



# Ending the cycle of poverty and disability

**CBM Australia Annual Report 2024**

**Cover:** Dipak, from Nepal, has multiple disabilities, and after receiving skills training and livelihood resources he has started a small shop to help support himself and his family.

**Opposite:** Yasodha (8), from Nepal, is beaming after a successful cataract surgery. She is excited about returning to school and helping at home.

**We acknowledge First Nations people throughout Australia as the Traditional Custodians of the lands where we live, learn and work.**

**We acknowledge their ongoing resilience, contributions and connection to land, culture and water, and we pay our respects to their Elders, past, present and future.**



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## Who we are

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

## Our vision

We are driven by our vision for an inclusive world in which all people with disabilities enjoy their human rights and achieve their full potential.

## Our mission

We are committed to our mission of fighting to end the cycle of poverty and disability.

We work for positive change, inspired by a vision of a just and equitable world.

Thanks to the generosity and commitment to justice of our supporters, partners, and allies, transformative change for people with disabilities living in poverty was active across 2024. More than 3.9 million people had their lives transformed through our international programs and many millions more through our advisory and advocacy work.

In 2024, we again influenced advisory partners who bring a combined program spend in excess of \$1 billion.

**16%**  
of the world's  
population have  
a disability <sup>1</sup>

**Risper, who has cerebral palsy and is deaf and blind, with her mother Cecilia, from Kenya. Cecilia is part of the local Organisation of People with Disabilities supported by CBM.**

<sup>1</sup> [WHO Disability Fact Sheet](#), 2023



## How we work

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

We work in more than 20 countries, investing in long-term, authentic partnerships with the disability movement.

We multiply our impact by delivering inclusive community-based programs, strengthening health systems, advocating for national and global policy change, and providing inclusion advice and expertise to other organisations and governments.

**CBM Australia supports projects that help people with disabilities get practical skills to earn a living, such as making bamboo stools which are popular in Nepal.**

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

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



## Why we exist

Over one billion globally have a disability – 80% living in low- and middle-income countries. In fact, 20% of the poorest people living in these countries have disabilities.

People with disabilities in these nations face enormous challenges including stigma, violence and profoundly diminished access to physical and mental health care, food, education and assistive devices. Together this means that people with disabilities commonly live in extreme poverty.

**We're for the one - and the one billion**



**people have a disability <sup>2</sup>**



**of whom live in low- and middle-income countries <sup>3</sup>**



**of the poorest people living in these countries have disabilities <sup>4</sup>**

<sup>2</sup> [WHO Disability Fact Sheet](#), 2023

<sup>3</sup> [WHO: Health equity for persons with disabilities \[PDF\]](#), 2022

<sup>4</sup> [UN DESA: Factsheet on Persons with Disabilities](#)



## Messages from the Chair and CEO

### Andrew Ellis Board Chair

It is together, across many different roles and contributions, that we have a widening path for transformative impact with and for people with disabilities in the poorest communities in our world.

The path has been able to widen despite greater marginalisation, inequality and brokenness at community and global levels. As a Board, we reflected in 2024 on the ever-present good news that God gives to us an unfathomable peace; sharing an unimaginable power to see wholeness made possible. And we, in turn, are able to share this possibility with, and alongside, others.

**“I am leaving you with a gift – peace of mind and heart. And the peace I give isn’t fragile like the peace the world gives. So don’t be troubled or afraid.”**

– JOHN 14:27 <sup>5</sup>

<sup>5</sup> 'The Living Bible copyright © 1971 by Tyndale House Foundation'

Our own giving in the face of deep challenges is a marvellous catalyst. Many types of partners and supporters give to the movement that is CBM Australia’s mission. They give time, solidarity, resources, dollars, feedback, prayers, and action. They are thoughtful allies. And many of these CBM allies make possible deep, enduring, investment. 2024 bequest giving grew to over \$5M, in a result matched only once in the last 10 years.

On behalf of the Board, I offer gratitude for the humility and commitment of all who are on the journey with CBM. Commitment exercised with humility creates the enabling culture and organisational performance that we have seen in 2024.

This Annual Report tells some of the story of these mindsets and the resulting impact in people’s lives; enjoy!



**Immaculate (left of middle), from Kenya, had a rare eye condition that was making her blind. She received sight-saving treatment and is now back in school.**



## Jane Edge Chief Executive Officer

CBM Australia is persistently driven by seeing our values active in all our behaviour, decision-making and action alongside people with disabilities and their communities. This includes thoughtful stewarding of our resources during these complex economic times.

This is an Annual Report of celebration. It is also an invitation to test CBM Australia's accountability for working authentically and responsibly, with meaningful transparency.

We are striving to better tell our story – and to convey it powerfully, simply and consistently.

The over one billion people living with disability globally are more likely to also live in poverty. CBM Australia exists for each person, each one, living with a disability in poverty. We work together to build from the 'one' to the 'one billion', going the extra mile for those most excluded and most left behind.

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**We're for the one – and the one billion**

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Every person experiencing disability and poverty has a name, a story, and a contribution to make.

Deeply engaged in our CBM Global Federation, we take grassroots learnings to a global view to enable positive impact at scale.

We celebrate the incredible strides we've made together for disability equity across our region. One big stride has been supporting the Australian Government's journey to release, in November 2024, its International Disability Equity and Rights Strategy (IDEARS). IDEARS will impact everyone's practice by setting targets for performance on disability inclusion across all international development efforts.

We are creating transformational change by clearly defining our role and value proposition as a development partner. There was significant evolution in our value add during 2024. There will be more in 2025, and much more is still needed. Please continue to join with us in seeking to empower and enable local solutions for resilient, thriving and inclusive communities.

The CEO of CBM Australia, Jane Edge (left) with Fransina, a cataract patient from East Nusa Tenggara, Indonesia.





11

**countries where  
our international  
projects operated**

75

**Organisations  
of People with  
Disabilities (OPDs)  
engaged through  
our international  
projects**

53

**OPDs engaging  
with CBM Australia  
through our  
advisory work**

## Our work internationally

CBM Australia consistently hears from stakeholders that we are an important ally to the disability movement, and this cuts across all the work we do. In 2024, we worked with a range of OPDs throughout Asia, Africa and the Pacific, helping to make their organisations stronger through tailored support in areas like financial management, organisational policies and governance. Foundational work like this makes OPDs more robust and better able to represent the interests of people with disabilities to governments.

The release of the Australian Government's International Disability Equity and Rights Strategy (IDEARS) in 2024 further reinforced the value of our work.

Across our international programs, we continued to support disability movements and address the

**As a child growing up with physical impairments, Jose (right) and his parents benefited from the program CBM supported. Ten years later, he now has a job as the Disabilities Affairs Officer with local government in the Philippines.**



preconditions for inclusion, creating an enabling environment for people with disabilities enabling their full participation in community life. We have continued to expand our work in the Pacific, with new programs funded in Papua New Guinea focused on eye and ear health, and in Fiji focused on children with disabilities' access to support services.

The intersection of poverty and a changing climate significantly impacts mental health. To address this, we have supported mental health programs in Indonesia (see [page 18 of this document](#)), Nepal and Kenya. In 2024, with funding from the Australian Government's Partnerships for a Healthy Region initiative, we launched the "Rise and Thrive" program in Fiji and the Philippines to enhance mental health services and empower individuals with psychosocial disabilities.

