




Ending the cycle of poverty and disability

CBM AUSTRALIA ANNUAL REPORT 2022

A photograph of an elderly man with a grey beard and a striped shirt, standing outdoors. He is shielding his eyes from the sun with his right hand. A horse is visible in the lower right corner. The background is a blurred green field.

Shukumar received successful cataract surgery through a CBM-supported project. He is now confident to continue performing his daily household responsibilities and religious work as a priest.

We acknowledge Aboriginal and Torres Strait Islander peoples as the First Australians and Traditional Custodians of the lands where we live, learn and work. CBM Australia supports the First Nations peoples' Uluru Statement from the Heart.

Cover: Sakib, 12 years old, returned to school after receiving a hearing aid from a CBM-supported project. He is now able to actively participate in class and play with his friends.



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Who we are

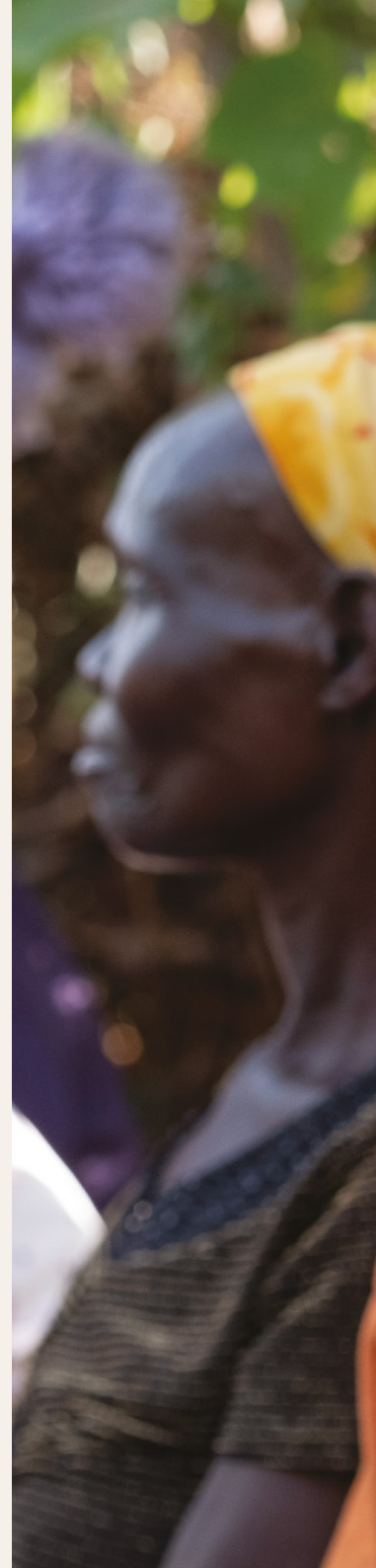
CBM Australia is a Christian international development organisation committed to empowering people with disabilities in the poorest countries around the world. CBM Australia is a member of CBM Global Disability Inclusion federation.

Thanks to our supporters, our programs can reach those who because of disability, prejudice and social stigma are the hardest to reach.

Our vision and mission

We have a vision for an inclusive world in which all people with disabilities enjoy their human rights and achieve their full potential. We are devoted to our mission to end the cycle of poverty and disability.

Margaret, the mother of a child with a disability and → member of a local Organisation of People with Disabilities (OPD) in Kenya, at a meeting as part of the OPD's partnership with a CBM-supported project.





How we work

We work alongside people with disabilities living in the world's poorest places to fight poverty and exclusion and transform lives.

Drawing on more than 115 years' experience and driven by Christian values, we work with the most marginalised communities to:

- Break the cycle of poverty and disability
- Treat and prevent conditions that lead to disability
- Build inclusive communities where everyone can enjoy their human rights and achieve their full potential.

People living in remote locations often miss out on basic services and CBM can help facilitate those linkages and connections.



We do this because one in seven of us have disabilities, which is more than a billion people around the world – 80 per cent of whom live in developing countries. In fact, 20 per cent of the poorest people living in developing countries have disabilities.



Messages from the Chair and CEO

Andrew Ellis Board Chair

Across recent years, every organisation has been forced to take a disrupted and adaptive approach to making plans and looking to the future. During 2022, we've reflected at CBM Australia on the incredible importance of an attitude of gratitude alongside planning humbly, mindful of God's priorities.

"You do not know what will happen tomorrow... say instead 'if it is God's will, we will live and do this'..."

– JAMES 4:14-15


Australia, our region, and the world are grappling hard with the major challenges presented by climate change and COVID-19. We know that we are seeing the first increase in extreme poverty in over two decades, alongside increased inequality and displacement, with the rights and needs of the most vulnerable being overlooked or unsupported. The climate and COVID-19

crises seriously compound long-standing barriers to inclusion.

This annual report is all about striving to be an authentic ally for people with disabilities in the global realities of 2022, and with a focus on a sustainable program future in partnership and collaboration with the disability movement.

On behalf of the Board, I thank each person and organisation that has engaged heart and mind with the cause and practice of disability inclusion in order to stem the tide of escalating disadvantage. Each one of us can and does make a difference.





Lennard, 4 years old, is smiling with his father three days after receiving successful cataract surgery.

Jane Edge, CBM Australia's CEO, and Dr Becky Oenga, an ophthalmologist in Kenya, conversing during a global federation visit.



Jane Edge Chief Executive Officer

Your love, your commitment to social justice and your generous financial support directly transformed the lives of more than 4.64 million people with disabilities and their families in 2022.

And, because of the trust you have in CBM Australia's work, together we can continue to run programs that benefit individuals and transform entire communities for years to come. In 2022, our programs, advisory and advocacy work grew in impact, positively influencing local and national governments, our partner organisations and some of the largest institutions and international development organisations in the world.

We do this to ensure people with disabilities are included in aid programming, in humanitarian-crisis response and in disaster planning. Because of you, we work directly with people with disabilities and their organisations to ensure we can amplify their needs, deliver programs that have lasting impact, and provide advice and advocacy that is locally sustainable and globally influential.

In 2022, for every dollar donated to CBM Australia, 75 cents supported programs, 20 cents generated funds to support future programs, and 5 cents ensured effective

accountability and administration.

I'm incredibly proud of our committed and adaptive staff, our innovative approaches, and our ongoing collaboration both here, in Australia, and internationally. Our values and our culture underpin all that we do to walk in solidarity with the world's most marginalised people.

Our teams, with the support of our passionate and committed Board, have continued to be flexible and focused on our mission, which so powerfully responds to Jesus' call for justice for the poor and oppressed.

I'm very much looking forward to continuing to work with you, our generous supporters and partners, to implement our new strategy in 2023 (see page 50), and to grow our ***movement of the heart***.

Jane Edge



In the field

As CBM Australia approaches the end of our 2019–2022 strategic plan we are thankful for the 4.64 million lives transformed through program partnerships, advocacy and advisory work.

This reach speaks to the persistent, empowering work of our partners and Organisations of People with Disabilities, and to the generosity and faithfulness of our supporters.

The need for our work is greater than ever, with three key factors impacting our work in 2022.

A group of women from
a local village in Kenya.



3

key factors

The COVID-19 pandemic

drove increasing numbers of people into poverty for the first time since the turn of the century.

The war in Ukraine

has disrupted food supply chains, resulting in worsening food insecurity in East Africa.

The effects of climate change

including drought, rising sea levels and increased storm severity are displacing and impacting the world's poorest, including people with disabilities.



In 2022, our programs contributed to reduced prevalence of neglected tropical diseases, including trachoma.¹ Our inclusive eye health programs **transformed the lives of 318,110 people** through screenings and cataract surgeries, and so many more through assistive technologies, referrals and peer support programs. Feedback from partners and listening to Organisations of People with Disabilities (OPDs) informed CBM Australia's commitment to partnership, local voice and local organisational strengthening; this includes gradually developing new programs in the Pacific informed by our engagement with the Pacific Disability Forum and member organisations.

