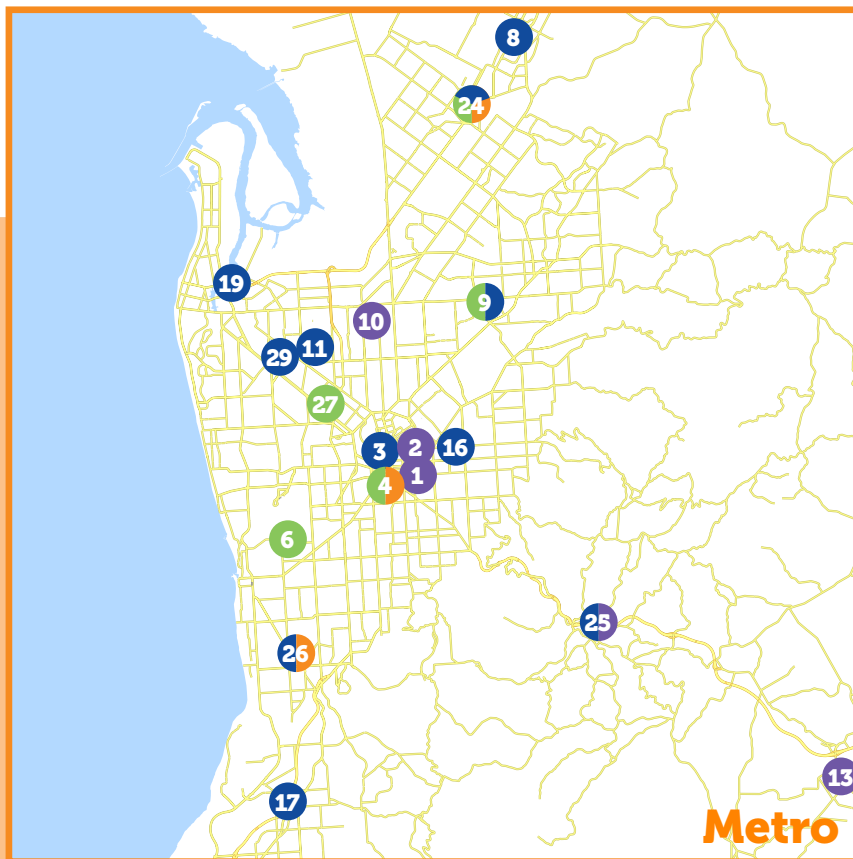




Community Bridging
Services (CBS) Inc.

Annual Report 2022-23





● Jobnet

● Choices® CBS

● Beyond. Making it Happen!

● Social Enterprise

1. Adelaide – Bearded Dragon Gallery
2. Adelaide – Community Concierge SA
3. Adelaide – Pirie Street
4. Adelaide – Wakefield Street
5. Berri
6. Camden Park
7. Copper Coast
8. Elizabeth
9. Gilles Plains
10. Kilburn – Summit Café
11. Kilkeny
12. Mannum
13. Mount Barker – Summit Café
14. Murray Bridge
15. Noarlunga
16. Norwood
17. Old Reynella

18. Peterborough
19. Port Adelaide
20. Port Augusta
21. Port Lincoln
22. Port Pirie
23. Renmark – Chaffey Community Centre
24. Salisbury
25. Stirling – Bearded Dragon Gallery
26. Warradale
27. West Croydon
28. Whyalla
29. Woodville

See
inset
map

CBS Inc. Service Locations



Community Bridging Services (CBS) Inc.

Annual Report 2022-23

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Acknowledgement of Country

CBS Inc. acknowledges the Traditional Owners of the lands upon which we work, and pay our respects to those past and present.

CBS Inc. acknowledges the beautiful lands of Barngarla, Nawu, Banggaria, Nukunu, Narraltie, Ngadjuri, Danggali, Meru, Kurna, Ngarrindjeri, Ngaiawang, Ngawait, Nganguruku, Erawirung, Ngintait, Ngaralte & Ngarkat Peramangk and Narangga where CBS Inc. services are provided to the local communities.

CBS Inc. is an organisation that embraces diversity and is committed to continuing the journey of reconciliation.

2022-23 At a Glance



22.7%

Of staff identify as living with a disability

221,673

Hours of service provided by NDIS



ISO 27001 & Right Fit for Risk accreditation achieved November 2022



2841

People with disabilities currently supported by CBS Inc. services

25%

CBS Inc. Board Directors with lived experience



271

Members of staff, of which

19

of those have been at CBS Inc. for over 10 years.

12

CBS Inc. events held



62%

Of staff employed are females



29

Service locations across Metro and Rural SA

ihca
CERTIFICATION

National Standards for Disability Services
CERTIFIED DISABILITY
EMPLOYMENT
ORGANISATION

NSDS recertification achieved May 2023

NDIS
recertification
achieved
November 2022



15.3%

of staff identify as culturally and linguistically diverse

Consumer Nominee reports

– Nadia Field and Stefan Noto

The move to West Croydon NDIS services has been great, it has allowed me and my friends to feel happier and more at home. I have recently started participating in some 1:1 activity and I'm working towards my goals. I'm learning how to better budget my money, I go grocery shopping now, and I'm cooking for myself, and today I made a potato bake. I'm achieving my goals, working towards my independence, and I'm feeling happy and wonderful.

I will soon be able to add gardening to my Independent Living Skills at CBS Inc. as we have just put in three large, raised garden beds. We will be able to plant vegetables and herbs.

My year on the Board as a Consumer Nominee for CBS Inc. has been a busy one:

- I sat on the interview panel for our newest Board Member, Jackie Stringer
- I provided advice on accessibility for new sites and locations related to CBS Inc.
- I participated in the CBS Inc. 2024-2027 Strategic Planning process and did an Acknowledgement of Country
- I sat on the working group, Kulini for the CBS Inc. Reconciliation Action Plan... Just to name a few.