Reflecting on the long-term impacts of our projects, we returned to the Batangas region of the Philippines to review a project that concluded in 2013. We found that the Parent's Association set up by CBM's partner organisation remains active, with over 1,000 members in regional support groups. These parents of children with disabilities have developed strong links with local government, facilitating access to rehabilitation, education and assistive devices.

*As our CBM Philippines coordinator noted, "A child with a disability living in Batangas will be so much better off because of what CBM got rolling 10 years ago."*





## Our impact

Our programs reinforce our commitment to transforming people’s lives, by removing barriers in policies and systems that exclude people with disabilities, and by advising organisations on how to better address disability issues in their programs.



**people treated for diseases that cause blindness**

The *Include Us* project, which ran for five years in Nepal, is a successful example of a combined approach. As well as working with both national and provincial governments to ensure that public services were more accessible, it also advised government bodies on how to include disability considerations in surveys like the national census. And it focussed on supporting individuals to improve their lives.

**Trimah from Indonesia has no arms but uses her feet and incredible talents as a Batik artist to support her family.**

**“This has changed my life.” – Shanti**

Our CBM team visited Nepal in 2024 to understand the impacts of one of the 13 projects supported by CBM in Nepal, and we were elated by the incredible feedback. We invited 60 people with disabilities to a meeting to share their reflections on the five-year *Include Us* advocacy project and its achievements.

We were surprised when one participant, Shanti, confidently took the microphone and addressed the crowd. *“For a person with learning difficulties like me, what’s happened has changed my life. I feel more confident – to freely express my preferences – about what I eat and what I wear. My decision-making has increased.”*

Her words sparked a wave of responses from others in the room. *“Before I didn’t have any friends, but now I have more friends,”* shared one participant.



**people with disabilities reached**

One component of the *Include Us* project has focused on supporting a group of around 20 people with intellectual disabilities to improve their social connections, enhance communication skills, and foster a better understanding of their rights.

The impact has been transformational.

Boredom and loneliness were a common theme for the participants. Now, they are more connected with others and have friendships with people who share similar experiences. And there’s been a clear shift in roles. Where once their parents were the primary advocates for access to training, benefits, and health support, these young people are now learning to advocate for themselves.



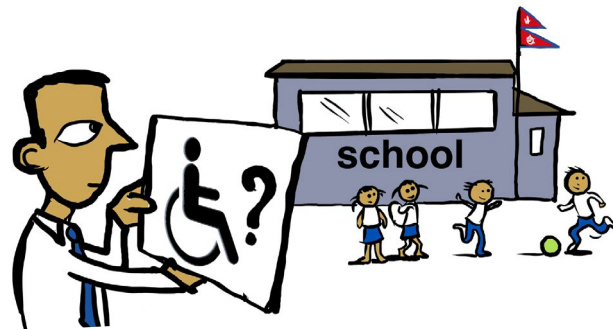
The project also introduced opportunities in vocational work, such as hospitality, resulting in several participants securing part-time jobs. Parents observed the positive impact on the whole family – when they see that their adult child can now, for example, confidently take public transport and feel less shy interacting with others. *“It’s great to see my son involved in new things,”* shared one mother. *“And I’m also able to talk to other parents. Sometimes I have been pretty depressed – now I can share my feelings.”*

Another parent reflected on the transformation: *“I now have the courage to accept my child’s disability. What the project has done is to push the parents particularly to see the potential of their children, because often they are the ones holding them back – because of fears for their safety, or fears of bullying.”*

The *Include Us* project is implemented by CBM partner the National Federation of the Disabled Nepal (NFDN), an organisation committed to ensuring people with disabilities can access important information. All their materials are produced in Braille, audio, and Easy Read formats to accommodate people with learning difficulties. To ensure the accuracy of their materials, the NFDN also employs a group of people with intellectual disabilities to check and edit the drafts of all Easy Read publications before they go to print.

Parents participating in the project discerned the potential to introduce more Easy Read publications on other issues their children face, such as sexual and reproductive health, managing relationships, and managing money.

Illustration taken from the [Easy Read summary](#) of the Evaluation of the *Include Us* Project, 2019 – 2025



Shanti (left) and her colleagues from Nepal are more confident to make their own life choices.



## Opening the gates – reclaiming freedom and dignity of people with psychosocial disabilities

In Indonesia, as in many countries where CBM works, people with mental health conditions, disabilities, homelessness, or minor criminal histories can end up in institutions called social rehabilitation centres. Once there, it's difficult for them to leave.

For the past three years, CBM Australia, in partnership with the Indonesian Mental Health Association (IMHA) and PRY, a disability-focused rehabilitation organisation, has been working to help people in these types of institutions and improve policies and systems. The project aims to build community-based services and support systems. Focused on three institutions in Java, this initiative seeks to encourage more humane treatment and challenge the pervasive belief that people with mental health or psychosocial disabilities need to be locked away.

People with lived experience of psychosocial disability are advising the government on how to improve policies and programs. They are raising awareness about the terrible conditions in these institutions, where it is not

unusual to find people chained to concrete blocks, sitting in their own waste. There are few social activities, and people have no control over their daily lives. In some cases, women are forcibly given contraception, and everyone is given the same medication, regardless of their individual needs. There are no clear pathways for rehabilitation or reintegration into the community.

Hari, from CBM Indonesia, explains, *"We got government officials to visit institutions, and this had a profound impact. It gave them a firsthand look at the harsh realities that people with psychosocial disabilities face. This created a sense of urgency and shifted perspectives, leading to more empathy among decision-makers."*

The Indonesian Government has begun taking steps towards deinstitutionalisation, recognising the need to build community services as an alternative to institutional care. While institutions still exist, there is now a push to better monitor abuse and violence and improve living conditions.

CBM partners have trained staff at institutions on disability rights. One institution in Yogyakarta has started an activity program linked to local community projects.

*"Before, people were never allowed out of the institution, and locals were scared of them," Hari said. "Now, with the project team's help, people are allowed to get involved in activities like chicken farming, barista training, and cooking. They even receive small start-up kits to help them get started. This project is beneficial for both the individuals and the community, changing local perceptions and offering hope to people with psychosocial disabilities. Many of those in institutions come from poor families, so teaching them skills to earn money is an important step towards improving their lives."*

**Indonesian community health volunteers who support people with mental health conditions learn a song full of actions that symbolise happiness.**

Though there's still a long way to go, CBM Australia is proud to be working alongside other groups to bring about meaningful, long-term change for some of society's most vulnerable, neglected, and abused individuals.

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

**4  
thousand+**

**people accessing  
mental health  
services and  
support**





A man with short dark hair, wearing a red button-down shirt, stands in front of a lush tropical forest. The background is slightly blurred, showing green foliage and a dirt path. The overall tone is natural and grounded.

Jemas, a member of the people with disability group in Bitobe, eastern Indonesia.

We also advocate  
alongside the  
**Disability Movement**  
for crucial systems  
change at all levels.



## Because of you

Poverty and disability go hand-in-hand creating a cycle of inequality, isolation and exclusion. Our amazing movement of incredible CBM Australia supporters enables transformational change for people with disabilities and their communities in the world's poorest places.

Despite economic challenges both in Australia and abroad, you continued to give to our work to prevent and treat avoidable blindness and fistula in women, to support mental health and livelihood programs and to provide humanitarian aid.

Due to years of ongoing support you helped the world achieve a significant milestone this year, with River Blindness being on the brink of total eradication in areas where CBM operates. This is all thanks to you!

