>	<b>3,912</b>

Note: CBM Australia has received no income or expenditure in the 2015 and 2014 financial years in the following categories: Non-Monetary and International Political or Religious Programs.

## STATEMENT OF FINANCIAL POSITION

as at 31 December 2015

	2015 \$'000	2014 \$'000
<b>Assets</b>		
<b>Current assets</b>		
Cash and cash equivalents	2,829	4,334
Trade and other receivables	805	1,340
Financial assets	21,638	19,597
Other current assets	56	165
<b>Total current assets</b>	<b>25,328</b>	<b>25,436</b>
<b>Non-current assets</b>		
Property, plant and equipment	5,164	4,898
<b>Total non-current assets</b>	<b>5,164</b>	<b>4,898</b>
<b>Total assets</b>	<b>30,492</b>	<b>30,334</b>
<b>Liabilities</b>		
<b>Current liabilities</b>		
Trade and other payables	664	1,295
Employee benefits	972	1,241
Other liabilities	4,063	816
<b>Total current liabilities</b>	<b>5,699</b>	<b>3,352</b>
<b>Non-current liabilities</b>		
Employee benefits	181	138
<b>Total non-current liabilities</b>	<b>181</b>	<b>138</b>
<b>Total liabilities</b>	<b>5,880</b>	<b>3,490</b>
<b>Net assets</b>	<b>24,612</b>	<b>26,844</b>
<b>Equity</b>		
Committed funds reserve	18,606	16,241
General reserve	5,211	8,568
Financial assets reserve	643	1,883
Perpetual trusts	152	152
<b>Total equity</b>	<b>24,612</b>	<b>26,844</b>

## Summary financial statements (continued)

### STATEMENT OF CHANGES IN EQUITY

for the year ended 31 December 2015

2015	Retained Earnings \$'000	Committed Funds Reserve \$'000	General Reserve \$'000	Financial Assets Reserve \$'000	Perpetual Trusts \$'000	Total \$'000
<b>Balance at 1 January 2015</b>	-	<b>16,241</b>	<b>8,568</b>	<b>1,883</b>	<b>152</b>	<b>26,844</b>
Excess/(Shortfall) of revenue over expenses	(992)	-	-	-	-	(992)
Revaluation increment/(decrement)	-	-	-	(1,240)	-	(1,240)
Transfer from						
- General reserve to committed funds reserve	-	2,365	(2,365)	-	-	-
- Retained earnings to general reserve	992	-	(992)	-	-	-
<b>Balance at 31 December 2015</b>	-	<b>18,606</b>	<b>5,211</b>	<b>643</b>	<b>152</b>	<b>24,612</b>

### Table of Cash Movements for Designated Purposes

CBM Australia's membership of the Australian Council for International Development (ACFID) requires reporting of cash movements where cash received for a designated purpose in any one financial period exceeds 10% of total revenue.

No single appeal, grant or other form of fundraising for a designated purpose generated 10% or more of the company's international aid and development revenue for the 2015 financial year.

### Basis of Preparation of Summary Financial Statements

These summary financial statements have been prepared in accordance with the requirements set out in the ACFID Code of Conduct. For further information on the Code, please refer to the ACFID Code of Conduct Guidance Document available at [www.acfid.asn.au](http://www.acfid.asn.au).

For a copy of CBM Australia's full audited financial statements or further information on CBMA's programs, please contact CBM Australia or refer to our website: [www.cbm.org.au](http://www.cbm.org.au).

### Feedback

CBM Australia welcomes feedback on this Report or on any matter relating to CBMA governance, operations and conduct.

Staff, including the Company Secretary, Trudy Skilbeck, can be contacted at any time on 1800 678 069. Mechanisms for feedback or complaints, including to the ACFID Code of Conduct Committee, are fully outlined under 'Contact Us' on [www.cbm.org.au](http://www.cbm.org.au).

# Auditor's report



## Report of the Independent Auditor on the Summary Financial Statements to the Members of CBM Australia

ABN 23 005 326 849

The accompanying summary financial statements, which comprises the summary statement of financial position as at 31 December 2015, the summary statement of profit and loss and other comprehensive income, summary statement of changes in equity for the year then ended, statement of cash movements for designated purposes and related basis of preparation of summary financial statements, are derived from the audited financial report of CBM Australia for the year ended 31 December 2015. We expressed an unmodified audit opinion on that financial report in our report dated 21 March 2016.

The summary financial statements do not contain all the disclosures required by Australian Accounting Standards – Reduced Disclosure Requirements (including Australian Accounting Interpretations), the Australian Charities and Not-for-profits Commission Act 2012 and the ACFID Code of Conduct. Reading the summary financial statements, therefore, is not a substitute for reading the audited financial report of CBM Australia.