This is my last year on the Board as a Consumer Nominee for CBS Inc. The position has meant a lot to me and the personal growth has been huge. I'm more outgoing, confident, and strong and I feel I have found my voice. This has helped me lead decisions that are in line with the needs and wants of CBS Inc. participants who don't have that ability. For example, I helped speak on behalf of the Socialise West group about the need to move to another building. I have helped participants link with support when they needed advice.

I would like to thank all the people who supported, guided and taught me during my time on the Board. Freddie, thank you for being my mentor and being there when I needed it. Thank you to Merv, and all the staff that were there for me and supported me.

Best of luck to the new Consumer Nominee, I hope you get as much out of the position as I did and keep being the voice of those who need it.

Nadia Field

Consumer Nominee, CBS Inc. Board of Directors 2018 to 2023.



NADIA FIELD



STEFAN NOTO

As a Consumer Nominee over the past 4 years together with Nadia Field, I am grateful to have shared this experience with Nadia. It is with sadness to watch Nadia vacate the position, and I wish nothing but the best for Nadia in her future adventures. Upon reflection of Nadia's journey with CBS Inc., it has reinforced the importance of Consumer Nominees on the CBS Inc. Board, and how everyone's role on the Board creates such a positive impact in the big picture. I look forward to being a part of the interview panel when selecting the next Consumer Nominee, it is such an honour.

It has been a fantastic year for the team at CBS Inc. with the Board and the Executive Management Team watching and being a part of the unveiling of the New Disability Employment Framework. This initiative is exciting as it should hopefully open doors to more employment opportunities in different sectors and industries for people with disability. I am living proof that it can work.

It must be recognised that the Board plays a significant part in contributing to the progress of CBS Inc. The likes of our Chairman, Claude Bruno, with his years of experience and knowledge within the disability sector leads with passion that is so inspiring. CBS Inc. is so fortunate to have leaders like Claude and the Executive Director, Freddie Brincat both who are well respected and recognised for their expertise and leadership within the disability sector.

It is without a doubt that the wonderful and dedicated staff at CBS Inc. continue to deliver a high level of quality services to all the consumers regardless of the challenges they may face day to day.

Being a part of the Board of CBS Inc., not only do I get to witness great leadership, I also get to experience the service as a consumer from the dedicated staff. This proves why CBS Inc. is a leader in the disability field, and this is what makes CBS Inc. awesome.

Stefan Noto

Jobnet Consumer Nominee

Chair's report

– Claude Bruno



I am pleased to report another great year for CBS Inc. We have been successful in assisting consumers to achieve positive outcomes in their lives while maintaining a sound financial position. This, of course, doesn't happen without the hard work and dedication of all the CBS Inc. Board, Staff and our supporters.

Over the past year, there have been many exciting and important changes and happenings at CBS Inc. We were particularly excited by the induction of CBS Inc. Founder and Executive Director into the Disability Employment Australia (DEA) Hall of Fame. Freddie is the second for South Australia and is a well-earned recognition of the tireless, innovative work from Freddie over his long and distinguished career.

I had the pleasure of attending many functions, including official openings, art exhibitions and events designed to create more opportunities for consumers and promote CBS Inc. It has been gratifying to hear the many positive comments and stories directly from consumers on how CBS Inc. has helped to achieve their goals.

Auditors conducting the NDIS Audit, ISO 27001, and NSDS Audits recognized the high level of commitment from our staff to our organisation's values and culture, which has translated into numerous positive outcomes for our consumers.

Consumers collaborated with our Board and Senior Management Team to develop a comprehensive strategic plan that charts our course for the next three years. Our strategic plan outlines our vision and strategic directions and acts to guide us as we continue to evolve and grow.

Regrettably, the Board made the difficult decision to halt the construction of a Universally Designed health centre in Aston Hills, Mount Barker. This project aimed to be an Australian first, ensuring access and inclusion for all, while improving health outcomes and delivering social benefits to the entire community. However the rising interest rates and escalating building costs made it financially unsustainable to continue.

Nadia Field has been a Consumer Nominee on our Board since November 2018. Nadia will be stepping down at the AGM. I would like to acknowledge Nadia's valuable contribution to the board over this time. I have always appreciated the wisdom and strong consumer focus that Nadia brought to the Board's deliberations. We wish Nadia all the very best in her future endeavours. I would like to thank all Board members for their contribution, your involvement does make a difference.

The CBS Inc. story has been one of determination and resilience. We have shown what is possible when passionate people come together to achieve a common goal. I am proud to be part of this journey and we look forward to continuing to make a real difference in the lives of the people we serve.

**Claude Bruno,
Chairperson 2023**



USEP – more on page 8

Executive Director's report

– Freddie Brincat OAM

After much adjustment over the past couple of years we focussed on our core activities while building on partnerships and developing new initiatives.

Our NDIS services have continued to progress as we respond to demand, particularly in regional areas where more choice is being requested. Our NDIS Team is spending time listening to what people with a disability are wanting to help each person achieve their goals. Such goals relate to life choices, developing skills and experiences, preparing for employment/ study, and developing positive relationships with friends and families. All these activities support everyone to be contributing citizens of our state, country, and the world, and to be acknowledged, respected and included. In essence this is the work CBS Inc. does through our committed and talented staff. Our staff are always keen to learn, obtain feedback and respond.

Our Disability Employment Services (DES) funded through the Department of Social Services (DSS) have been responding to challenges of government participant eligibility changes, while still focusing on partnerships with business and connecting qualified and keen job seekers to employers. I am pleased to say that our staff maintained the quality of supports to participants and business owners, and we still provide across the state a team of trained and experienced on-the-job support workers. Such investment ensures that people with a disability in the workplace are provided a high level of one to one support when needed to help promote success.

Recently the Minister for Social Services, the Hon Amanda Rishworth chose CBS Inc. and our Noarlunga DES office to launch the New National Disability Employment Quality Framework. This event went really well, attended by participants, employers, government and staff.

"I'm more outgoing, confident, strong, and I feel I have found my voice".

– Nadia Field, Consumer Nominee, CBS Inc. Board of Directors 2018 to 2023.



The event was covered by ABC TV who were present for an extended period and was seen on the news that night. I was disappointed that such a positive, collaborative event was reported in a way that seemed to miss this focus and also leave out any connection to our organisation. For footage of the event and the speeches, which provide an insight into the New DES Employment Framework, please go to our CBS Inc. website.