Your support didn't stop there. Your faithful prayers and our team of dedicated volunteers ensured we met the inordinate amount of work and dedication needed to reach our strategic goals and activate stronger connections.

Due to your increasing advocacy support, we welcomed the release of the Australian Government's new International Disability Equity and Rights Strategy (IDEARS), and celebrated the announcement of an additional \$12 million for assistive technology in the Indo-Pacific over four years. This is exactly what we had been asking for.

This ground-breaking strategy paves the way for equity, prioritises partnerships with Organisations of People with Disabilities, and sets performance targets for disability equity across all international and humanitarian efforts. With 2.5 billion people, or 1 in 3 of us, requiring some form of assistive technology, it marks a momentous step forward towards disability equity in the Australian aid program.

Significantly, you also funded our internationally recognised advisory work. As experts in disability inclusion, we have shared our knowledge with some of the world's largest institutions and other humanitarian partners, providing support and expertise to organisations

like CARE, Plan and the World Food Programme, ensuring they include people with disabilities in the formation of their programs on the ground. Multiplying our influence across numerous organisations to ensure more people with disabilities are not left behind.

We love the opportunity to meet our CBM Australia family and keep you informed of our priorities – having the opportunity to provide feedback and ask questions is a cornerstone of our values. Our Melbourne, Brisbane and Sydney events in 2024 did just that. You heard of the significant impact of your contribution, enjoyed individual stories of transformation that touched your hearts and asked our team questions that were important to you.

Whether you have given to specific areas of our work, countries of interest or individual programs, we thank you.

To read more about how your support helps people with disabilities and their communities, and how CBM works together with local partners on the ground to respond to the needs of people in the poorest places, visit:



[CBM: Our Stories](#)

**A group of women attend a local OPD as part of a project in Kenya supported by CBM.**





## Improving disability laws in Nauru

Our CBM Australia Inclusion Advisory Group (IAG) is often called on to help governments ensure that their laws and policies are in line with the Convention on the Rights of Persons with Disabilities. In 2024, we were contracted to help the Nauru Government review their Mental Health Act.

*CBMA's Isabel Calvert explains: “The Act was drafted in 1963, and while amended on and off over the years, it was not in keeping with current practice. We had a unique opportunity to support the Nauru Government to better protect the rights of people with mental health conditions, by reviewing this outdated law.”*

Our recommendations balance international best practice with the practical realities of Nauru. Once the recommendations are adopted, it will mean that people with mental health conditions, who pose no serious threat in their community, will not be subject to involuntary medical treatment – which is unfortunately often the case. Nor will they be locked up in Nauru’s prison. This will strengthen the health system and improve community-based services.

The recommendations also include changes to ensure that property and assets owned by people with mental health conditions cannot be controlled by others, without their consent.

CBM talked to the government department that supports people with disabilities, the police, people in the justice system, health professionals and social workers, even the statistics office. We consulted with the national Disability Council, where the local OPD plays a key role.

Eighteen other laws passed since 2015 that also impacted people with mental health conditions were also reviewed. We helped identify ways to strengthen disability equity and rights for all people with disabilities, with and without mental health conditions, including through amendment of the general disability law.

As the Nauru Government takes this work forward, it will be the first government in the Pacific region, and the first Small Island State in the world, to take a rights-based approach to mental health law reform, consistent with guidance from the World Health Organisation and the Office of the High Commissioner for Human Rights.

This work is a strong example of how CBM advice can address the systems and policies that can help achieve disability equity. As the IAG becomes more involved in advising on disability-focussed law reform, our approach in Nauru sets a precedent for conducting rights-based legal reform.

**CBM supported key people in government in Nauru to improve legislation around mental health.**





## Vibrant volunteers

Jocelyn "Joc" first started volunteering with CBM in the 1980s soon after the Australian office opened in Kew.

Joc was a driver for CBM pastoral care workers who were vision impaired. The pastoral care workers would visit other sight-impaired people who were housebound in their homes or living in aged care facilities.

Along with the driving, Joc also volunteered throughout the '80s and '90s in the CBM Australia office fulfilling a variety of administration tasks.

Joc was inspired to volunteer with CBM because she personally resonated with the mission of CBM in working towards every person having the opportunity to achieve their full potential.

Joc shares that when she was at school, there were very limited opportunities for girls.

Many girls left school at the age of 14 or 15 or became teachers and nurses. Joc was very fortunate to have a remarkable science teacher at high school who encouraged girls to pursue excellence! It was with this strong support and

encouragement that Joc moved into studying, and consequently working, in pathology for many years.

Over the past five years, Joc has taken on the role of writing birthday cards on behalf of CBM Australia and is also a member of the CBM Volunteer Prayer Team.

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*Joc shares, "I am so thankful for the opportunity to volunteer with CBM. It is a gift indeed to know that I am contributing to the ongoing life-changing work of CBM."*

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*We asked Joc what her message would be to people who are interested in volunteering. With heartfelt emotion she said, "I know it can be rather cliché that the more you give, the more you get back, but I have found that really is true! It's all about the people, all about the relationships. That is so important".*

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### Volunteer at CBM

**1850**

**hours generously  
donated by  
volunteers**

**CBM Australia volunteer  
coordinator Joanne (left) with  
volunteer Joc (right).**





Legacy gifts

CBM Australia remembers and expresses deep appreciation to the families of those who have left CBM Australia a gift in their will. We also acknowledge and sincerely thank the many other legacy donors who chose to remain anonymous.

Gifts in will received in 2024 were a significant contributor to lives changed as we together advance our vision and mission in the poorest places globally.

- Estate of Thompson
- Estate of McGahy
- Estate of Klein
- Estate of Maskey
- Estate of Aird
- Estate of Morris
- Estate of Dowd
- Estate of Rigby
- Estate of Blacket
- Estate of Benjamin
- Estate of Scott
- Estate of Marriott
- Estate of Holsinger
- Estate of Roweth
- Estate of Birrell
- Estate of Crowley
- Estate of Polinelli
- Estate of Blacklow
- Estate of Robertson

Our office of Gift Planning can provide you with resources to help fulfill your philanthropic wishes in coordination with your overall financial and estate planning.