### Management's Responsibility for the Summary Financial Statements

Management is responsible for the preparation of a summary of the audited financial report, in accordance with the basis of preparation of summary financial statements.

### Auditor's Responsibility

Our responsibility is to express an opinion on the summary financial statements based on our procedures, which were conducted in accordance with Auditing Standard ASA 810 *Engagements to Report on Summary Financial Statements*.

### Opinion

In our opinion, the summary financial statements derived from the audited financial report of CBM Australia for the year ended 31 December 2015 are consistent, in all material respects, with that audited financial report on the basis described in the basis of preparation of summary financial statements.

**SAWARD DAWSON**  
Chartered Accountants

Partner: Peter Shields  
Date: 22 March 2016  
Blackburn, Victoria 3130

# Strengthened organisational capacity and performance

We will continue to strengthen our organisational capacity and performance – encompassing values, people, skills, systems and structure.

## 2015

CBM Australia engaged in a Values Conversation in 2015; taking the six internationally adopted CBM Values and challenging CBMA staff on their application to our behaviour, aspiration and achievement. The CBM Australia **Values Statements** emerged (see page 32). The Statements collectively speak to what each Value looks and feels like in action for our staff cohort.

Dialogue about values feeds our workforce planning, professional development, resilience, systems progression and alignment to Strategy.

Greater sophistication in our **Strategy and Risk reporting** has enhanced broad ownership of strategic planning, risk and opportunity – at the Board and all staff levels.

CBM Australia's CEO and Board Chair lead contribution to CBM's **international strategy** formulation and transitioning.

## 2018

### TARGET

Our organisation's values and culture drive innovation, reflection and collaboration. Our engaged and resilient workforce demonstrates a strengthened sense of shared accountability.

### TARGET

Our work environment, investment in learning and opportunities for development attract and retain appropriately qualified and experienced employees.

### TARGET

We contribute to the growth and development of CBM as an international disability inclusive development organisation that aims to alleviate poverty.

### TARGET

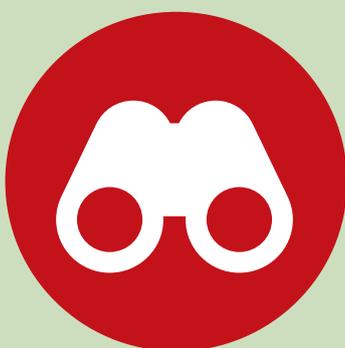
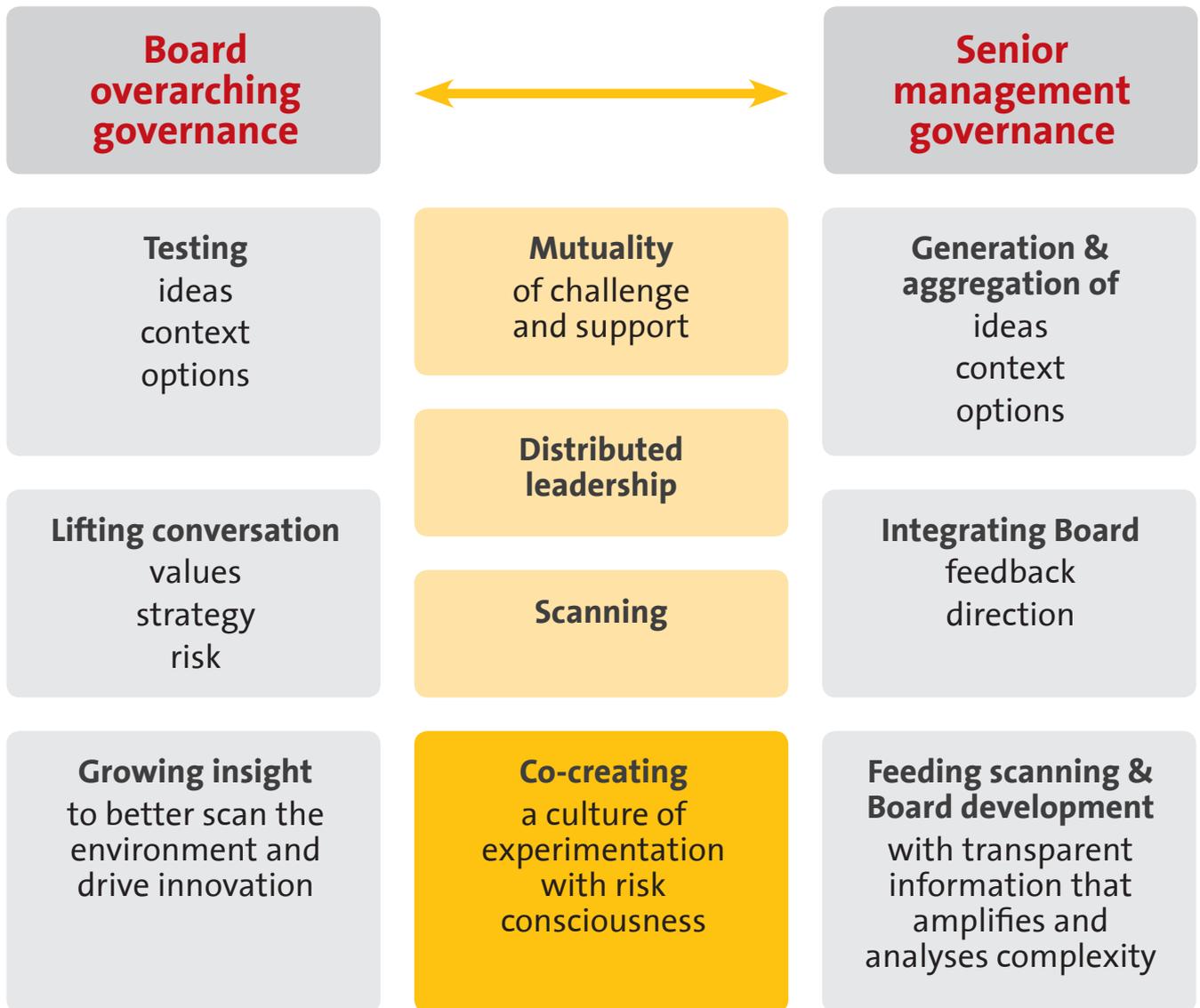
Decision making is informed by high-quality management information and clear analysis, enabled by supporting systems, technology and processes.