Our disability inclusion advisory work with other organisations continued to extend our reach and influence well beyond CBM Australia's own programs. Building on 14 years of advisory work in Australia, we expanded this work by establishing a CBM Global Inclusion Advisory Group (IAG). In 2022, this larger team of experts worked with partners in the disability movement to provide technical support to 30 organisations including the Australian Department of Foreign Affairs and Trade, UN Population Fund, United Nations

Children's Fund, World Food Programme, Oxfam, World Vision, and many others. By working with governments, multilateral organisations and non-government organisations we can widen our influence from policy to community levels.

An independent impact evaluation of IAG's advisory work was finalised in 2022 and strongly endorsed its value:

"The [IAG] has contributed to positive lasting change for people with disabilities. By working with individuals and organisations on projects and policy work, there is a clear 'ripple' effect towards institutional and organisational changes."

"As a result of the work with the IAG, we started to see a behavioural change from partners who were making small steps in improving progress towards disability inclusion. This included improving data collection for people with disability and engaging people with disability across the humanitarian program cycle ... this enabled meaningful change and you could see the change on the ground, particularly through the number of people with disability accessing humanitarian assistance".²

Kanchi received seeds, organic pesticides and → greenhouses through a CBM-supported livelihood program so she can continue to provide for her family.



A group of representatives from a local OPD in Bangladesh engaging with CBM Australia staff regarding an active livelihood project in the region.

In September 2022, IAG supported people with disabilities to participate in the Asia Pacific Ministerial Conference on Disaster Risk Reduction in Brisbane so that disability inclusion was a key feature at the conference. Delegates heard directly from people with disabilities about their experience of disasters and the importance of including them in all aspects of disaster management, including planning, preparing, response and recovery. This activity was possible with support from the Australian aid program.

1 *Lancet*, April 2022 [https://www.thelancet.com/journals/langlo/article/PIIS2214-109X\(22\)00050-X/fulltext](https://www.thelancet.com/journals/langlo/article/PIIS2214-109X(22)00050-X/fulltext)

2 *IAG Australia Impact Evaluation Report*, Clear Horizon, Melbourne, 2022

Our impact



Abdul wants to open a small bike and rickshaw factory where people with disabilities can receive free training.

Lives changed with practical support

Abdul was a rickshaw puller in Bangladesh until severe infection resulted in both his legs being amputated. He was left jobless. Abdul joined a CBM Australia-supported self-help group and learned skills in bike repair, leadership, communication and disability rights.

With the support of the project team, Abdul gained employment at a mechanic shop.

“People with disabilities have to beg or struggle because they have no other option. But when they do have options, they can work and live like others. I want to make that possible for others,” said Abdul.

CBM Australia changes lives by helping people with disabilities gain new skills to earn a living.

Maiya lives in a remote mountain village in Nepal and is the sole carer for her young son. After her house was destroyed in the 2015 earthquake, they lived for two years in a tent until a new house was built. Support from CBM's project partner helped construct a bamboo goat shed next to the house for Maiya to bring in more income.

CBM acknowledges the support of the Australian Government through the Australian NGO Cooperation Program (ANCP).

Maiya has been able to start work on the construction of a sturdy goat house, increasing herd capacity and income, thanks to support from CBM's project partner.



Refining our partnership approach

In 2020 and 2021, CBM Australia conducted a listening exercise across 14 countries and 32 Organisations of People with Disabilities (OPDs). We wanted to know what organisations valued from their relationships with CBM Australia, and how this could be improved.

Organisations told us that they valued our aim to work together as equals, and that our role was often to build bridges and connections, and raise the profile of OPDs with government.

They valued CBM Australia's focus on strengthening organisations: helping grassroots organisations to form, supporting larger federations to take the next steps in their work, and up-skilling international OPDs. Organisations reported they were stronger in their own structures and technical capacity on disability issues.

From this work done by CBM Australia, CBM Global made commitments in a defining publication launched at the 2022 Global Disability Summit. ***We Have a Role Now*** sets out how we will refine our partnership approach.

We will:

- Ensure OPDs actively contribute to CBM's planning and prioritising in our target countries.
- Work with OPDs to identify organisational strengthening plans that best suit their priorities and requirements, so that we focus on long-term organisational sustainability and effectiveness.
- Establish inclusive feedback mechanisms and better accountability to address power imbalances and enable CBM Global to receive open and honest feedback.
- Model accessibility and foster inclusiveness, promoting practical strategies to strengthen the involvement of people from diverse backgrounds and impairments.
- Continue to advocate for OPDs to governments and other funders. Read more at cbm-global.org/resource/we-have-a-key-role-now

**In 2022,
CBM Australia
strengthened
our
commitment
to working
with the
disability
movement.**

26

**representatives from the
disability movement were
engaged by CBM Australia
for roundtable discussions
and research pieces**

Dorothy, secretary of the local disability committee, taking part in an internal savings and lending (ISAL) meeting and training session in Zimbabwe.



Improving maternal health in rural Nigeria

CBM Australia supports programs in Nigeria to improve local health systems, with a focus on women's health. Nigeria accounts for 40 per cent of fistula worldwide; a condition generally caused by complications with pregnancy and delivery.

With program teams working locally across north-west Nigeria, community health extension workers are trained to identify and monitor women with high-risk pregnancies, as well as finding women already living with fistula and referring them for surgery. Over the past three years, they have treated 1,482 women with fistula.

Prevention is key in the longer term. Our team is training doctors, midwives and nursing staff in local hospitals and rural health posts in basic and emergency obstetric and newborn care. They ensure that health centres have the basic equipment and infrastructure needed for safe deliveries. From this, we are seeing improvement in health outcomes for women and new babies. Our programs also focus on raising awareness among expectant mothers and their families, living in poor and remote communities, about

the need to access health care during pregnancy and delivery, and to reduce the risk of fistula and other complications.

"I do come for ante natal, I was thinking I will deliver in town but my mother said I should come here (local health centre) since they were the ones looking after me for this pregnancy... when I came... the nurse was so caring... everything went fine."

– YOUNG WOMAN REFLECTING ON HER PREGNANCY

CBM Australia and our project teams believe that governments could replicate this model elsewhere.

CBM acknowledges the support of the Australian Government through the Australian NGO Cooperation Program (ANCP).



12
**countries where
programs operated**

Strengthening the local health system in Nigeria means staff like Nurse Victoria are better able to provide needed support for complex maternal health issues.

90%
of projects met
or exceeded
expectations

CBM Australia programs provide training and education to improve maternal health and end fistula.

Reaching children with disabilities in multiple ways

Lucia, 19 years old, has vision → impairment and goes to school in the capital city of Timor-Leste.

CBM's Inclusion Advisory Group (IAG) helps other organisations create environments where people with disabilities can access the same opportunities as their peers. In this way, IAG advisors can influence change at many levels from systems and policy to community action.

In 2022, IAG Global team advisors provided technical support to develop a toolkit and training package on disability-inclusive humanitarian action to guide UNICEF staff and their partners on how to reach children and adults with disabilities in humanitarian situations. Advisors also provided technical support to UNICEF to develop a training package on disability inclusion for frontline workers to help them connect with the experiences of children and young people with disabilities, learn about disability rights and deliver more inclusive services.

Through UNICEF Australia, IAG Australia team advisors continued to support UNICEF to work with governments in our region on ways to safely include children with different types of disabilities and levels of impairment

in different settings. For example, in 2022 advisors supported UNICEF in Timor-Leste to develop modules and activities for children with disabilities so they could run Child Friendly Spaces (CFS) in emergencies and beyond.

“In one community there is a 16-year-old with an intellectual disability who has never attended school, but has been attending the CFS since the floods. These CFS have provided a safe space for him to go, and acceptance with the other children – when often he couldn’t play with them because of fear and stigma and was often alone in his house.”