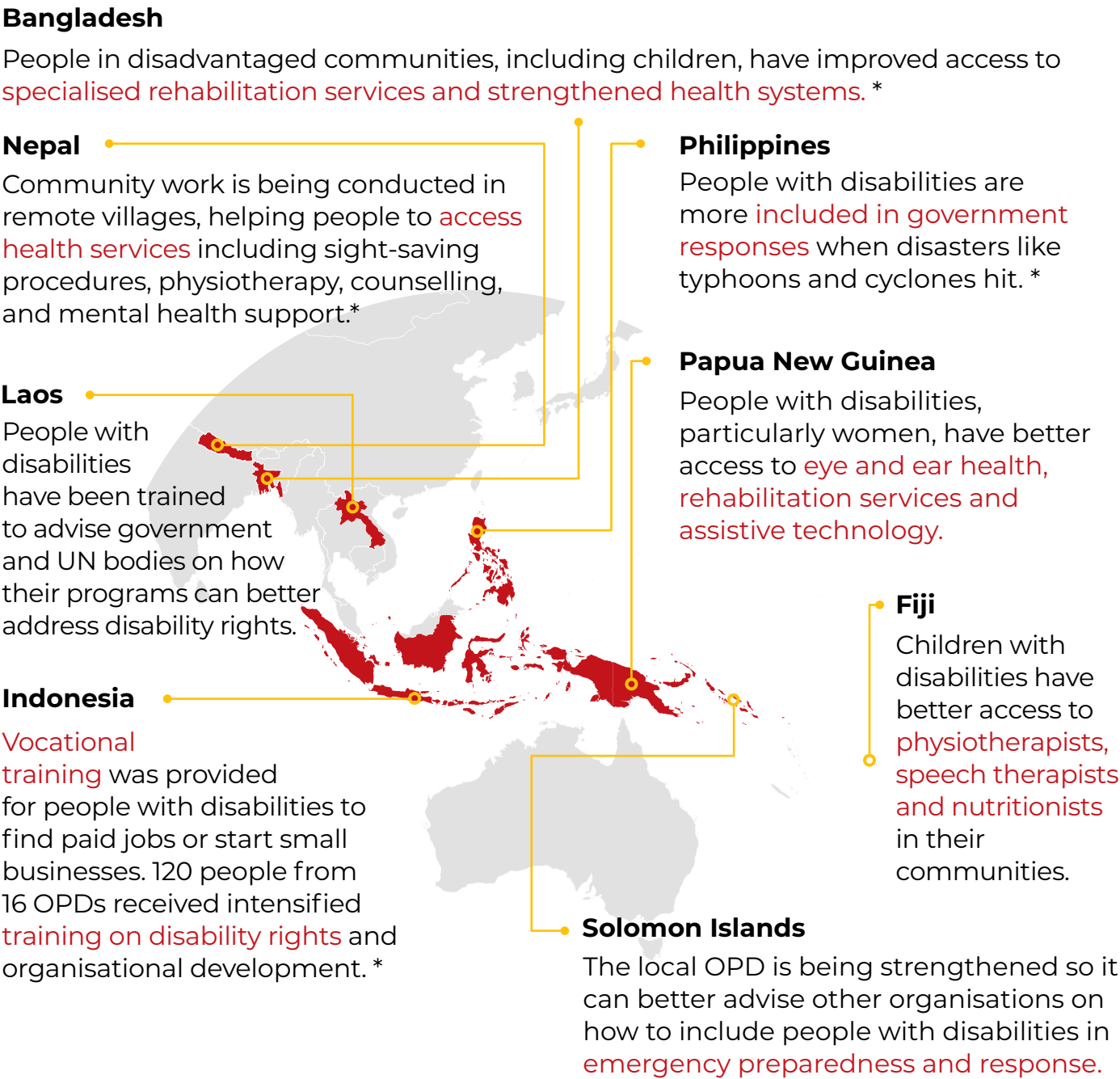
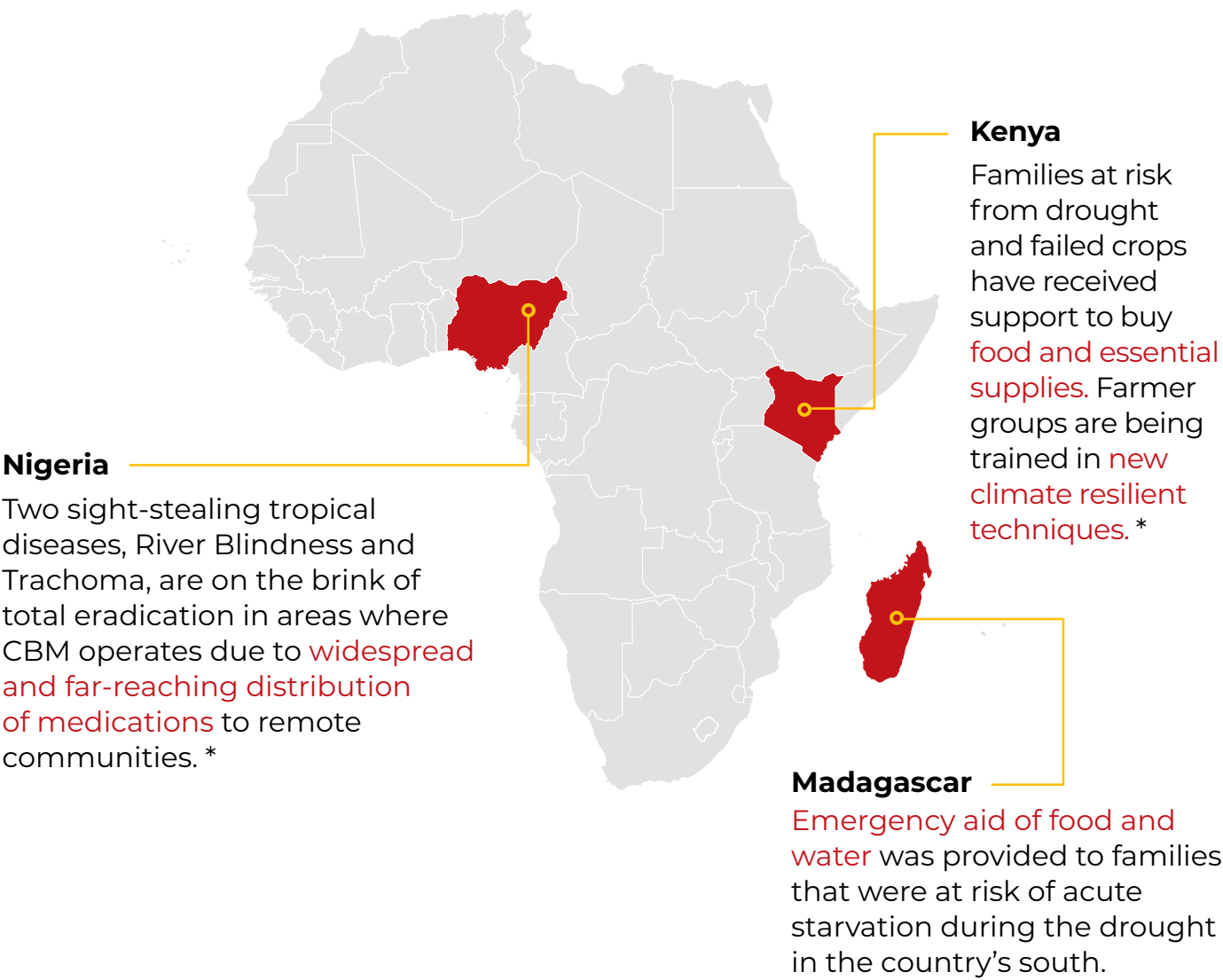
For more information, please [email our philanthropy coordinator](#).



**Joanina is overjoyed with her new wheelchair. After years of being unable to get around her home and local area without assistance, she is excited with her new-found independence.**



# How your support helps people with disabilities



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





80

employees

24

new employees  
welcomed

20

employees who  
have been with us  
over five years

12

employees who  
have been with us  
over 10 years

## Our people, our culture

### Strengthening CBM Australia's team and foundations

In 2024, CBM Australia continued our mission to uplift our people by enhancing systems, fostering employee connections, driving engagement, and strengthening stewardship.

In October, we proudly celebrated the completion of our new accessible premises – a significant milestone in fostering connection and creating a sense of community. With most employees working in the office two days a week under our hybrid working model, we aim to leverage this space to facilitate greater collaboration throughout 2025.

Our team's dedication to creating opportunities for connection across all business areas has been evident throughout the year.