“CBM Australia focuses on effecting long term policy and systems changes that benefit people with disability at the international, regional and local levels. This happens through direct advocacy efforts and through working with partners and alongside people with a disability.”

**Jane Edge, CEO, CBM Australia**

# Board and senior management



This way of understanding CBM Australia's foundation for Board oversight and Management role emerged from a Board succession planning workshop in November 2015.

# CBM Australia Board

The **overall performance**, actual and perceived, of CBMA Australia is the responsibility of our Board.

The Board **delegates** management authority to the CEO and, through the CEO, to Senior Management.

The Board role is cast to **add value** by approving and monitoring Strategy (CBMA Strategic Plan 2014–2018),

Risk Management Framework and Budgets; ensuring the necessary financial, human and other resources are in place to meet agreed objectives.

Committed to **continuous learning** and appraisal, the Board conducts annual Board review processes (Director peer review and whole of Board/Committee

review on alternating years). Individual peer review was conducted in early 2015.

All Board members act in a voluntary, **non-executive** capacity.

Directors are appointed for a three-year term and can be re-elected for up to two further terms. Potential nominations are very carefully considered



## Melvin William (Bill) Austin

Bill has been the Board Chair since May 2011, having joined the Board in 2008. He holds a Master of Science and is a Fellow of the Australian Institute of Company Directors. Bill is a member of the CBM International Board.

**Special responsibilities:** CBM Australia Board Chair, Member of the Board Development & Human Resources and Finance & Audit Committees.



## Tim Budge

The Board appointed Tim in August 2015. Tim holds Bachelors of Science and Theology and a Master of Entrepreneurship and Innovation. He is a development specialist.

**Special responsibilities:** Member of Programs and Innovation & Community Engagement Committees (part year).



## Shawn Choong

Shawn joined the Board in May 2012. He is an obstetrician gynaecologist specialising in ultrasound.

**Special responsibilities:** Chair of the Board Development & Human Resources Committee and Member of the Finance & Audit Committee.



## Helen Green

Appointed to the Board in 2010, Helen has qualifications in Development and Management. She is Chair of the CBM New Zealand Board.

**Special responsibilities:** Member of the Finance & Audit and Programs Committees.

Following an Organisation Review by DFAT in December 2015, CBM Australia was recommended for DFAT Accreditation for the following five years. CBM Australia was highly commended by the DFAT Review Team for its standards of governance and programming.



to balance the mix of Board skills and promote distributed leadership, inclusion and diversity.

Members of CBM Australia elect Board Directors at the May Annual General meeting.

The Board met four times in 2015, and further in Strategy Workshops and in Board Committees.

Thirteen Committee meetings were held in 2015 in Finance & Audit (incorporating Strategic Risk Management), Board Development & HR, Programs and Innovation & Community Engagement.