Another positive change in our community, is a growing real commitment to a focus on ESG – environment, social and corporate governance in larger businesses and government. This is opening up increased conversations and opportunities between us, people with a disability and corporations. Such relationships are providing more work experience placements, jobs and career development for NDIS and DES participants. We are working hard to further develop partnerships to continue to increase and develop such opportunities which have at times in the past been hard to access for people with a disability even for those with university qualifications.

A key innovation and investment enhancing ESG and the relationships with corporations and governments is our social enterprises. Our Bearded Dragon Gallery, Chaffey Community Centre, Summit Cafes, Moonlight Speakers and Community Concierge SA, all place people with a disability as the face of each service. These social enterprises are proving that with training, support, and flexibility, and creating award paying jobs and leadership opportunities, they can be transferred to other areas.

Thanks to all the members of our Board of Directors for their guidance and encouragement - in particular Claude Bruno (Chair), and Lidia Pargaliti (Treasurer), our Executive Management Team in Abby McKay, Gabby Jones and Ada Caruana who have provided their leadership and support, and all our staff who have adapted to a range of challenges. Thanks to Amelia Rinaldi who has provided administration support to our Board. I wanted to thank the Australian Government for their funding, people with a disability and their families for choosing CBS Inc. and we look forward to building on our past success into the future.

**Freddie Brincat OAM,
Founder and Executive Director**

Jobnet Employment Program



I felt listened to at CBS, other job providers wanted to fit me into ill-fitting positions whereas CBS focused on permanent solutions. CBS put me into a round hole when everyone else was trying to put me into a square one”.

– Chelsea, USEP client, 2023

Establishing ongoing long-term employment outcomes for our clients continues to be a major focus for our Jobnet Employment Program, delivering Disability Employment Services (DES).



Across 21 offices in both metro and regional South Australia, we support people with all types of disabilities, medical conditions, mental health challenges, and injuries to find and maintain open employment in their field of choice.

This year we have seen growth in businesses incorporating Environmental, Social and Corporate Governance (ESG) practices and promoting diversity in their workplace. This has led to increased opportunities for our clients, particularly in the engineering and construction industries where further training and career progression enhances our clients' quality of life. Tailored Disability Awareness Training facilitated by our Moonlight Speakers and senior staff has complemented this to broaden employer understanding of disability and best practice styles to support people with disabilities in the workplace.

Collaboration with our funding body, Department of Social Services (DSS) has been open and positive. The introduction of the New DES Quality Framework replacing the Star Ratings has furthered this with reference groups to assist with the development of assessment tools. CBS Inc. is in good stead to perform well in this new framework with our key focus on long-term employment outcomes, client and stakeholder feedback, staff development and quality systems.

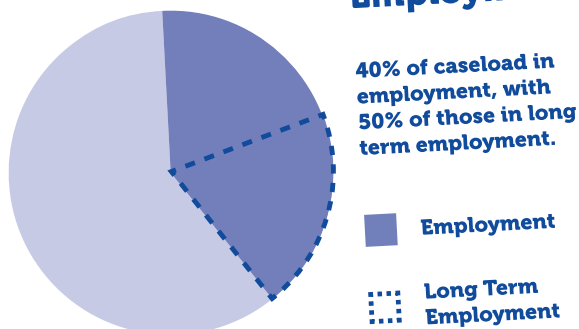
Our culture and values continue to be recognised by clients, stakeholders, external auditors, and members of the community. At the forefront of our service delivery is using positive interactions and a strengths-based approach to focus on what our clients can do, and in partnership with our clients to help achieve their goals. Once in employment, on the job support to build independence and confidence in the workplace is one of our specialties.

We continue to work with business partners in more depth, understanding their needs and matching Jobseekers to their workplaces. At the same time, business owners seem keener to work together with us... Exciting!

Ada Caruana

Jobnet Employment Program

Employment



Individual Placement and Support (IPS)

CBS Inc. has been delivering the Individual Placement and Support (IPS) Program in partnership with SA Health Mental Health Services teams for over seven years now.

IPS supports consumers with a significant mental illness (SMI) to obtain and maintain employment. Eight core practice principles and a 25-item fidelity scale underpin service delivery and provide a quality assurance framework for IPS programs. CBS Inc. currently runs IPS programs across Adelaide, Norwood, Port Adelaide and Kilkenny.

The demand for access to IPS programs continues to grow with CBS Inc. increasing the staffing profile and resourcing to meet demand. This past year, CBS Inc. has been advocating for additional resources to support the continual growth and future sustainability of the IPS program.

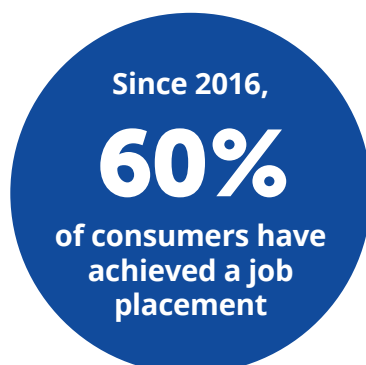
The 2022 Fidelity Review audit reported “all four consumers interviewed were able to provide insights into the individualised supports the employment specialists had provided, each consumer recalled how their career interests were explored, including surveying their hobbies, interests and goals”.

An IPS consumer reported on his experience:

“In the IPS program I was supported the whole time in my return to meaningful work. In working again, I have regained my confidence and self-esteem and I feel that I am contributing again.”

IPS continually demonstrates that with appropriate supports, having a job can positively contribute to a person’s mental health recovery.

Tim Wiseman



University Specialist Employment Partnership (USEP)

The University Specialist Employment Partnership (USEP) program at CBS Inc. continues to provide on campus supports at Flinders University and University of Adelaide. USEP assists students with a disability to transition from university into graduate and skilled employment related to their degree. Now in its fifth year, students continue to appreciate the additional support to help explore career paths, complete applications, and have more confident interactions with future employers.