– ALEXANDRA EAVES, UNICEF AUSTRALIA,
INTERNATIONAL PROGRAMS MANAGER

528,236

**people with disabilities,
their families and communities
benefited from our ongoing
IAG advice**



© UNICEF Timor-Leste/2022/
Benevides



Children attending the UNICEF Timor-Leste Child Friendly Space.

© UNICEF Timor-Leste/2022/Benevides



\$1b+

**total value of partner
programs influenced
by IAG work**

30

**countries working
with our advisory
services**

**CBM's IAG worked with Oxfam to
ensure women with disabilities
had equal access to a local project.**

Equal economic opportunities for women in Timor-Leste

In October 2022, Inclusion Advisory Group (IAG) advisors worked with Oxfam in Timor-Leste to ensure women with disabilities could be reached through Oxfam's Women's Economic Empowerment and Cash Savings (HAKBI'IT) project. This project helps women to plan livelihoods, develop small businesses and sustainable agriculture, and also facilitates discussions in households and communities around gender issues and practices.

IAG advisors partnered with the local Organisation of People with Disabilities (OPD) – Ra'es Hadomi Timor Oan (RHTO) – to deliver this support and to ensure the local context and the experiences of women with disabilities were understood.

One activity the advisors facilitated saw participants identify who was currently in and not in the Savings Groups, particularly thinking about the representation of marginalised disability groups. They brainstormed the barriers preventing people with different types of disabilities

from fully participating in the Savings Groups and explored practical ways to better include women with disabilities. The participants identified many barriers to inclusion including physical, attitudinal, institutional and communication barriers.

Advisors helped Oxfam's team to consider activities that would enable people with disabilities to participate, as well as some activities specifically for people with different types of disabilities. Participants discussed how to make activities inclusive and successful for: women with disabilities only, women with and without disabilities, and men and women with disabilities.

IAG advisors also designed a package of tools, frameworks, and step-by-step actions to help Oxfam and the local OPD to better include women with disabilities in their Savings Group project.

← Fellya, from the local OPD, RHTO, sharing the experience of women with disabilities.



20
**OPDs engaged
in IAG advisory
work**

Because of you

In 2022, the outpouring of generosity, love and support from you, our generous Australian supporters, enabled impactful programs to be delivered to people with disabilities living in the poorest places.

You also enabled our internationally recognised advisory work to be delivered to some of the largest institutions, which furthered our collective vision to end the cycle of poverty and disability.

Because of you, CBM Australia ensured the Australian Government and the international development sector heard the voices of the most vulnerable. Together with our Federation, those voices carried to local and national governments, and to the United Nations.

Despite grappling with the ongoing challenges of COVID-19, climate change and a cost of living increase in Australia, you heard the call to help those most in need; those most impacted by the first increase in extreme poverty in over two decades. This growth in poverty increased inequality and displacement and led to the rights

and needs of the most vulnerable going overlooked and unsupported.

Now it is our time to thank you for your prayers, donations, volunteer work and advocacy. Everything you do to support our work is life changing for so many individuals, families and communities.

Whether you are giving to support our work in inclusive eye health – including cataracts and trachoma – community mental health, humanitarian crises – including the famine in Kenya and disasters in Southeast Asia and the Pacific – or our work in education, employment and support programs, we thank you.

As we look forward to 2023 and beyond, we all have considerable work ahead in trying to stem the tide of escalating disadvantage. Your support will remain vital in ensuring people with disabilities are not forgotten but instead, through your compassion, everyone can achieve their full potential.

Visit **cbm.org.au/our-stories** to read about how your support helps individuals and communities, and some of the ways we work together with our partners to respond to the growing need for our programs in the most disadvantaged places.



Marietta (left), is an advocate for inclusive face masks, ensuring no one with a disability is left behind when disaster strikes.



44,071

**faithful donors
supported us**

\$21.9m+

**gifted to support
our mission**

Glenys Sigley reflects on 18 years as a CBM Australia Ambassador



Glenys Sigley and her late husband Ernie during a Miracles Day broadcast trip.

Glenys Sigley is CBM Australia's Eternal Giving Club Ambassador. In 2004, Glenys and her late husband, television personality Ernie Sigley, became CBM Australia Ambassadors. But they had been faithful supporters long before that.

"A friend of mine... worked at CBM and suggested I look at the work they did, their programs and their mission. I was so impressed with what I read about the work of CBM, partnering with the poor and particularly those with disabilities, that I became a supporter," Glenys remembers.

Glenys had the opportunity to visit CBM Australia-funded, disability-inclusive programs, including those that deliver prosthetics, enable children to go to school, and those that treat club foot, cleft lip and palate, and cataracts, as well as a school for the hearing impaired.

A particularly strong memory for Glenys was visiting a remote African community to meet Pillay, who had given birth to twins.

When Glenys had trouble before the birth of her own twins, she received expert care in hospital. When Pillay had trouble giving birth, she undertook a five-hour train journey to the big hospital in the city, and sadly lost both babies.

Pillay also had undiagnosed fistula. Through CBM Australia partners, Pillay was able to access fistula surgery.



**“[Pillay’s] story
could’ve been
my story.”**

Vibrant volunteers

Anthony Marcus puts his strong research and analytics skills to good use for CBM Australia's Quality Team, as well as writing stories for the communications team.

Anthony started with us in March 2022 after migrating to Australia where he lives with his wife, a Melburnian, and two children; a son, and a daughter with a disability.

"Before moving to Australia, I spent many years researching and designing policy for individuals and communities that live with poverty and economic scarcity," Anthony says.

"Working at CBM brings together the two issues that matter most to me – disability and poverty – and will hopefully help me develop a work history in

Australia, while using my professional knowledge and skills to contribute to something bigger and more important than myself."

For Anthony, volunteering at CBM Australia provides an insight into how our incredible programs work. He works with very weighty quality evaluation documents, turning them into publicly digestible stories for the website.

"It is important to give people a view of what is possible when we are generous with our neighbours," he says. "I also love volunteering for the people I have met and the interesting assignments I am given. I am pretty fond of the local coffee shop too."

When he is not volunteering or with his children, Anthony can be found



Anthony, one of our dedicated volunteers, is passionate about addressing the inequalities faced by those living with the double disadvantage of poverty and disability.



working on building a bicycle education program for migrant and refugee youth in a public housing estate in Broadmeadows.

We thank Anthony and all of our faithful and hardworking volunteers for their dedication and work with CBM Australia in 2022 and beyond.

50
volunteers
generously donated
their time and
talents

A dedicated group of CBM Australia volunteers and our volunteer coordinator, Sue, celebrating the great work accomplished in 2022.



Fun-raising supporters

Dave Vincent, a retiree from Sydney, is so passionate about preventing Trachoma, particularly in kids, that he was willing to jump out of a perfectly good plane to make a difference.


Trachoma is a highly infectious, painful condition that if left untreated leads to irreversible blindness.

“The thought of children suffering this horrifying disease makes me feel sick,” he says.

Dave has been a CBM Australia supporter for more than three decades and knows his fundraising efforts really will make a difference.

“Knowing that children and adults will be protected from this disease will put a real smile on my face,” he says.

Read more about Dave’s story on his fundraising page [**transformlives.cbm.org.au/dave-vincent**](https://transformlives.cbm.org.au/dave-vincent)



Dave Vincent, 76 years old,
jumped out of a plane to
raise money for Trachoma
prevention projects.



My Start Counts – advocating for children with disabilities

CBM Australia's new campaign advocates for the removal of barriers faced by children with disabilities living in poverty.

CBM Australia's advocacy works with our partners to amplify the voices of people with disabilities and influence policy aimed at ending the cycle of poverty and disability.



Advocating together, our work can and has made a difference. On International Day of People with Disabilities (IDPD) 2022, CBM Australia launched a new campaign, My Start Counts, to advocate for the removal of barriers to receive an education faced by children with disabilities living in poverty.