Board, Committee members and staff are oriented to the **ACFID Code of Conduct** and participate fully in ACFID Code

self assessment and DFAT accreditation processes.

A core Board priority is mutual learning and **strong working relationship** with the CEO and Senior Management. External advisors observe, provide feedback and assist the maturity of this vital interplay.



### Christopher Groom

Chris joined the Board in 2009 and serves as Deputy Chair. He holds a Master of Business.

**Special responsibilities:**

Chair of the Finance & Audit Committee and Member of the Programs Committee.



### Dale Sheppard

Dale joined the Board in May 2012. He holds a Bachelor of Applied Science in Disability Studies and is a motivational speaker and lobbyist in support of issues affecting people living with disability.

**Special responsibilities:**

Chair of the Innovation & Community Engagement Committee and Member of the Programs Committee.



### Benjamin Smith

Appointed to the Board in May 2011, Ben holds a Doctor of Philosophy alongside qualifications in Social Work and Public Health.

**Special responsibilities:**

Chair of the Programs Committee and Member of the Innovation & Community Engagement Committee. CBM International Assembly Delegate.



### Karen Streckfuss

Appointed to the Board in August 2014, Karen holds Bachelors of Arts and Laws, is a Barrister at the Victorian Bar, and is a Human Resources specialist.

**Special responsibilities:**

Member of the Board Development & Human Resources and Innovation & Community Engagement Committees.

850  
days

850 days of volunteer hours were given to CBMA in 2015 for administrative and research assistance, Luke14 co-ordination and hospitality support. This outstanding recorded contribution does not include the many Luke14 volunteers in churches or the considerable time given by Board members. CBMA is sustained by this breadth of volunteer expertise and support.

# CBM Australia's Value Statements

## INCLUSIVE

- I **embrace** diversity.
- I **acknowledge** I can unintentionally contribute to exclusion.
- I **look** for broad perspectives that will challenge my assumptions.
- I **seek** to moderate barriers so that all people can contribute to their full potential.
- I **work** to understand power dynamics and environments which can embed or challenge inclusion.
- I **commit** to grow my practice of inclusion.

## INTEGRITY

- I **practise** and appreciate authenticity.
- I **believe** I can learn something from every encounter.
- I **own** my mistakes.
- I **am** responsible, reliable and consistent even when no one is watching.
- I **value** our resources; I am a good steward of time, finances, relationships and environment.
- I **integrate** my role with our strategy; I persevere despite challenges.
- I **celebrate** achievements, both small and large.

## INTERNATIONAL

- I **have** an international perspective.
- I **respect** and appreciate cultural difference.
- I **seek** to learn from and contribute to learning with partners and colleagues from the grass-roots to wider levels.
- I **influence** for sustainable transformation.
- I **am** part of a complex international family, working for positive global change.
- I **value** our international heritage.

# CBM Vision Statement

An inclusive world in which all persons with disabilities enjoy their human rights and achieve their full potential.

- I **create** and participate in an enabling learning environment of curiosity and innovation to bring out our collective best.
- I **seek, give and act** on constructive feedback.
- I **value** the expertise, contribution and commitment of all those we connect with.
- I **strive** for constant improvement personally and organisationally.
- I **identify** and promote change that adds value.
- I **generate** quality outcomes by working efficiently and accountably, regardless of the size of the task.
- I **demonstrate** leadership, considering opportunities and issues wider than my immediate responsibilities.

- I **uphold** the role model of Jesus Christ.
- I **collaborate** with people of all faiths who share our vision; I connect with humility.
- I **practise** servant leadership; seeking what is best for our work
- I **treat** others as I would have them treat me.
- I **am** compassionate and seek social justice.

- I **seek** first to understand, then to be understood.
- I **listen** actively, suspending judgement and assumption.
- I **communicate** respectfully and honestly.
- I **expect** difficult conversations, and have the courage to initiate them.
- I **include** others when I communicate; I **seek** diverse perspectives and wide engagement.
- I **demonstrate** that good communication and good relationships are interdependent.
- I share information appropriately.

CHRISTIAN

# The world creates the Global Goals



## we're for *Australian Aid*

CBM Australia is proud to be part of the **Campaign for Australian Aid**, a joint initiative of the **Make Poverty History** and **Micah Challenge** coalitions, for all Australians who believe that we can and should do more as a nation to end extreme poverty around the world.

### **CBM Australia**

ABN 23 005 326 849

56 Rutland Road Box Hill VIC 3128

PO Box 348 Box Hill VIC 3128

Freecall 1800 678 069

[cbm.org.au](http://cbm.org.au)