Employers value the USEP program, identifying how the extra service can better prepare students for employment, and support employers to be disability aware and confident in becoming more inclusive employers.

Over the past year, our CBS Inc. USEP Coordinator has participated in Careers Fairs and University events to promote the program to students, staff, and employers. With the support of CBS Inc., we have made great progress this year with graduate roles within bigger employers that have a commitment to ongoing opportunities.

USEP is creating an increase in successful jobs, especially in the corporate world.

Sascha Lemon-Spence



"I cannot speak highly enough of Sascha and the support she has provided our neurodiverse employees at our corporate office. From day 1 when I engaged Sascha, she has been nothing short of amazing. Without a doubt Sascha has significantly enhanced the support we have been able to provide it's neurodiverse people."

– Sarah, 2023

Amelia Rix Award

The Amelia Rix Award night held at the Sanctuary Adelaide Zoo overlooking the Botanic Park was a success and highlight of the year as always. Celebrating the success of our clients in open employment and their community contributions with over 130 people in attendance.

The Award is held in memory of the late Amelia Rix who was a long-term client of Jobnet. We established the Award with Amelia's late mother, Barb Rix OAM in 2003 for other Jobnet clients with a disability, who show similar determination and spirit to Amelia in finding and keeping a regular job in open employment.

This year saw eight nominees – Simon Brown, Zac Colton, John (Lachie) Crossley, Sean Deakin, Tess Fairall, Huon Hammet-Wrigley, Jamie Kellow and Stephen Little. Each nominee's journey and achievements were described on the night, further showcasing that people with disability are an asset to any business.



Congratulations to winner, Sean Deakin (Fitter at Whyalla Hose & Fittings, supported by CBS Inc. Whyalla), runner up, Jamie Kellow (Admin Assistant at CBS Inc., supported by CBS Inc. Berri), and all other nominees who received an encouragement award. The event was attended by our client nominees and families, their employers, CBS Inc. staff, and our generous sponsors who contributed to the awards and the evening.

Ada Caruana

2022-23 Highlights



HIP Graduation event Skydeck



**Flinders Uni
Scholarship event**



Mannum office opening



**SALA Festival Arts Exhibition
at Dentons**



CCSA Social Traders win



Amelia Rix Awards



**Donation of 20 laptops
from Acciona**



**New NDIS
Port Pirie site**



In person staff meeting



**Port Lincoln Aim
Higher visit**



DAL expo October



**Freddie's DEA
Hall of Fame
Acknowledgement**



Christmas dress up

NDIS Supports



**"Communication
and treating clients
like adults."**

– Natasha, Parent/Carer, 2022.



**"Listening
to ideas"**

– Scott, Beyond
Participant, 2022.

In 2022-23, our NDIS services were characterized by one word: 'Energy!'

From small changes to large initiatives, we have moved ahead with enthusiasm and focus as we continue to find new and improved ways to support our participants. Throughout the year, CBS Inc. invested substantially in infrastructure to meet increasing needs. Most of our sites are now providing both Choices® CBS recreation services and Beyond. Making it Happen! work transition supports.

Some highlights of the year are included below.

- In Port Pirie, we invested in a new premises for our NDIS services. This modern facility is proving to be a success and is seeing an increase in participants who are enjoying the newly designed space.
- Our team is proud to achieve our NDIS Recertification. In their report the Auditor described CBS Inc. as 'best practice...demonstrated through innovative, responsive service delivery, underpinned by the principles of continuous improvement of the systems, process and associated outcomes'.
- We have added new vehicles to help participants which is particularly important in rural areas. The expansion includes an extra wheelchair van for our services in metropolitan Adelaide.
- Our high support need NDIS services have moved premises to West Croydon. Our participants have reported they are enjoying the new premises and the local shopping centre.
- We moved our Adelaide South location to an additional premise in Warradale. This new space offers significantly more room and features an accessible kitchen.

"Good program that the client enjoys. Good quality staff who are friendly and professional. Good transport and dependability."

– Peter, Parent/ Carer, 2022.

Choices® CBS

In the past year, in metropolitan Adelaide, we have taken steps to decentralize our Choices services. This means that we now have Coordinators who are actively engaged and working closely alongside participants and staff. Additionally, this approach enables us to offer increased support within the communities where people live. Some great local initiatives are included below.

- We have been supporting participants in Port Augusta to participate in Inclusive Basketball. Previously they couldn't attend due to transportation challenges.
- Our Dungeons and Dragons evenings in Adelaide have become a great hit with our participants.
- We have established After-School Groups in Copper Coast and Port Augusta.
- In Adelaide, we have introduced a 'Ladies only' social group that offers some pampering and quality girl time.
- We have also organized weekend discos in Elizabeth and Hindmarsh, hosted at great venues like The Governor Hindmarsh Hotel.

"Friendship, Kindness, Caring"

– Bruce, Choices Participant, 2022.



Beyond. Making it Happen!

Beyond. Making it Happen continues to thrive and has grown into offices in Warradale and Salisbury. Beyond supports smooth transitions for people moving from NDIS supports into the workforce. We have also been active with introducing new supports and initiatives to better meet participant's goals.

- **Supports In Employment.** CBS Inc. is one of the few Disability Employment Services (DES) who continue to provide on-the-job supports. Our NDIS team is now extending this on-the-job support to other participants with an NDIS plan. We have assisted individuals to access the NDIS and it is wonderful to see many participants thriving with extra supports.
- **CBS Inc. Mentoring supports.** Our evidence-based framework provides tailored, goal focused 1:1 supports for participants. While our initial focus was on young people transitioning from school to work, we have found the model can be adapted to suit any 1:1 support needs.
- Our staff are actively participating in the Department for Education's (DfE) school transition trial in Elizabeth. This initiative involves a partnership between the Department and CBS Inc. with the aim to assist young people straight from school into the workforce or further education.



ILC Grants

In November 2022, the Department for Social Services (DSS) announced that both our Information Linkages and Capacity Building (ILC) grants, Aim Higher and the Hospitality Inclusive Project (HI Project), would be extended to June 2024. Since then, the teams have continued to empower people with a disability to follow their career goals and move into the open employment labour market.