In the Asia-Pacific region, children with disabilities are among the most marginalised children in the world. On average, one in three children with disabilities of primary school age is out of school.

The solutions, however, are not out of reach. Ian, a boy from Kenya, found it hard to attend school because of inaccessible toilets. The simple addition of a disability toilet has changed everything.

Ian says, "I never liked coming to school because there was no disability toilet. They built toilets for us, and they built a disability toilet. I use that toilet. I love coming to school because I know school is important."

Ian now enjoys attending school and → can thrive and feel comfortable since the installation of an accessible toilet.

A young boy with short dark hair, wearing a green sweater over a light blue collared shirt, is sitting at a wooden desk in a classroom. He is looking down at an open book on the desk, with his right hand resting on the desk surface. The background shows a chalkboard and wooden benches.

25%

**cut to disability-inclusive
development was reversed by
the Federal Government after
strong advocacy alongside
people with disabilities in
our region and beyond**

Your support helps

Because of you...

Nigeria

...**maternal and child health** services were improved, meaning childbirth is less risky for women living in poverty.*

Ethiopia

...new wells were installed giving people with disabilities and their communities access to **clean water and sanitation services**.*

Kenya

...people with avoidable **blindness**, including **trachoma**, received the **surgery and medication** they needed.*

Cameroon

...people with disabilities in the northwest have better access to **eye and ear screening**, mental health specialists, education and humanitarian assistance.*

Zimbabwe

...we conducted **trainings** with partners to raise awareness and empower staff to better integrate disability inclusion into their humanitarian projects.

Madagascar

...women, men and children with disabilities were given access to **food, water and medical supplies**.

*CBM acknowledges the support of the Australian Government through the Australian NGO Cooperation Program (ANCP).

Nepal

...comprehensive **eye and ear care** was strengthened, reducing the prevalence of avoidable blindness and deafness.*

Indonesia

...we introduced new approaches to addressing **mental health** issues, using a community model, across three districts, building capacity for people with psychosocial disabilities.*

The Pacific

...we worked with people with disabilities, government, and civil society partners to ensure **inclusive** prevention, preparation, **response**, and **recovery** to increasing disaster events in the region.^

Bangladesh

...health, protection, rehabilitation, and **mental health** support continued to be rolled out in camps and host communities for Rohingya refugees in the south.*

Vanuatu

...**Community Based Inclusive Development** projects supported capacity building for 90 people with disabilities, across six Organisations of People with Disabilities (OPDs).

The Philippines

...young people with disabilities can access mainstream **schooling** as a result of an increase in disability inclusion training and services.*

Timor-Leste

...there is starting to be a better understanding of how the national budget must **consider the needs** of people with disabilities.^

Solomon Islands

...OPDs were supported to train non-government organisations on how to include people with disabilities in their **disaster preparedness and response programs**.^

^CBM acknowledges work undertaken in collaboration with, and funded by, advisory partners.

Our people, our culture

Strengthening CBM Australia's team and foundations

In 2022, we focused on renewing our people, organisational development, team cohesion and dedication to systems strengthening and strong stewardship. From January, our team aligned to a more regular hybrid rhythm, following two years of mostly working remotely due to the COVID-19 pandemic. Throughout the year, our staff showed flexibility, resilience and determination, while continuing to meet targets.

12

**new staff
welcomed**

16%

**of staff
identify as having
a disability**

CBM Australia staff have adopted a hybrid working model offering flexibility with in-office and remote working.



6%
increase in
staff retention

74
employees



A new, temporary co-working space gave the team the opportunity to experience different types of office design that will inform how we fit-out CBM Australia's new premises, which are currently under construction.

CBM Australia's hybrid work model sees most staff in the office for two days a week. As we refine our work planning and systems, we will continue to develop to get the best out of every space we work in. With some staff now based interstate and overseas, skills in remote and digital working have been developed by all. Our staff engagement survey has shown consistently high engagement across multiple years, and we will continue to monitor this closely.

During 2022, CBM Australia staff and management collaborated to develop

a Disability Action Plan (DAP). The DAP outlines CBM Australia's approach to being a disability-inclusive organisation, demonstrating our commitment to be an excellent employer for people with disabilities. It will be published on our website in 2023 (see page 42).

Staff wellbeing and support has been an internal priority for the organisation with so much change and uncertainty brought on by COVID-19. Through it all our staff have worked consistently to deliver extraordinary impacts for people with disabilities in the poorest communities. The strength of our partnerships and the generosity and compassion of our supporters continues to encourage staff to focus on our vision of ending the cycle of poverty and disability.

37

**staff have been
with us for
over 5 years**

63,219

**Miracles raised for
sight-saving surgery.
The highest ever!**

CBM Australia staff →
thanking our generous
supporters for
10 years of Miracles.



Our Disability Action Plan


Inclusion is one of CBM Australia's core values, defining and guiding our culture and ways of working.

Just as we are committed to dismantling the many barriers facing people with disabilities living in poverty around the world, we are also committed to ensuring CBM Australia's own workplace, programs and operations are inclusive. People with disabilities who work or partner with us bring value to all aspects of our work; from the many contributions of our staff with disabilities in Australia, to those of our supporters with disabilities, to the work performed by the Organisations of People with Disabilities we partner with overseas.

During 2022, CBM Australia staff worked together to prepare a three-year Disability Action Plan (DAP) for the organisation. All staff were surveyed to gain their perspectives on areas where the organisation's inclusive practice needed to be improved. A standing Disability Employee Network, comprising staff with and without disabilities, was established to oversee DAP development and implementation.

Importantly, the DAP was developed through a collaborative process with initial input from a group of staff members with lived experience of disability, and then in consultation with their nominated representatives. This group continues to operate as an informal peer support group. We took this approach to ensure that our DAP is informed by the voices of people with disabilities, and is both aspirational and pragmatic.

Implementation of the DAP begun in 2022 with actions built into work plans for 2023 with progress to be closely monitored.

A photograph of two women sitting at a wooden table in a meeting room. The woman on the left has short brown hair and is wearing a black blazer over a brown top. The woman on the right has blonde hair, wears glasses, and a pink top. They are both smiling at the camera. The background shows a window with light-colored curtains.


CBM Australia staff participating in a hybrid Disability Employee Network meeting discussing our new Disability Action Plan and disability-inclusive practice in action.



Our values

**We champion inclusion.
We pursue excellence.
We strive for justice.
We embrace partnerships.
We live with integrity.**

Erica, 9 years old, holding
a goat at her home.

A young girl with dark hair, wearing a white short-sleeved shirt, is smiling and holding a small, light brown goat. The background is dark and out of focus, suggesting an outdoor setting. The text "At CBM Australia we live out our values." is overlaid on the right side of the image in white, bold, sans-serif font. A solid green vertical bar is on the far right edge of the image.

**At CBM
Australia
we live
out our
values.**

Our governance

Our board members are volunteers, acting in a non-executive capacity to provide strategic direction, oversight and thoughtful governance to CBM Australia.

In May 2022, CBM Australia's Board met in person for the first time in two-and-a-half years with subsequent meetings a mix of in-person and online. An emphasis on good stewardship and creative use of remote and hybrid meeting technologies was sustained. Elysha Png came to the Board from the Melbourne Observership Program for 2022, bringing terrific fresh insight and enquiry.

The Board remains well supported by four Board Committees.



The **Finance & Audit Committee (FAC)** superintends healthy financial and risk management. Significant funds were realised through the March 2022 settlement on our Box Hill office sale. Balance Sheet strength is positioning CBM Australia for greater, planned investment in impact alongside sustained lesser 'office' and administration costs.

The **Board Development & HR Committee (BDHR)** led Board recruitment, Constitution review, and oversight of CBM Australia culture and ways of working developments. In May, Michael Pilbrow was farewelled from the Board and Sarah Bearup was welcomed. The BDHR commissioned an independent

external whole Board appraisal, which was a space of deep learning for Board and Management.