In collaboration with staff and management, we finalised a comprehensive suite of People Standards. These new standards represent the first and most significant strand of our People Engagement Framework. They bring substantial clarity to how we approach employment conditions, ensuring consistency, modernity and accessibility in all aspects of our workplace practices, contributing to a more transparent and supportive work environment.

Measuring and enhancing employee engagement has been a key focus in 2024. We introduced a new approach to measure engagement and worked collaboratively on areas needing improvement, reflecting our dedication to continuous growth and support.



Our people,  
our culture







## Our Disability Action Plan

### Background

CBM Australia's Disability Action Plan (DAP) 2023–2025 was developed as a framework to support us to build a disability-inclusive culture. The four aspirational aims of the DAP surround:

- Our organisational commitment to inclusion
- Our people
- Our work spaces and practices
- Our suppliers and partners

### Progress in 2024

In alignment with our values, employees and management advanced several key DAP initiatives. These efforts include improving recruitment practices, developing employee training, and further embedding our Disability Employee Network (DEN) and our support group, the Disability Inclusion Group (DIG).

In response to current market challenges and to attract top talent, we strengthened our talent attraction strategy. This ensures the CBM value proposition and mission are clearly communicated, making our pathways to talent acquisition more effective and transparent.

The strength of our partnerships, combined with the generosity and compassion of our supporters, continues to inspire our team.

We remain firmly focused on our vision of ending the cycle of poverty and disability, driven by the commitment and dedication of our people.



Outreach staff Nirmala (right) provides physiotherapy to Kajal and her brother Omkar at their home in Nepal. Both children have bilateral bow legs and are getting regular physiotherapy treatment from a CBM Australia project.



## Our values

We champion **inclusion**.

We pursue **excellence**.

We strive for **justice**.

We embrace **partnerships**.

We live with **integrity**.

At CBM Australia we live out our values.



## Our governance

**Our volunteer Board members act in a non-executive capacity to provide strategic direction and prudent oversight to CBM Australia.**

The CBM Australia Board, which includes Directors with lived experience of disability, balances in-person Melbourne meetings with online meetings. We seek to enable a variety of interactions that are family-friendly and promote engagement across all our work. The first ever Sydney-based Board meeting was held in November 2024 and included hearing from and sharing lunch with a number of supporters.

The Board remains well supported by four Board Committees. The Board and its Committees together set and adaptively manage our Strategic Directions 2026. The Board is assisted by external Board review, last conducted in the second half of 2024.

Our **Board Development & HR Committee (BDHR)** leads Board recruitment and skills mapping, reviews regulatory requirements, promotes good governance practice and oversees CBM Australia culture and ways of working.

In 2024, Claire Velasco and David Toma resigned from the Board, while Nathan Clarke and Wayne Tattersall were welcomed. Nathan served as a Board guest for a short period following a comprehensive recruitment process, while Wayne is a returning Board member. They bring deep financial, issues and risk management expertise alongside governance acumen.

Our **Finance & Audit Committee (FAC)** superintends healthy financial and risk management, including cyber security. The emphasis upon risk is underlined by a change of name, from 2025, to the Finance, Risk & Audit Committee. 2024 saw the development of a Balance Sheet Strategy which set parameters for how CBMA best leverages its Balance Sheet health for maximum positive impact. CBMA's new office home in Richmond, being cheaper and more sustainable, is a direct example of powerful leverage.

Members of the CBM Australia Board as at August 2024; left to right, back row, Elizabeth Lucas, Elizabeth Lathlean, Nathan Clarke, Alex Phillips, and front row, Mick Turnbull, Andrew Ellis, Sarah Bearup. Not present was Wayne Tattersall.



Our **Programs Committee** sustained oversight of program strategy and impact for CBMA, with particular attention to our advisory offerings and our work in the Pacific. Conversation is focussed around how CBMA supports greater empowering of local disability leaders within all our partnerships. The Committee monitors a deepening relationship with the Department of Foreign Affairs and Trade, across the three strands of the Australian Government's ANCP program (field work), its Disability Section (advisory work) and its Global Health Section (a regional health partnership).

Our **Community Engagement & Fundraising Committee (CEF)** monitors data and learnings to consider the CBM brand reach and resonance, and how more Australians might come to engage with the cause of ending poverty and exclusion globally. CEF oversees CBMA's compliance with the Australian Council for International Development (ACFID) Fundraising Charter.

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

as of 31 December 2024

**Andrew Ellis**  
Chair



Andrew was appointed to the Board in 2018 and holds a Bachelor of Engineering and Master's degrees in Project Management and Business Administration. He is an experienced not-for-profit CEO and board director. Andrew was appointed Chair in May 2021. Andrew operates as a Member of all Board Committees.

**Nathan Clarke**  
Committee Chair



Nathan joined the Board in September 2024. Nathan is Practice Director at Six O'Clock Advisory and holds a Bachelor of International Relations and a Diploma of Investor Relations. Upon joining, Nathan became a member of our CEF and BDHR Committees. He will Chair CEF from 2025.

**Elizabeth Lucas**  
Deputy Chair,  
Committee 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 Partner with Grant Thornton. In 2024, Elizabeth chaired FAC and was a Member of our Programs Committee.

**Sarah Bearup**  
Committee Chair



Sarah joined the Board in May 2022. She holds a Master's degree of International and Community Development and is Chief Operating Officer for World Vision International's Asia-Pacific Office. Sarah continues to chair our Programs Committee, and has joined our CEF Committee.

**Elizabeth Lathlean**  
Committee Chair



Appointed to the Board in May 2021, Elizabeth is a Special Counsel with Gilbert + Tobin, providing legal advice to charities and NFPs, and holds a Master's degree of Laws. In 2024, Elizabeth chaired BDHR and was a member of our CEF Committee.

**Alex Phillips**



Appointed to the Board in May 2023, Alex is a Chartered Accountant and the Financial Controller for Access 2 Place Housing. He holds a Master's degree of Accounting and Finance. In 2024, Alex was a Member of our FAC, BDHR (part year) and Programs Committees.

**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 2024, Mick was a member of FAC. He has been a Board member with CBM Global since September 2020.

**Wayne Tattersall**



Returning to the Board in September 2024, following service in 2019–2021, Wayne is an experienced company director, chair, company secretary and CFO. He is a Fellow of CPA Australia and holds a Bachelor of Commerce. Upon his return, Wayne is a Member of our FAC and BDHR Committees.



# Our finances

The generosity of CBM Australia supporters throughout the continued global uncertainties of 2024 was incredible, with 2024 giving at \$22.63M.

Part of that enabling generosity was a number of substantial bequests received late in the year, bringing 2024's bequest income to a 7 year high of \$5.4M. CBM Australia also experienced nearly \$2M in positive movement in the underlying value of CBMA's investment portfolio. This does not mean actual income, while it does mean additional value that our accounts must recognise.

Between the bequest result and the unrealised market gain, our 2024 financial position has resulted in a comprehensive surplus.

**\$26.5M**  
of project expenditure in 2024

Future planned deficits are intended to increase funding to program activities to leverage the full benefit of these gains.

In 2024, for every dollar given to CBM Australia, **77 cents supported field programs** and 18 cents generated funds to support future programs, leaving 5 cents to deliver accountability and administration

CBM Australia's Inclusion Advisory Group (IAG) continued to grow in 2024 with a total income of \$4.22M.

The Australian Government has continued its partnership with CBMA through our IAG services, the Australian NGO Cooperation Program (ANCP) and the Regional Health Partnership (RHP) to implement development and poverty-alleviation programs overseas.