Gabby Jones



Community Bridging Services (CBS) Inc.

Aim Higher – raising the ceiling on career expectations for young people with disability.

44

Schools completed the program.

112

Students who completed work immersion activities / work experience in open employment.

95

Employers engaged in activities.

10

Jobs students have obtained.

550

Students, parents, and teachers attended training sessions and one-on-one consultations on post-schools, and open employment options.

310

Students engaged in career planning workshops that focus on open employment and moving away from Australian Disability Enterprises (ADE).

“It helped me figure out exactly what I wanted to do.”

– Aim Higher participant, 2023

“As soon as students got into the program with the myfutures introduction I think they engaged on a different level because it was about them, it was about their interests, and I think it was valuable to be able to see there were options available [that] they hadn’t considered before.”

– School teacher, Flinders University Evaluation Report, January 2023.



The Hospitably Inclusive Project (HI Project) – Food Brings All People Together

52

Students enrolled in the HI Project.

40

Students have graduated with nationally accredited certificates in hospitality.

24

Graduates now working in open employment.

13

Graduates are working in the Hospitality Industry.

6

Students have participated in work experience in the hospitality sector to gain real world experience and build connections with employers.

59

Employers have been provided with the Hospitality Employer Toolkit and information about the benefits and supports available when hiring people with disability.

“I feel like I can get along with everyone. If we have a group activity I feel good about doing it. I have learnt to ask for help when I need it. I didn’t do it before and I used to copy everyone. I feel more confident using a knife and utensils in the kitchen. I feel job ready and that I can do it. It is cool that I now have work experience.”

– Anthoney, HI Project student, 2023.

Social Enterprises

CBS Inc. Social enterprise businesses continue to create jobs for people with disabilities in roles where our clients are front and centre.

From being the face of prestigious buildings in the Adelaide CBD, running cafes, and art galleries, our social enterprises since inception have now created 70 jobs for people with disabilities at award wages.

The past year has seen a focus on refining our social enterprise business models with the continual aim of deriving substantial income from trade. Our Community Concierge SA (CCSA), Bearded Dragon Galleries and Summit Cafes were recertified as Social Enterprise Businesses through Social Traders Australia.

We were excited to attend the Social Enterprise World Conference in September 2022, and develop new partnerships with like-minded organisations who have a focus on business for purpose. We have been advocating to state government through the SA Social Enterprise Strategy Expert Advisory Group. This work and commitment led to meetings with ministers, and a state first showcase event in June 2023 that our CCSA and Galleries were a part of.

We cannot get enough of the energy and positivity that social enterprise businesses and people bring to this state and look forward to what the future holds for SA!

Abby McKay



Bearded Dragon Gallery (BDG)



Bearded Dragon
Gallery

2022/ 2023 was the 'year of the Artist' for the Bearded Dragon Gallery, as we welcomed thirty new emerging and established artists onto the Gallery's walls.

Now with an established cohort of over 60 Artists under the BDG umbrella, there is no shortage of diverse talent, creativity, and vision on display.

In July 2022, the Gallery shone a spotlight on Bearded Dragon Gallery renowned artist, Nigel Matejcic. We promoted his mental health focused art book "Living with Mental Health" through a book launch over morning tea. Guests also heard a passage reading from Nigel in the Adelaide Gallery while enjoying scones and jam.

Our first exhibition in August 2022, titled Metamorphosis, showcased the transformative power of art, featuring work from Jason O'Malley, Kane Tomkinson, and Lydia Eden. Appearing in our Adelaide Gallery as part of SALA 2022, Metamorphosis illustrated the enduring power of art as an emotional release and form of self-expression for people with disability.

The Bearded Dragon Gallery collaborated with Dentons Lawyers in September 2022 to present When Beards Collide, bringing together the best of bearded artists Paul Galbraith and Dan Withey. An explosion of abstract shapes, vibrant colours, and personal expression, When Beards Collide was the Gallery's most successful exhibition to date – selling many artworks through the opening night auction and during the exhibition's two month run. The success of When Beards Collide confirmed the importance of collaboration and partnership with like-minded organisations to the Gallery's vision.

Our next exhibition in December 2022 called on artists to submit their interpretation of the concept of ONE: one land – one ocean – one life. The opening, held in the Stirling Gallery, highlighted our artist's exploration of the theme through paintings, drawings, sculptures, textiles, ceramics, prints and jewellery, with many created using repurposed materials in support of sustainability.

After the success of ONE, the Gallery again reached out to South Australian artists living with disability to submit artwork based on the theme 'Beyond Words'. The Beyond Words exhibition in April 2023 included a broad range of work from over 40 artists, displayed across the Adelaide and Stirling Galleries. Visitors were encouraged to find their own meaning in the artwork, sharing the thoughts or feelings in notepads displayed beside the art.

The financial year showed significant growth for the Gallery, with an array of new artists, four successful exhibition openings, and a 47% increase in sales from the previous financial year. The Bearded Dragon Gallery aims to continue to focus on refining our Social Enterprise model, delivering exciting and innovative exhibitions, and increasing opportunities for local artists living with disability and other barriers.

Joanna Mack

"This exhibition is incredibly important to me given it's my first-time displaying art publicly. I am so thankful for this opportunity to show and hopefully sell some of my art. Keeping with the theme of 'ONE': art is personal to me, a way to help me understand what I'm feeling"

– BDG artist, Fox Finney



Community Concierge SA (CCSA)



A Community Bridging Services (CBS) Inc. Initiative

It's been an invigorating year for Community Concierge SA (CCSA), with the unique and innovative social enterprise gaining traction both at home and interstate.

In recognition of the high calibre of services provided and a testament to the strength of our relationship, CCSA, in partnership with JLL, proudly won the 2022 SA/ WA Social Traders Game Changer Award. While we narrowly missed out on the National Game Changer Award hosted at the Social Enterprise World Forum in Brisbane, our regional win was an exciting and prestigious achievement.