The **Programs Committee** sustained oversight of program strategy, co-creating direction with Management, monitoring changing risk profiles and project capacity across CBM Global program countries.

The **Community Engagement & Fundraising Committee (CEF)** watched over CBM Australia's public engagement, amplifying advocacy and communications around how Australians can best support disability inclusion, including via our 10th Anniversary Miracles Day 2022.

CBM Australia is a full and strongly contributing member of the CBM Global federation, alongside CBM Ireland, CBM Kenya, CBM New Zealand, CBM Switzerland, and CBM UK.

Board members



Andrew Ellis

Chair

Andrew was appointed to the Board in 2018 and holds a Bachelor of Engineering, a Master of Project Management and a Master of Business Administration. Andrew was appointed Chair in May 2021. Andrew operates as a Member of all Board Committees.



Elizabeth Lucas

Deputy Chair

Elizabeth joined the Board in 2016 and was appointed as Deputy Chair in 2017. She is a Fellow of the Institute of Chartered Accountants and a Director at Grant Thornton Australia. In 2022, Elizabeth chaired the FAC and was a Member of the Programs Committee.



Claire Velasco

Committee Chair

Claire joined the Board in November 2019. She holds a Master of Marketing Communications and is an experienced senior executive. Claire continues to chair CEF and be a member of BDHR.

**Sarah Bearup****Committee Chair**

Sarah joined the Board in May 2022. She holds a Master of International and Community Development and is a Senior Director of Operations with World Vision International, Asia-Pacific. In 2022, Sarah was appointed chair of the Programs Committee.

**Mick Turnbull**

Appointed to the Board in 2016 and Board Chair from May 2017 to May 2021, Mick is a professional company director and holds qualifications in management. During 2022, Mick was a Member of the FAC. He has been a Board member with CBM Global since September 2020.

**Elizabeth Lathlean****Committee Chair**

Appointed to the Board in May 2021, Elizabeth is a Senior Lawyer with Gilbert+Tobin, providing legal advice to charities and NFPs, and holds a Master of Laws. In 2022, Elizabeth chaired BDHR and was a member of the CEF Committee.

**Nicole Dicker**

Appointed to the Board in May 2021, Nicole is a lawyer, and international development practitioner, and holds a Doctor of Philosophy (Law) and a Master of Applied Anthropology and Participatory Development. Nicole is a Member of the FAC and Programs Committees.

Strategic Directions

A solid strategic focus sets us up for success

In 2023, CBM Australia will launch its new organisational strategy, Strategic Directions, spanning the period 2023 to 2026.

CBM Australia works in a fast-changing and unpredictable environment to mobilise action and resources for people with disabilities in developing and humanitarian contexts.

We work for and with people with disabilities, their families and communities to create concrete, long-lasting and positive change – more than four million people through our field programs, and for many millions more through our external advisory and advocacy.

CBM Australia's role as 'impact multiplier' at a systems level

Systems

(policy change)

- Influencing governments, institutions, policies, finance

INFLUENCED



Organisational

(practice change)

- Leveraging programs, resources, activities, actions
- CBM advocacy

LEVERAGED



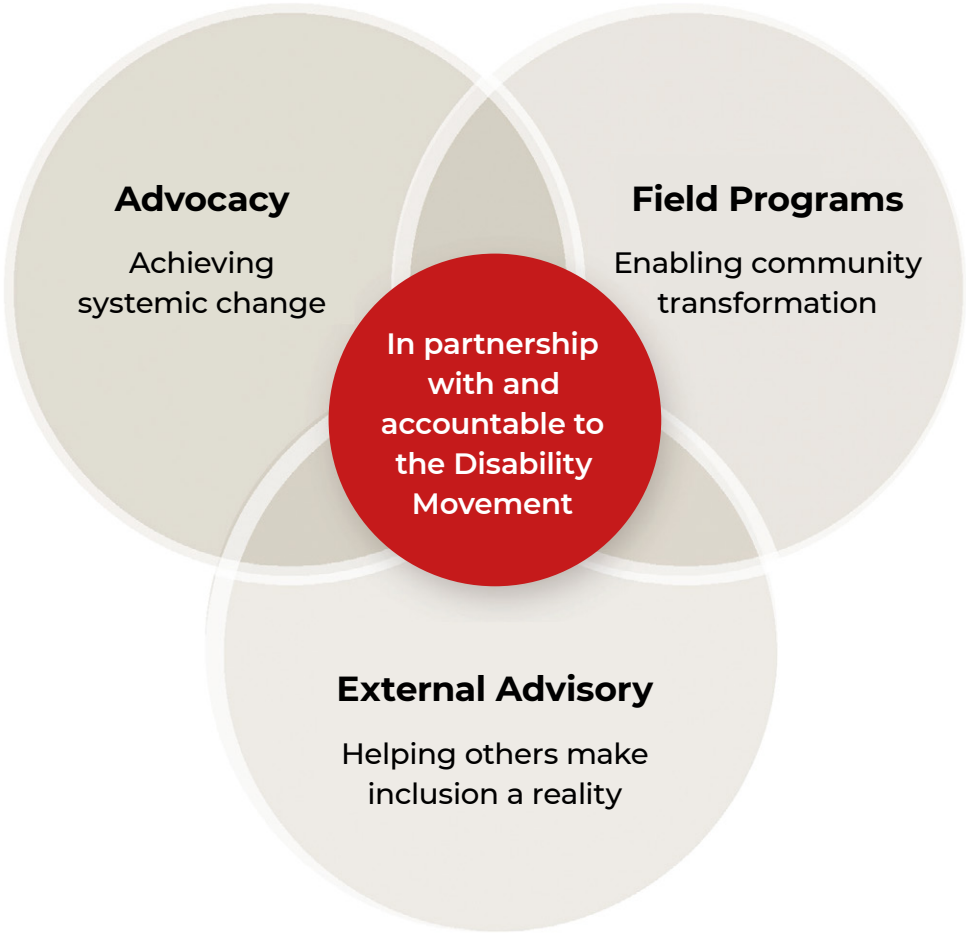
Direction contribution

- CBM field programs
- CBM advisory

CONTRIBUTED



CBM Australia’s three ‘vehicles of change’





Amplify impact

We will dramatically expand our reach and influence by more effectively implementing and appropriately integrating our three vehicles of change – Advocacy, Advisory and Field Programs.

We will seek stronger local voice and agency through respectful and authentic partnerships, aligning our combined efforts for sustainable change.

Activate connections

We will grow and strengthen the movement of individual Australians and organisations who connect with our mission to end the cycle of poverty and disability.

We will raise awareness of both the cause and CBM Australia's contribution to transformational change with audiences aligned to our values, providing pathways to connect, take action and provide support.

Strengthen foundations

We will foster a values-driven culture that unites, excites and aligns the combined efforts of our capable and motivated people in support of this strategy.

We will further strengthen our processes, systems and practices to ensure there is a robust foundation from which to innovate and grow.

Our finances

The generosity of CBM Australia supporters throughout the global uncertainties of 2022 was incredible, with giving at \$21.89 million.

During 2022, CBM Australia sold our head office in Box Hill, which has recognised a profit on sale of \$9.02 million. The proceeds from this sale will be strongly stewarded to ensure our impact in the field and strategic activity long into the future.

The combination of the generosity of supporters and the sale of the property contributed to an \$11.4 million comprehensive surplus in 2022, alongside a continued focus on minimising administration costs and other non-program expenditure.

In 2022, for every dollar given to CBM Australia, **75 cents supported field programs** and 20 cents generated funds to support future programs, leaving 5 cents to deliver accountability and administration.

The Australian Government strengthened its partnership with CBM Australia through our IAG services and the Australian NGO Cooperation Program (ANCP) to implement development and poverty-alleviation programs overseas.