**\$235M**  
combined total project expenditure for the last 10 years



Peter, a teacher in rural Kenya, educates students about hygiene and sanitation as part of the MERU Inclusive Trachoma WASH Project.

All financial figures and ratios shown are derived from CBM Australia's audited financial statements.





Prabin lives in a rural village in Nepal with his family where he works on his own farm. Prabin, who has a physical disability, was given assistance by a CBM Global partner, who helped build plastic tunnels and drip-irrigation systems and supported plastic drums in his farm.

## 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 2024 financial statements.

In respect to the 31 December 2024 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 Code of Conduct (ACFID).

The financial statements and notes give a true and fair view of the financial position as at 31 December 2024 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 22 March 2025.



  
**Andrew Ellis**  
**Chair**



  
**Elizabeth Lucas**  
**Deputy Chair,  
Committee Chair**



# Auditor's report



**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 2024, 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 2024.

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.

Level 20, 181 William Street, Melbourne VIC 3000  
+61 3 9824 8555  
vic.info@williambuck.com  
williambuck.com.au

## The Audited Financial Report and Our Report Thereon

We expressed an unmodified audit opinion on the audited financial report in our report dated 22 March 2025.

### 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.

**William Buck Audit (Vic) Pty Ltd**  
ABN 59 116 151 136

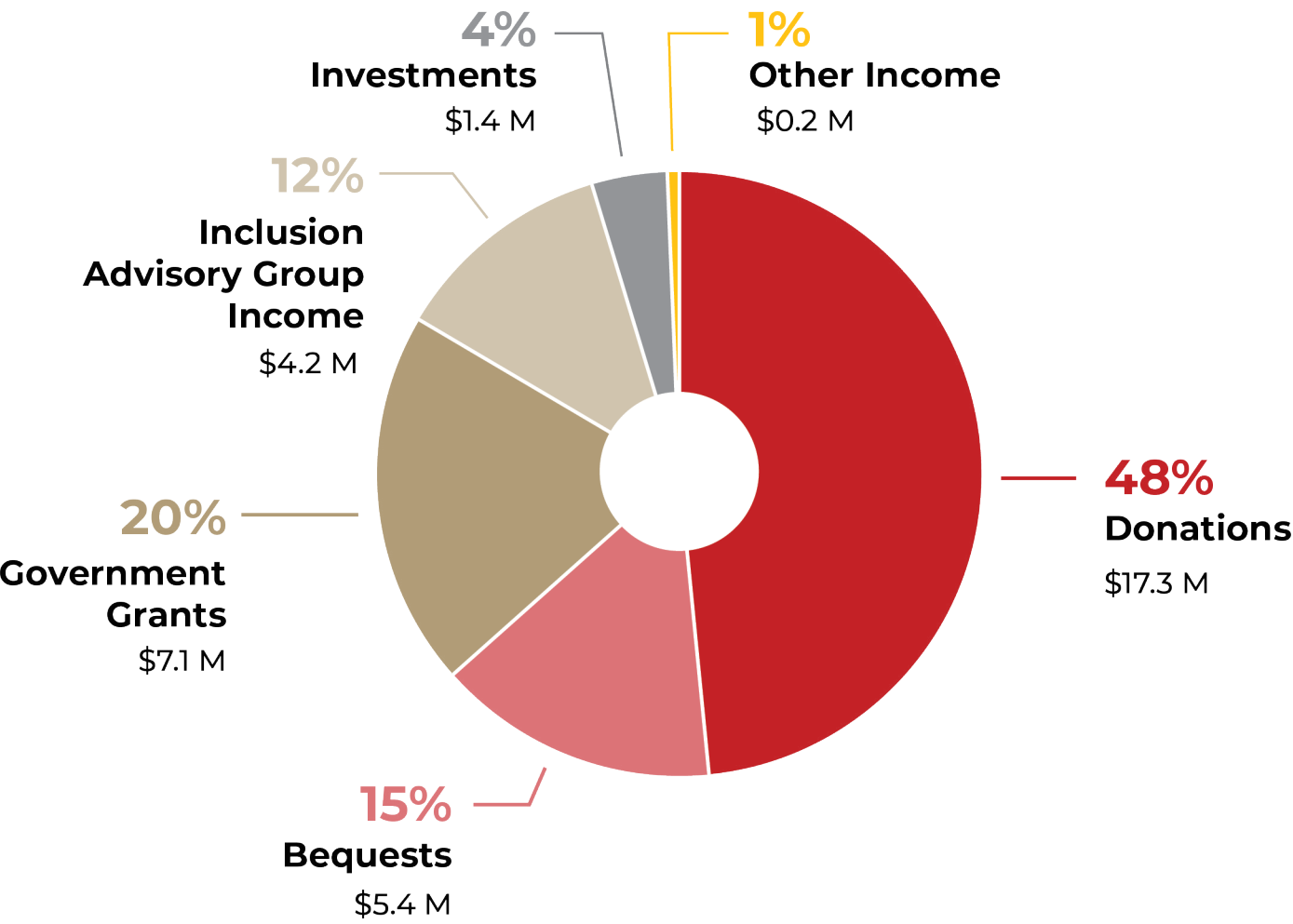
**C. L. Sweeney**  
Director  
Melbourne, 26th March 2024

William Buck is an association of firms, each trading under the name of William Buck across Australia and New Zealand with affiliated offices worldwide.  
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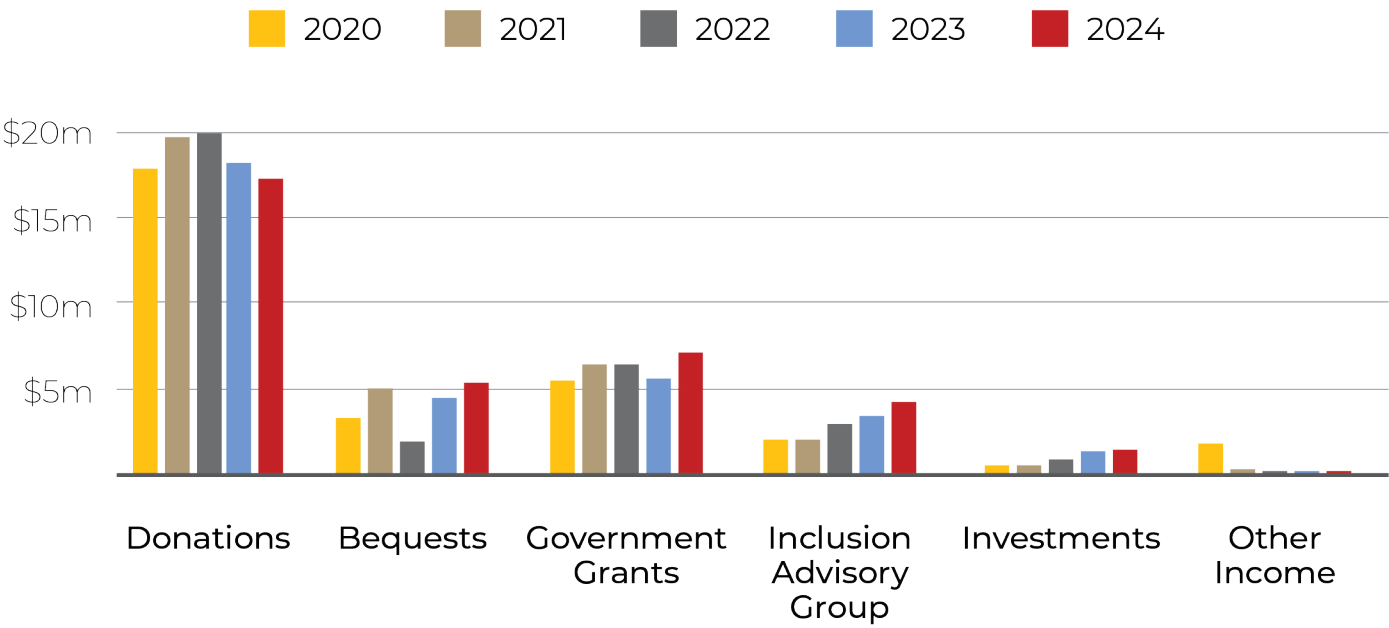


Where did CBM Australia’s support come from in 2024



All financial figures and ratios shown are derived from CBM Australia’s audited financial statements.