CCSA was in the spotlight this year, with the team presenting in forums and interviews on Social Procurement, including a 'Best Practice Showcase' by Social Traders, and a radio interview with Vision Australia. Another highlight included demonstrating our professional services to SA Government members at the 'Social Enterprise Showcase: Smart, Sustainable, Inclusive' event.

With over 11 years of experience providing quality, tailored services within a mature and refined business model, CCSA continues to serve the tenants, property management, and owners of 25 Grenfell Street and 80 Flinders Street. The service has evolved over the years, and the positive impact and contribution our CCSA team brings to each building continues to grow.

"I think a point of difference is the trust and respect we receive from Building Management. ...We care about this building and over time have come to know it intimately. This adds to the trust we are given by building management (which) has also been recognized by the new owners."

– 25 Grenfell Concierge Officer

In a period where more and more people are returning to the office, the attentive and friendly Concierge team goes above and beyond to make this transition as smooth as possible. From arranging your dry cleaning to providing first aid, the Concierge team are dedicated to creating a safe, secure, and welcoming environment.

While the value CCSA brings to commercial properties is self-evident to us, it's also a sentiment that is shared by property and asset managers.

From Centuria extending Concierge hours at 80 Flinders Street, requests for our services both locally and interstate are looking promising. We are also in discussions for an additional CBD location. This is providing more penetration of the service and more valued employment.

As we look ahead, I would like to express my sincere gratitude to the team for their commitment to excellence, and our partners for their commitment to making a positive social impact.

The CCSA team is ready to embrace 2024 with enthusiasm, embodying the motto "because nothing is too much trouble..."

Mathilde Eldridge



Summit Cafés



The hospitality industry has faced challenging circumstances throughout the past year, including our Summit Cafés.

The cost of operating a café has increased significantly due to inflation, and patron numbers have still not fully returned to pre-COVID levels.

Our brilliant staff have nonetheless risen to this challenge and spared no effort in finding creative solutions and opportunities to gain more business. Summit Café catering has expanded our client base and numbers throughout the year from trainings, workshops and luncheons to AGMs, Christmas parties, and exhibitions. Averaging one catering order per week, the team provided delicious food to Social Traders, SA Water, Australian Refugee Association, Flinders University, and many more.

A highlight included an event for Unity Housing, celebrating the completion of 53 social and affordable homes for low-income South Australians. In a testament to the power of collaboration, the team, in partnership with Milk Chef and with assistance from CBS Inc. HI participants, served excellent coffees and scrumptious sweet treats to 50 attendees.

While expanding Summit Café catering presented new opportunities, our bread-and-butter café operations continued at Kilburn and Mount Barker communities daily.

We want to extend our heartfelt thank you to our loyal customers from the Line Dancing group and Karaoke group, who always drop in for a coffee, some hot chips or a toasted sandwich every Tuesday and Thursday at Summit Kilburn. Likewise, the success of Summit Mount Barker is underpinned by the welcoming and patient nurses and GPs of Summit Health who visit daily.

Above all, I'd like to thank the staff who are committed to learning, growing and improving at every turn. Whether eagerly engaging in training, trialling new recipes or creating fun new ways to decorate the space, our staff continue demonstrating their commitment to making the cafés as successful as possible. From creating beautiful latte art and mastering milk steaming to perfecting banana bread and delectable quiches, the growth of each team member has been undeniable.

Mathilde Eldridge



"Nice cup of tea and scone today"

– Councillor
Carol Martin OAM

"Yummy wrap and excellent service!"

– Mayor Claire Boan,
City of Port Adelaide Enfield

9800+
Coffees sold

3928
hours worked
by people with
disabilities

48
Events
catered

36
Christmas lunches
provided to Kilburn
Community members
in need

Chaffey Community Centre



What a crazy year! We have seen the tail end of COVID, had the biggest flood the Riverland has seen since 1956, a rise in living costs, and since May last year had 10 interest rate hikes.

The floods impacted greatly on the local community, and had a devastating effect on some peoples livelihood, health and wellbeing. Some were isolated, without electricity, and left without income as they couldn't get to work. Despite those challenges, people banded together and collectively navigated through a very difficult and lifechanging situation. In response, the South Australia Council of Social Services came to Renmark to host a "Lessons From the Flood Forum" held at Chaffey Community Centre.

Over the last year we have seen many key events held at the Centre. Including Sorry Day, Biggest Morning Tea, Autistic and Autism Community forum with Hon Emily Bourke, Minister for Autism leading the event.

We were delighted that our Community Centre Officer, Salena, was nominated for a "Friends to All" award through Community Centres SA Inc. in November 2022. The award recognises a staff member who has performed actions that have made a Centre or organisation more inclusive.

The Centre continues to hire out the meeting rooms to various providers and organisations. We have recently seen an increase with weekend and out of hours use for private occasions such as birthday parties, memorials, and other personal local events.

There has been some growth in connections and partnerships. Our relationship with the Renmark & Paringa Council has improved significantly. Some key partnerships developed this year have included LAAS, the Multicultural Community Connections program, and the Doorways Community Support program which was paramount in providing practical support during the Flood crisis. Our existing partnerships and connections continue to evolve, with the Centre offering wrap around services to the community.

Overall, it's been a busy year, and we have faced some challenges. Despite the uncertainty and fear during these difficult days we seen the most amazing acts of human kindness, unity, and community solidarity.

Peggy Mills



"Congratulations Salena, well deserved and a wonderful asset to the Chaffey Community Centre. You truly do provide such a positive and welcoming experience to all individuals at the centre."

– Angel

52

Haircuts provided to those in need since we introduced this free service in March 2022.

7926

People through our doors In the last 12 months.

Some fun facts!

1500+

frozen meals handed out to those in need since July. These meals are kindly donated to us by the Vines Community Church in Berri.

Moonlight Speakers and Leaders



CBS Inc. Moonlight Speakers and Leaders are a talented group of participants who receive training and support to provide public speaking services both within CBS Inc. and externally.

Speakers are paid on a fee for service and represent themselves and people with lived experience.