\$21.3m
program
expenditure
in 2022



\$225m+
combined total program
expenditure for the
past 10 years

Community Leader, Hussain,
believes that “health is wealth and
[that] water plays an important role
in [the] health of the community”.



\$2.9m

total income
generated by
Inclusion Advisory
Group in 2022


Directors' declaration

The directors of CBM Australia Ltd declare that the accompanying concise financial report is presented fairly in accordance with applicable Australian Accounting Standards and is consistent with the CBM Australia 31 December 2022 financial statements.

In respect to the 31 December 2022 financial statements of CBM Australia, the directors declare that the financial statements and associated notes comply with Accounting Standards and the requirements of the Australian Council for International Development (ACFID) Code of Conduct.

The financial statements and notes give a true and fair view of the financial position as at 31 December 2022 and the performance of CBM Australia for the year then ended.

In the directors' opinion, there are reasonable grounds to believe that CBM Australia will be able to pay its debts as and when they become due and payable. This statement has been made in accordance with a resolution of the Directors made on 25 March 2023.



Andrew Ellis
Chair



Elizabeth Lucas
Deputy Chair



Shakher and Januka can now →
grow more vegetables thanks to
the greenhouse they built with
support from CBM Australia's
livelihood project.



CBM Australia
ABN 23 005 326 849

Report of the Independent Auditor on the Summary Financial Statements

Opinion

The summary financial statements, which comprise the summary statement of financial position as at 31 December 2022, the summary statement of profit and loss and other comprehensive income and a summary statement of changes in equity for the year then ended, are derived from the audited financial report of CBM Australia for the year ended 31 December 2022.

In our opinion, the accompanying summary financial statements are consistent, in all material respects, with the audited financial report.

Summary Financial Statements

The summary financial statements do not contain all the disclosures required by Australian Accounting Standards – *Simplified Disclosure Statements (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 and the auditor's report thereon, therefore, is not a substitute for reading the audited financial report and the auditor's report thereon. The summary financial statements and the audited financial report do not reflect the effects of events that occurred subsequent to the date of our report on the audited financial report.

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The Audited Financial Report and Our Report Thereon

We expressed an unmodified audit opinion on the audited financial report in our report dated 28 March 2023.

Board's Responsibility for the Summary Financial Statements

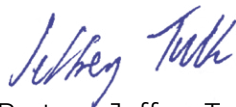
The board is responsible for the preparation and presentation of the summary financial statements.