Five-year income trend



**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.

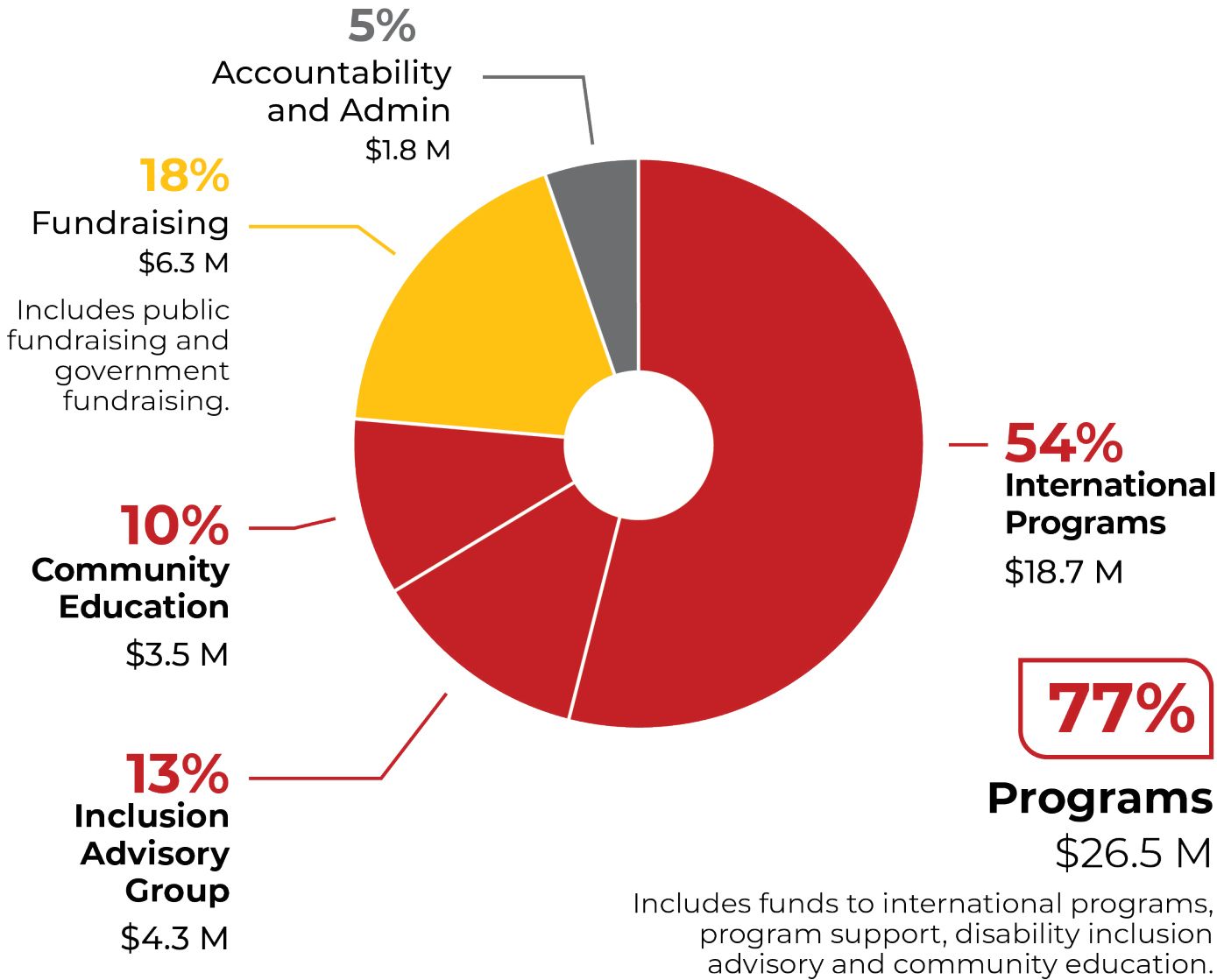
In 2022 figures, the profit on sale of 56 Rutland Rd Box Hill of \$9.02M has been excluded on the basis that it does not represent ongoing operations.

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.

All financial figures and ratios shown are derived from CBM Australia’s audited financial statements.