This past year has seen a reinvigoration for our Moonlight Speakers and Leaders. Chris was our Master of Ceremony at the CBS Inc. Amelia Rix Award in November 2022. This was Chris' first big public speaking event, and he blew the audience away speaking with such positivity, professionalism, and humor. In March 2023, we held an information session for clients across CBS Inc., and have since recruited more speakers, adding more variety and diversity to the group.

We are excited to be partnering with the Department for Education and their upcoming transition program in August 2023. Our Moonlight Speakers will be engaged to share their lived experience and career journeys to students with disabilities who are completing year 12 across the state. Lukasz, Roslyn, Kathryn, and Jean-Claude look forward to presenting to students soon!

As for what's next for our Moonlight Speakers and Leaders, we plan to provide more public speaking training and promote their biographies to the public. If you are looking to book a speaker for your next event whether it be a master of ceremonies, or someone with lived experience to sit on an interview panel, please visit the CBS Inc. website.

Abby McKay



Financial Reports

Summary Income and Expenditure

Summary of Income and Expenditure Statement for the year ended 30th June 2023

	2023	2022
	\$'000	\$'000
Total Income	20,121	18,702
Total Expenditure	19,008	17,616
Net Surplus	1,113	1,085

Summary Assets and Liabilities

Summary of Assets and Liabilities Statement as at 30th June 2023

	2023	2022
	\$'000	\$'000
Total Assets	18,909	17,124
Total Liabilities	2,506	1,833
Net Assets	16,403	15,290

EQUITY

Proprietorship	15,290	14,205
Current year surplus	1,113	1,085
Total Equity	16,403	15,290

Board of Directors' Report

The Board Members submit the financial report of Community Bridging Services (CBS) Inc. for the financial year ended 30 June 2023.

Board members

The names of Board Members as at the date of this report are:

- Claude Bruno
- Emma Fey
- Michael Bois
- Lidia Pargaliti
- Nadia Field
- Stefan Noto
- Freddie Brincat
- Jacqueline Stringer.

Principal Activities

The principal activities of CBS Inc. for the financial year were to provide open employment, NDIS Supports, further education and recreation to people with a disability. This includes related social enterprises that help meet our mission.

Significant Changes

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

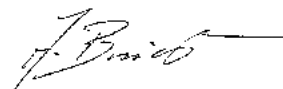
Operating Result

The surplus of CBS Inc. for the year was \$1,113,190.

Signed in accordance with a resolution of the members of the Board.



Claude Bruno
Board Chair



Freddie Brincat OAM
Executive Director

Dated this 21 day of September 2023

Independent Auditor's Report

To the Board Members of Community Bridging Services Inc.

Report on the Audit of the Financial Report

Opinion

I have audited the financial report of Community Bridging Services Inc, which comprises the balance sheet as at 30th June 2023, the statement of profit or loss and other comprehensive income for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the statement by the Members of the Board. In my opinion the financial report of Community Bridging Services Inc has been prepared in accordance with Division 60 of the Australian Charities and Not-for-profits Commission Act 2012, including:

- (a) giving a true and fair view of the association's financial position as at 30th June 2023 and of its financial performance for the year then ended; and
- (b) complying with Division 60 of the Australian Charities and Not-for-profits Commission Regulation 2013.

Basis for Opinion

I conducted my audit in accordance with Australian Auditing Standards. My responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of my report. I am independent of the association in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (the Code) that are relevant to my audit of the financial report in Australia. I have also fulfilled my other ethical responsibilities in accordance with the Code. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Other Information

The board of Members is responsible for the other information. The other information comprises the information included in the association's annual report for the year ended 30th June 2023, but does not include the financial report and my auditor's report thereon. My opinion on the financial report does not cover the other information and accordingly I do not express any form of assurance conclusion thereon. In connection with my audit of the financial report, my responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or my knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact. I have nothing to report in this regard.

Responsibilities of Responsible Entities for the Financial Report

The board of Members of the association is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards and the ACNC Act, and for such internal control as the board of Members determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error. In preparing the financial report, the board of Members is responsible for assessing the association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the board of Members either intends

to liquidate the association or to cease operations, or has no realistic alternative but to do so. The board of Members is responsible for overseeing the association's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Report

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

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

I communicate with the board of Members regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

Paul Blackmore, Chartered Accountant

Date October 2023, Hackney, South Australia

CBS Inc. Staff

CBS Inc. Members of Staff as at 30 June 2023.

Aaron Weir
Abby McKay
Ada Caruana
Adam Martin
Adelle Searle
Adrienne Allen
Aimee Ricketts
Akinola Fadare
Alan Cadman
Alaska (Anita) Spiniello
Aleesha Press
Alex Gosling
Alexander Bull
Alicia Muhs
Alison Williams
Amanda Gill
Amanda Ward
Amelia Oorthuis
Amelia Rinaldi
Amy Jones
Andrea MacIntyre
Andrew Prince
Angus Fowler
Anh Tran
Anita Hansen
Anthony Stevenson
Apai Leger-Kaitu'u
Ariane Jakutavicius
Ashlee Johns
Ashley Strother
Audrey Browne
Bailey Johnson
Beverley Robertson
Bianca Mahoney
Bob Newman
Brett Lennox
Brooke Edwards
Brooke Marshall
Calum Treloar
Carter Greatrex
Cassandra Delaney
Chantelle Lowry
Charmaine Felice
Cheryl Feeney
Chloe Phillips
Christian Wadham

Christine Dodd
Colin Murphy
Courtney Mitchell
Craig Love
Daniel Shiell
Daria Hextell
Darren Davies
David Owen
Dean Smith
Debra Stephens
Denise Arnold
Denise Briggs
Dennis Kirby
Denny Penney
Dillon Wright
Dominique Fasciano
Donna Harmer
Doreen Hopper
Doreen Spazzapan
Duncan Bainbridge
Dylan Megaw
Elizabeth Burchell
Elizabeth Loizeau
Elizabeth Moore
Elzbieta Kinasz
Emanuela Cojocea
Emily Stephensen
Erika Hecht
Evelyn Dumoi
Fabien Clark
Febians Omondi
Fiona Daniel
Fiona Ware
Frances Christison
Frances Warne
Fraser Long
Freddie Brincat
Gabriella Drinic
Gabrielle Jones
Georgia Fuller
Giovanna Centanni
Harpinder Kaur
Harry Cao
Hayley Pendergrast
Hayley Tattoli
Heather Newman