Auditor's Responsibility

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



Seward Dawson



Partner: Jeffrey Tulk

Chartered Accountant

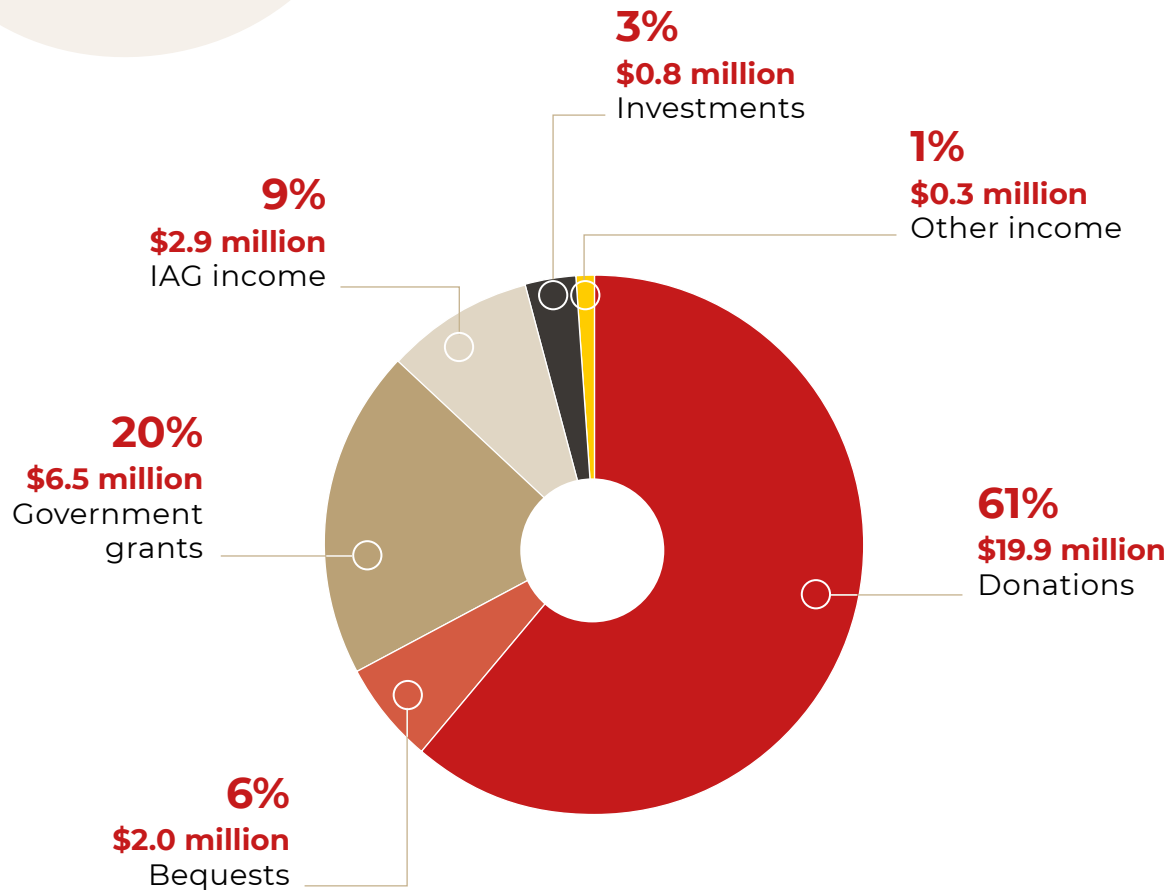
Date: 5 April 2023

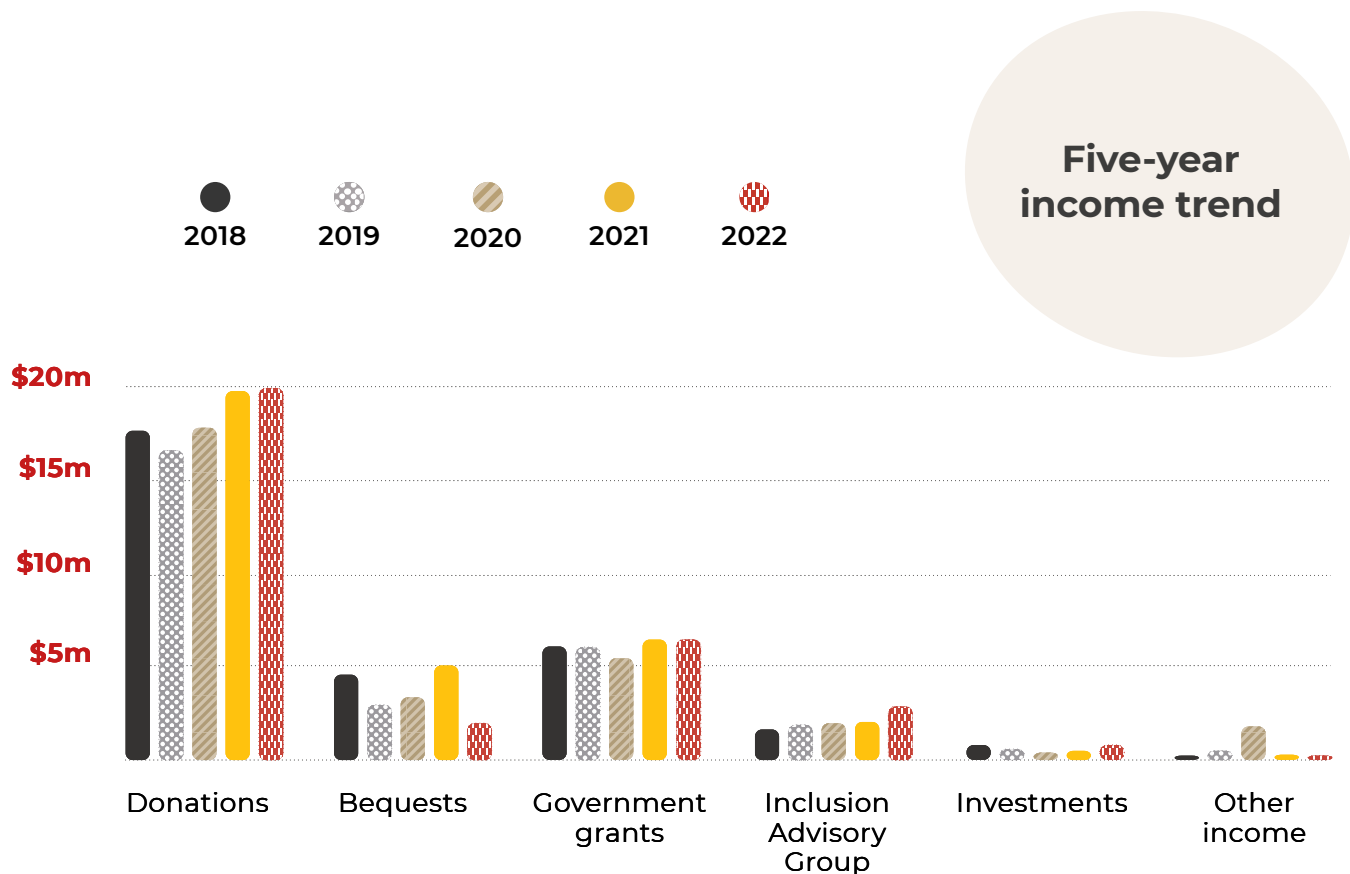
Blackburn, Victoria 3130



Liability limited by a scheme approved under Professional Standards Legislation

Where did
CBM Australia's
support come
from in 2022?



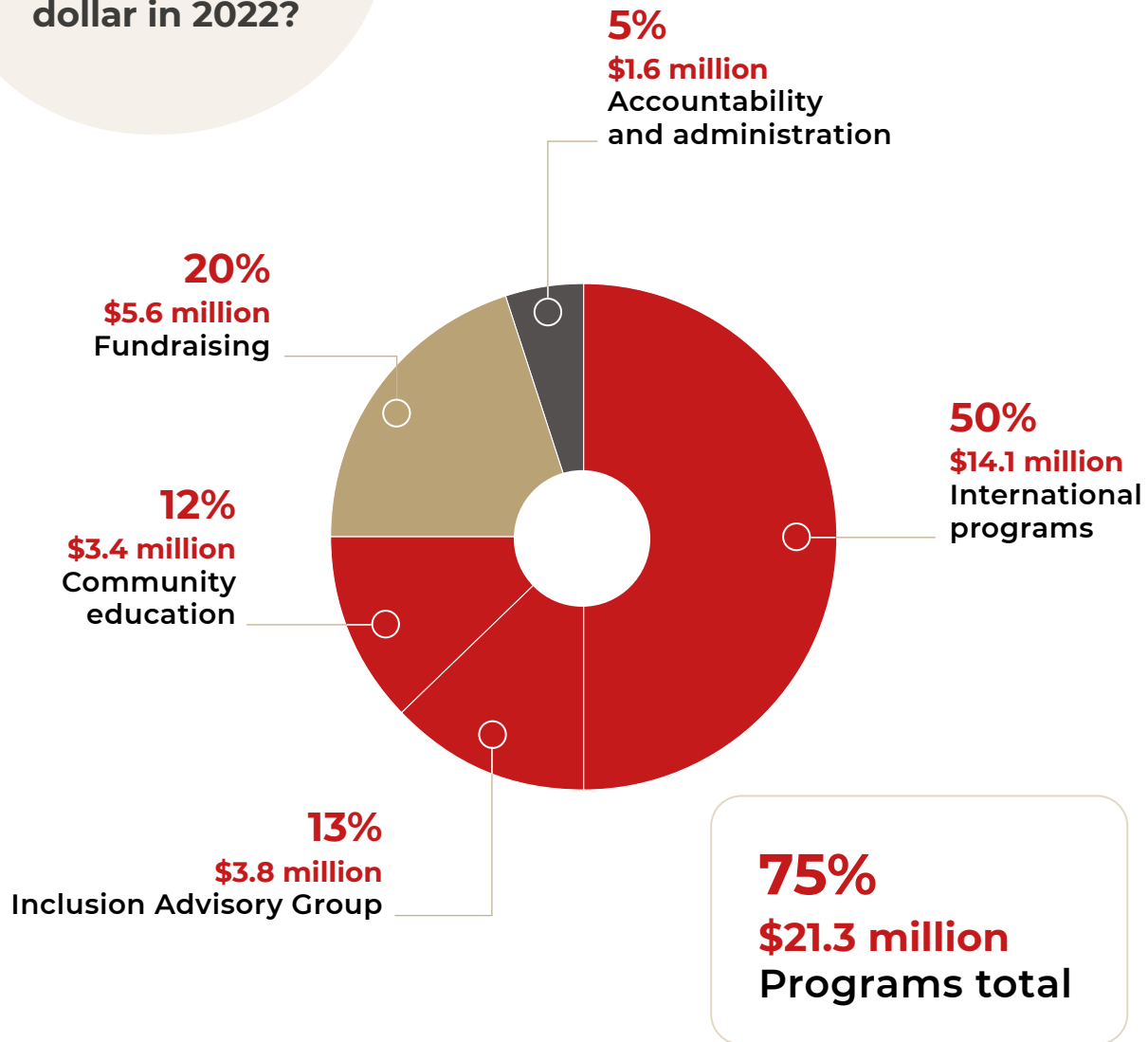


Other income includes grants from overseas, reimbursement from CBM International, CBM Global and other CBM Member Associations, profit from sales of fixed assets and government pandemic support.

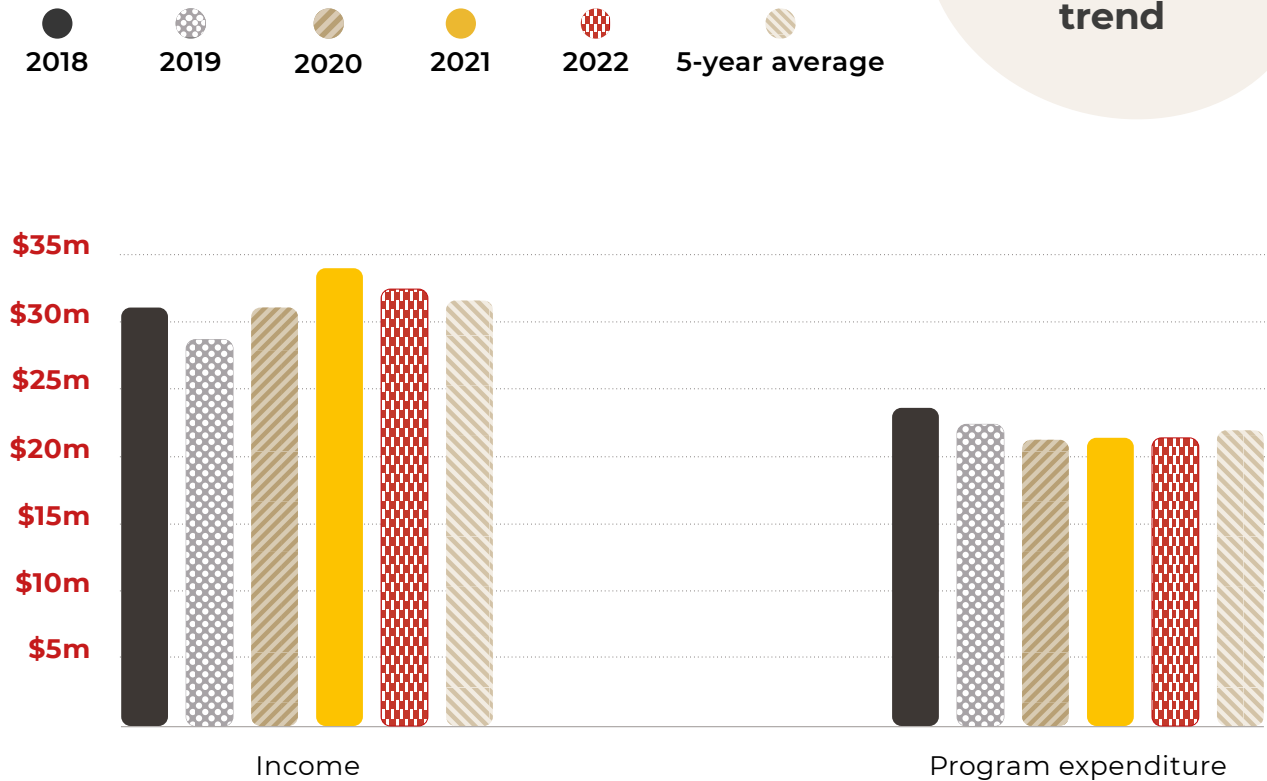
Profit from the sale of 56 Rutland Rd Box Hill of \$9.02 million has been excluded on the basis that it does not represent ongoing operations.