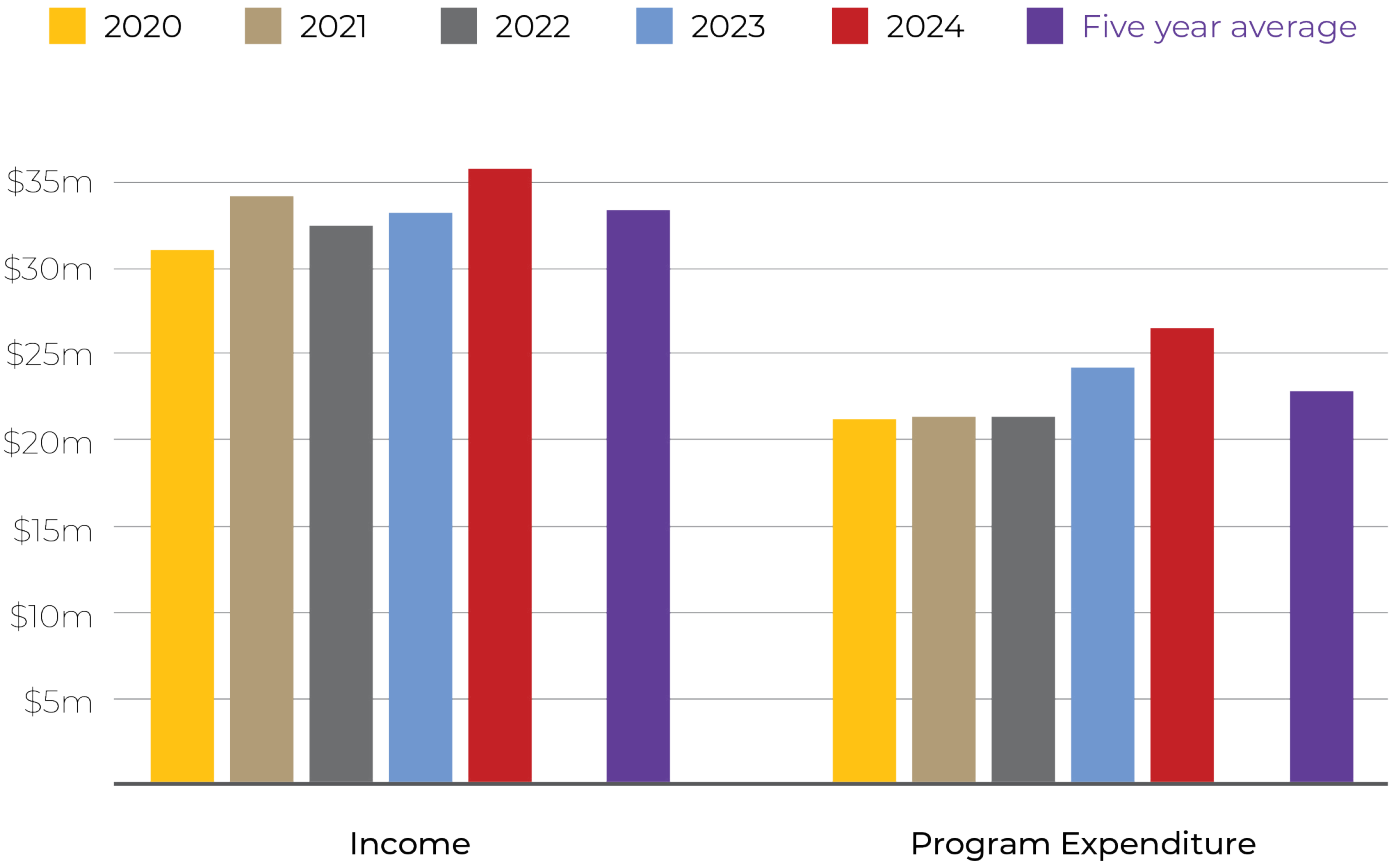


How did CBM Australia spend each dollar in 2024



All financial figures and ratios shown are derived from CBM Australia's audited financial statements.

Five-year income and expenditure trend



All financial figures and ratios shown are derived from CBM Australia's audited financial statements.



Statement of profit and loss and other comprehensive income

|                     |   | 2024<br>\$'000 | 2023<br>\$'000 |
|---------------------|---|----------------|----------------|
| Donations and Gifts | Monetary  | 17,274         | 18,079         |
|                     | Bequests & Legacies                                     | 5,358          | 4,452          |
| Grants Recognised   | Department of Foreign Affairs and Trade                 | 7,129          | 5,599          |
| Other Income        | Inclusion Advisory Group Income                         | 4,217          | 3,470          |
|                     | Investment Income                                       | 1,418          | 1,361          |
|                     | Other Revenue   | 240            | 271            |
|                     | Increase / (Decrease) in Fair Value of Financial Assets | 1,839          | 1,372          |
| Total Revenue       |   | 37,475         | 34,604         |

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's website](#). 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's website](#).

year ended 31 December 2024

|  |                                      | 2024<br>\$'000 | 2023<br>\$'000 |
|--|--------------------------------------|----------------|----------------|
| International Aid and Development Programs Expenditure | Funds to International Programs      | (16,086)       | (14,155)       |
|  | Program Support Costs                | (2,586)        | (1,966)        |
|  | Inclusion Advisory Group Expenditure | (4,313)        | (4,102)        |
|  | Community Education                  | (3,482)        | (3,887)        |
| Fundraising Costs                                      | Public                               | (6,301)        | (6,817)        |
|  | Government Multilateral and Private  | (46)           | (47)           |
|  | Accountability and Administration    | (1,822)        | (1,494)        |
| Total Expenditure                                      |                                      | (34,636)       | (32,468)       |
| Excess of revenue over expenditure for the year        |                                      | 2,839          | 2,136          |
| Other comprehensive income for the year                |                                      | -              | -              |
| Total comprehensive income for the year                |                                      | 2,839          | 2,136          |



Statement of financial position

as at 31 December 2024

|                    |                               | 2024<br>\$'000 | 2023<br>\$'000 |
|--------------------|-------------------------------|----------------|----------------|
| Current assets     | Cash and cash equivalents     | 4,432          | 8,619          |
|                    | Trade and other receivables   | 1,152          | 1,381          |
|                    | Financial assets              | 30,946         | 31,918         |
|                    | Total current assets          | 36,530         | 41,918         |
| Non-current assets | Property, plant and equipment | 8,382          | 726            |
|                    | Total non-current assets      | 8,382          | 726            |
| Total assets       |                               | 44,912         | 42,644         |

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|                         |                               | 2024<br>\$'000 | 2023<br>\$'000 |
|-------------------------|-------------------------------|----------------|----------------|
| Current liabilities     | Trade and other payables      | 864            | 1,040          |
|                         | Employee benefits             | 1,198          | 1,122          |
|                         | Other liabilities             | 3,330          | 3,771          |
|                         | Total current liabilities     | 5,392          | 5,933          |
| Non-current liabilities | Employee entitlements         | 128            | 158            |
|                         | Total non-current liabilities | 128            | 158            |
| Total liabilities       |                               | 5,520          | 6,091          |
| Net assets              |                               | 39,392         | 36,553         |
| Equity                  | Perpetual trusts              | 152            | 152            |
|                         | Committed funds reserve       | 11,662         | 11,245         |
|                         | Significant gift reserve      | -              | 250            |
|                         | Capital profits reserve       | 8,970          | 9,025          |
|                         | Retained surpluses            | 18,608         | 15,881         |
| Total equity            |                               | 39,392         | 36,553         |



## Statement of changes in equity

|   | Perpetual trusts<br>\$'000 | Committed funds<br>\$'000 | Significant gifts<br>\$'000 | Capital profits<br>\$'000 | Retained profits<br>\$'000 | Total equity<br>\$'000 |
|---|----------------------------|---------------------------|-----------------------------|---------------------------|----------------------------|------------------------|
| Balance at 1 January 2024                       | 152                        | 11,245                    | 250                         | 9,025                     | 15,881                     | 36,553                 |
| Excess of revenue over expenditure for the year | -                          | -                         | -                           | -                         | 2,839                      | 2,839                  |
| Other comprehensive income for the year         | -                          | -                         | -                           | -                         | -                          | -                      |
| Total comprehensive income for the year         | -                          | -                         | -                           | -                         | 2,839                      | 2,839                  |
| Transfer  | -                          | 417                       | (250)                       | (54)                      | (113)                      | -                      |
| <b>Balance at 31 December 2024</b>              | <b>152</b>                 | <b>11,662</b>             | <b>-</b>                    | <b>8,971</b>              | <b>18,607</b>              | <b>39,392</b>          |

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## 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 (ACNC). The Australian Taxation Office (ATO) has given CBM Australia Ltd the status of a Deductible Gift Recipient (DGR), 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 (DFAT), which is responsible for managing Australia's aid program. To maintain accreditation, CBM Australia's systems, policies and processes are rigorously reviewed, at least every five years, by the Australian Government. The most recent review saw full reaccreditation awarded in 2022. CBM Australia receives and gratefully acknowledges support through the Australian NGO Cooperation Program (ANCP).

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's website](#). CBM Australia CEO Jane Edge served as Vice President (Finance) on the ACFID Board, until the limit of her tenure in October 2024.

CBM Australia hosts the Secretariat of the Australian Disability and Development Consortium, a member-based network for those working or interested in advancing disability equity and rights through international development and humanitarian efforts.

In 2024, CBM Australia continued as a Member of 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.





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[cbm.org.au](https://cbm.org.au)  
1800 678 069  
PO Box 196, RICHMOND VIC 3121

CBM Australia Ltd ABN 23 005 326 849