Heidi Beer
Helen Altmann
Helen Boddington
Helen Russell
Hellen Anduga
Henry Zhang
Hong Cassetta
Ingrid Broekx
Ioannis Nikoloudis
Irene Trinta-Pearce
Ishpreet Kaur
Jack Creatorex
Jacqui Vegea
Jak Chiswell
James Commane-Jacobs
James Cusack
James Mignone
Janine Hodder
Janis Moore
Jashanpreet Kaur
Jasmine-Lee Arbon
Jason Carey
Jasvir Kaur Pabla
Jayden Harding
Jeffrey Loveday
Jennifer McMahon
Jessica Irving
Jessica Klæbe
Joan Halls
Joanna Mack
John Borley
John Haydon
Jonathan Hardon
Jordan Maso
Josef Brincat-Tree
Joshua Cortes
Joshua Jenkins
Joshua Solly
Justin Kuiper
Justin Marsh
Kaitlyn Lo-Faro
Karen Bowman
Karen Ruckenstein
Kassandra Dahlenburg
Kathryn Cawthorne
Katrina Wehrmuller

Kaylee Abbott
Kellie Plew
Kelly Bunker
Kerri Abbrook
Kevin Knibbs
Kirstie Petherick
Kylie Johnson
Kylie Newton
Kylie Taylor
Kym Lamshed
Lachlan Aistrophe
Lakiesha Crouch
Lam Le
Laura Pullen
Leah McMurdo
Liam Van Schaik
Linda Zeni
Lindsay Obst
Lisa Absalom
Lisa Flowers
Lisa Luxford
Lorelle Rampling
Lucy Pennell
Lukasz Wojniak
Luke Englander
Luke Hackett
Lynn-Anne Gill
Mackenzie Norton
Macy Heym
Maddison Baldock
Maresa van Buiten
Margaret Carter
Margaret Collett
Marie Pomery
Mark Ingham
Mathilde Eldridge
Matthew Penning
Melanie Richards
Melissa Turner
Mellisa Palmer
Mervyn Chapman
Michael Estorico
Michael Hatchard
Michael Ilhan
Michelle Lobb
Mihaela Maguran-Pivas

CBS Inc. Board of Directors as at 30 June 2023

Mireia Artero Medina
Mirjana Lynch
Mohamed Geele
Naomi Power
Naomi Williams
Natalie Greaves
Nathan Higgins
Neville Mander
Nicholas Rigo
Nicole Parr
Nikita Paris
Nikki Loulas
Nola Grasby
Norman Sara
Nova Tattersall
Oliver Jones
Oliver Smith
Paola Scharfspitz
Parag Patel
Parminder Singh
Patricia Denew
Patricia Fowler
Patricia Gerahty
Peggy Mills
Philip Page
Phillip Grantham
Phillip Lau
Phillip Rollas
Prabesh Chudal
Rachel John
Raeleen Wandel
Rebecca Rigney
Rebekah O'Brien
Rikki Taurua
Rodrigo Copat
Rowan Elliott
Rowena Shields
Salena Miller
Sarah Fox
Sarjush Desai
Sascha Lemon-Spence
Sean Wessex-Brown
Sergei Segodin
Shane Poynter
Shania Chesson
Shantel Thyer

Sharon Crafter
Shaun Marshall
Shellee-Ann Vallis
Shelley Kirk
Simone Brown
Simone Garland
Simone Grantham
Sophie Newman
Stephanie Thomson
Stephen Howard
Steven Badcock
Stuart Knox
Sudarshan (Sud) Sharma
Susan Richards
Suzanne Graham
Tabitha Taylor
Taela McKinlay
Tahnee Williams
Tamara Mann
Tanya Bagnara
Tanya Martin
Tarra Mundy
Tatiana Ariza
Tayla Hunt
Tayla Williams
Taylor Harding
Teagan Crawley
Terry Stuart
Tess Fairall
Thoa Le
Thomas Chew
Thomas Milham
Timothy Wiseman
Toni Richardson
Tori Ellis
Tracy Stroop
Travis White
Trevor Love
Vaishali Sheth
Wayne Doherty
William Fragos
Zoe Waters

Claude Bruno, Chair
Disability Consultant
Board meeting attendance: 11/11

Emma Fey, Deputy Chair
Assistant Director Operations,
Art Gallery of South Australia
FGLF, B. Management, Grad Dip. Art History
Board meeting attendance: 7/11

David Pearson, Deputy Chair (resigned)
CEO, Australian Alliance to End Homelessness.
B. Media, B. International Studies, (Hons).
Board meeting attendance: 1/4

Lidia Pargaliti, Treasurer
Director, Cancer Care Centre Inc.FIPA, MAICD
Board meeting attendance: 9/11

Michael Bois, Deputy Treasurer
Director, Beg Your Pardon
Board meeting attendance: 10/11

Nadia Field, Consumer Nominee
NDIS & Jobnet client, CBS Inc.
Board meeting attendance: 10/11

Stefan Noto, Consumer Nominee
Site Administration, Constructwell
Jobnet Client, CBS Inc.
Board meeting attendance: 11/11

Jacqueline Stringer, Board Director
Assistant Director, Basic Plan Implementation,
Murray Darling Basin Authority.
Board meeting attendance: 4/4

**Freddie Brincat OAM,
Secretary and Public Officer**
Founder & Executive Director, CBS Inc.
(B.Ed., Grad.Dip. Policy and Administration, M. AICD)
Board meeting attendance: 11/11

Amelia Rinaldi, Admin Support to Board (non-voting)
Projects Coordinator, CBS Inc.
Board meeting attendance: 10/11



National Standards for
Disability Services
CERTIFIED DISABILITY
EMPLOYMENT
ORGANISATION



Business for good



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Cover artwork by Nigel Matejcic
"Still Life of Flowers, 2023"