Changes in the market value of CBM Australia's investments have not been included as these movements have not resulted in CBM Australia gaining or losing any cash or capital.

How did
CBM Australia
spend each
dollar in 2022?



Five-year income and expenditure trend



- **Programs** includes funds to international programs, program support, disability inclusive advisory, community education and domestic programs.
- **Fundraising** includes both public and government fundraising.

Statement of profit or loss

Revenue		2022	2021
		\$ 000	\$ 000 Restated
Donations and gifts	Monetary	19,908	19,673
	Bequests & legacies	1,984	5,115
Grants recognised	Department of Foreign Affairs and Trade	6,492	6,531
	Inclusion Advisory Group income	2,881	2,139
Other income	Investment income	835	498
	Other revenue	256	279
	Increase/(decrease) in fair value of financial assets	(1,540)	1,011
	Gain on sale of property	9,025	–
Total revenue		39,841	35,246

The summary reports 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 Implementation Guidance available at acfid.asn.au. For a copy of CBM Australia's full audited financial statements or further information on CBM Australia's programs, please contact our team on 1800 678 069 or visit cbm.org.au

year ended 31 December 2022

Expenditure		2022	2021
		\$ 000	\$ 000 Restated
International aid and development programs	Funds to international programs	(12,022)	(14,236)
	Program support costs	(2,100)	(1,645)
	Inclusion Advisory Group	(3,751)	(2,863)
	Community education	(3,406)	(2,483)
Fundraising costs	Public	(5,542)	(5,608)
	Government, multilateral and private	(47)	(33)
Accountability and administration		(1,561)	(2,056)
Total international aid and development programs		(28,429)	(28,924)
Domestic programs		–	(23)
Total expenditure		(28,429)	(28,947)
Excess/(shortfall) of revenue over expenditure		11,412	6,299

2021 restatement is a result of the IFRIC interpretation on cloud computing implementation costs where previously capitalised software costs did not meet the definitions according to the new guidance. Further detail can be found in Note 20 of CBM Australia's full audited financial statements.

Statement of financial position

Assets		2022	2021
		\$ 000	\$ 000 Restated
Current assets	Cash and cash equivalents	7,073	13,083
	Trade and other receivables	2,455	1,894
	Assets held for sale	–	3,975
	Financial assets	30,083	11,538
	TOTAL CURRENT ASSETS	39,611	30,490
Non-current assets	Property, plant and equipment	764	884
	TOTAL NON-CURRENT ASSETS	764	884
Total assets		40,375	31,374

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as at 31 December 2022

Liabilities		2022	2021
		\$ 000	\$ 000 Restated
Current liabilities	Trade and other payables	918	1,061
	Other liabilities	3,708	5,965
	Employee entitlements	1,201	1,197
	TOTAL CURRENT LIABILITIES	5,827	8,223
Non-current liabilities	Employee entitlements	131	145
	TOTAL NON-CURRENT LIABILITIES	131	145
Total liabilities		5,958	8,368
Net assets		34,417	23,006
Equity			
Retained earnings		14,795	–
General reserve		–	14,041
Committee funds reserve		9,988	8,813
Significant Gift Reserve		457	–
Capital profits reserve		9,025	–
Perpetual trusts		152	152
Total equity		34,417	23,006

2021 restatement is a result of the IFRIC interpretation on cloud computing implementation costs where previously capitalised software costs did not meet the definitions according to the new guidance. Further detail can be found in Note 20 of CBM Australia's full audited financial statements.

Statement of changes in equity

	Retained earnings	Committed funds reserve	Capital profits reserve	Significant gifts reserve	General reserve	Perpetual trusts	Total
	\$ 000	\$ 000	\$ 000	\$ 000	\$ 000	\$ 000	\$ 000
Balance at 1 January 2022 Restated	–	8,813	–	–	14,041	152	23,006
Excess/(Shortfall) of revenue over expenses	11,411	–	–	–	–	–	11,411
Transfer to committed funds reserve	(1,175)	1,175	–	–	–	–	–
Transfer to significant gifts reserve	(500)	–	–	500	–	–	–
Transfer from significant gifts reserve to retained earnings	43	–	–	(43)	–	–	–
Transfer from general reserve to retained earnings	14,041	–	–	–	(14,041)	–	–
Capital profit on sale of property transferred from retained earnings	(9,025)	–	9,025	–	–	–	–
Balance at 31 December 2022	14,795	9,988	9,025	457	–	152	34,417

The summary reports 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 Implementation Guidance available at acfid.asn.au. For a copy of CBM Australia's full audited financial statements or further information on CBM Australia's programs, please contact our team on 1800 678 069 or visit cbm.org.au

Corporate information

CBM Australia Limited is a company limited by guarantee under the Australian Corporations Act and a registered Charity with the Australian Charities and Not-for-profits Commission. The Australian Taxation Office has given CBM Australia Ltd the status of a Deductible Gift Recipient, granted exemption from Income Tax and provided concessions for Fringe Benefits Tax and GST.

CBM Australia is accredited by the Australian Department of Foreign Affairs and Trade, which is responsible for managing Australia's aid program. To maintain accreditation, CBM Australia's systems, policies and processes are rigorously reviewed, every five years and mid-term, by the Australian government. The most recent review was undertaken during the second half of 2021, and full reaccreditation was awarded in early 2022. CBM Australia receives and gratefully

acknowledges support through the Australian NGO Cooperation Program.

CBM Australia is a signatory to the Australian Council for International Development (ACFID) Code of Conduct, which is a voluntary, self-regulatory sector code of good practice. As a signatory, we are committed and fully adhere to the ACFID Code of Conduct, ensuring transparency, accountability and integrity in our work. For further information on the Code, visit **acfid.asn.au/content/read-code**. CBM Australia CEO Jane Edge is Vice President (Finance) on the ACFID Board.

In 2022, CBM Australia continued as a Member of the Centre for Social Purpose, the Fundraising Institute of Australia (FIA) and the Association for Data-Driven Marketing & Advertising (ADMA). CBM Australia is committed to full alignment with the FIA Code of Conduct and relevant components of the ADMA Code of Practice.



Australian Government

Department of Foreign Affairs and Trade



CBM Australia is supported by the Australian Government through the Australian NGO Cooperation Program (ANCP).



ACFID
MEMBER



Please stay in touch

Sign up for our regular email at cbm.org.au/subscribe

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CBM Australia Ltd ABN 23 005 326 849